



Barnsley Healthcare Federation Gender Pay Gap Report 2022-23

Following a government-led consultation in 2016, gender pay reporting legislation requires private sector employers with 250 or more employees to publish statutory calculations every year showing the pay gap between their male and female employees.

This report sets out Barnsley Healthcare Federation's (BHF) Gender Pay Gap (GPG) statistics for 2022-23, which is our first year of GPG publication.

The number of relevant employees on the 5th of April 2022 was 325 of which 259 were female and 66 were male.

BHF is committed to treating all our employees equally irrespective of protected characteristics and believes in creating an inclusive workplace where everyone is encouraged to thrive at work to the best of their ability.

As demonstrated below, BHF has carried out the six statutory calculations which I can confirm are based on accurate data.

We are confident that the gap does not stem from paying male and female employees differently for the same or similar work, rather it reflects the demographic split across different jobs and is broadly typical of the healthcare sector. Across all quartiles, we predominantly employ women, and this has affected the median and mean calculations.

We will continue to monitor our pay approach to ensure that we maintain the principles of equality for all.

Mean Gender Pay Gap – 32%

Median Gender Pay Gap – 21%

Mean Bonus Gender Pay Gap – 0%

Median Bonus Gender Pay Gap – 0%

Proportion of males receiving a bonus – 0

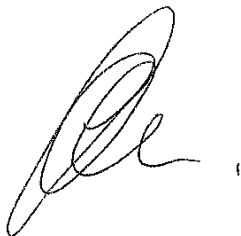
Proportion of females receiving a bonus – 0

Gender Pay Reporting – Quartiles

We are required to show the proportions of male and female full-pay relevant employees in four quartiles, which is done by dividing the workforce into four equal parts. Comparing these results will indicate the distribution of full-pay relevant male and female employees in the quartile. Comparing results between the quartiles will indicate the distribution of full-pay relevant male and female employees across the organisation.

	Men	Women
Quartile 1 (lowest paid)	29.63%	70.37%
Quartile 2	2.44%	97.56%
Quartile 3	11.11%	88.89%
Quartile 4 (highest paid)	38.27%	61.73%

Signature of CEO:



James Barker
03rd April 2023.