**Barnsley Healthcare Federation Gender Pay Gap Report 2024**

This report sets out Barnsley Healthcare Federation’s (BHF) Gender Pay Gap statistics for 2023 – 2024.

The number of relevant employees on the 5th April 2023 was 308 of which 238 were female and 70 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 all 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 % - 45.84%**

**Median Gender Pay Gap – 14.03%**

**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**

**Signature of CEO:**

**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.

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| --- | --- | --- |
|  | **Men** | **Women** |
| **Quartile 1 (highest paid)** | **42.86%** | **57.14%** |
| **Quartile 2** | **15.58%** | **84.42%** |
| **Quartile 3** | **10.39%** | **89.61%** |
| **Quartile 4 (lowest paid)** | **24.68%** | **75.32%** |