

Story of our Gender Pay Gap

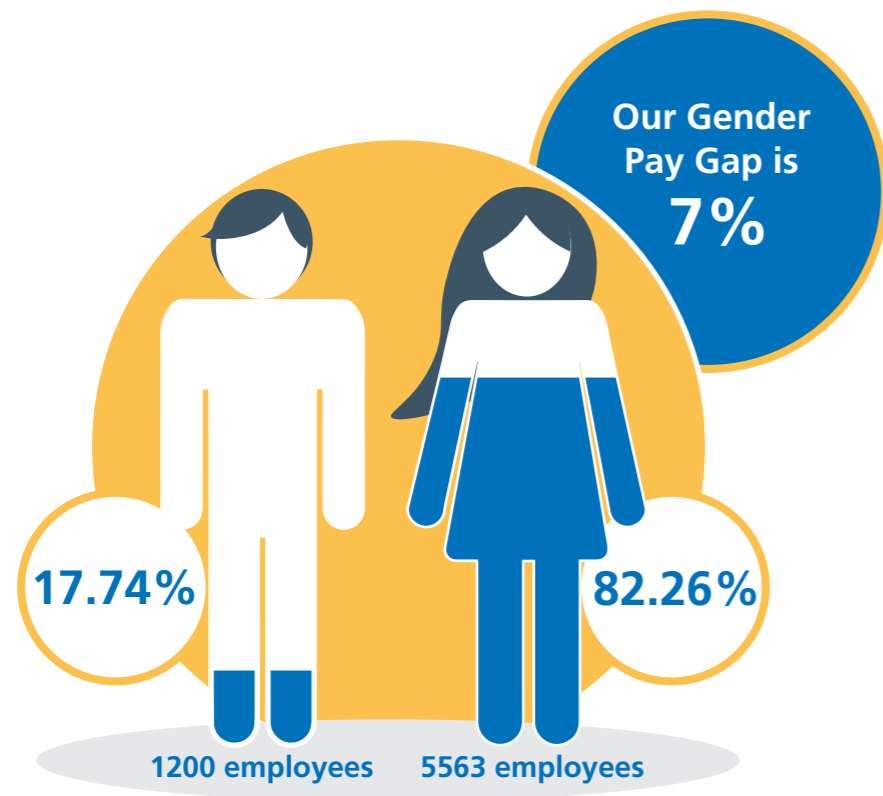
Dorset HealthCare is an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Gender Pay Gap reporting is distinct from Equal pay, which means that male and female employees receive equal pay for work of equal value. The gender pay gap refers to the overall picture of average pay of male and female employees.



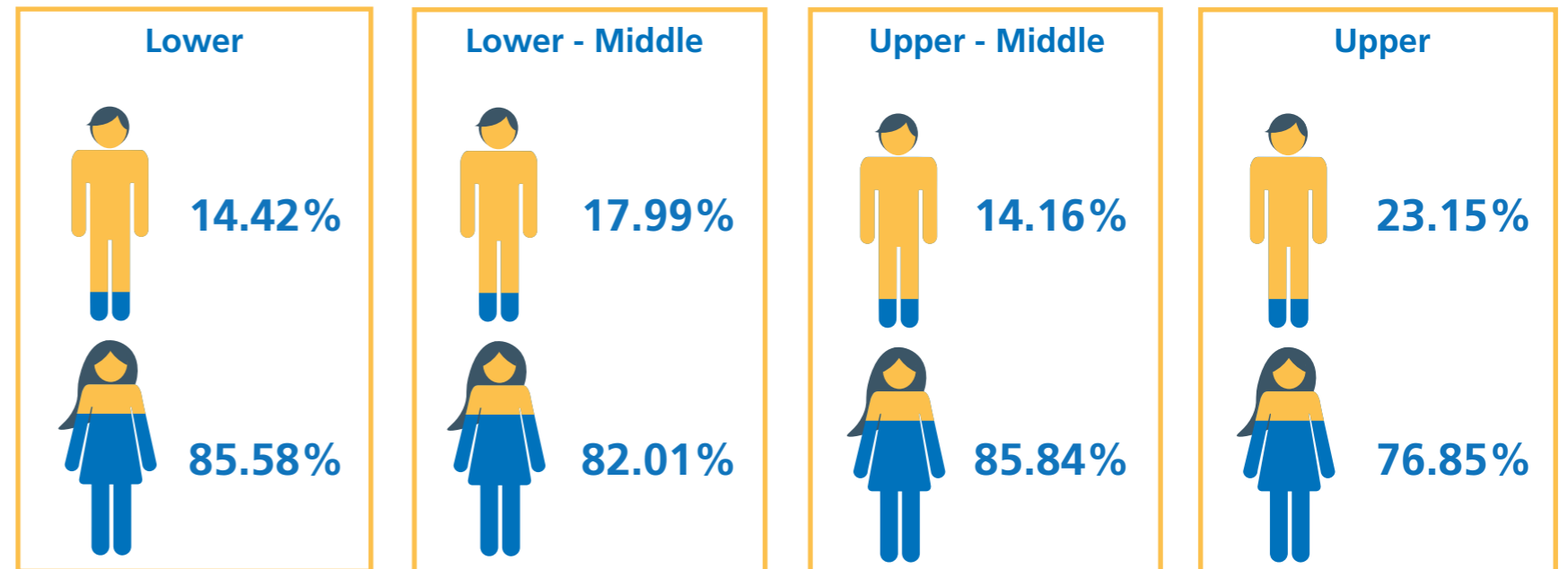
**Dorset HealthCare
University**
NHS Foundation Trust

Moving Forward

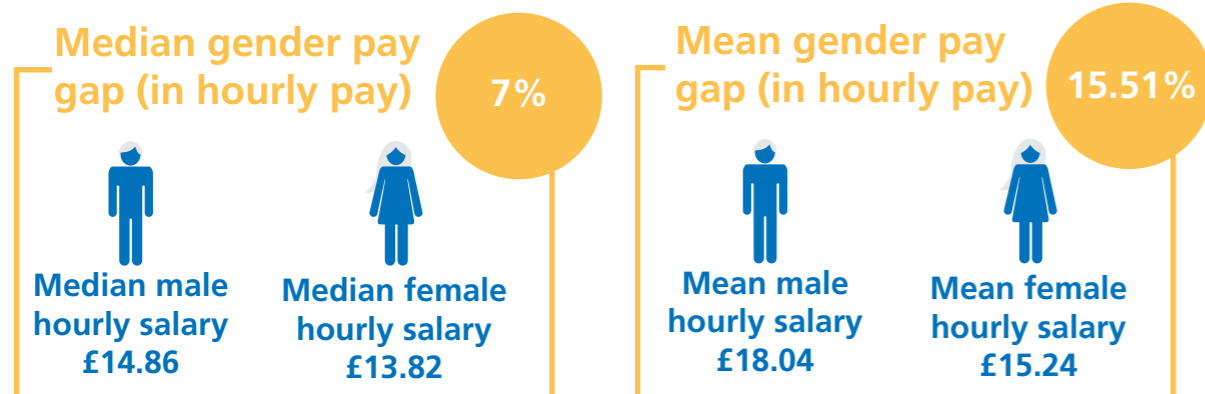
- Look closely at the way Clinical Excellence Awards are awarded to see if there are any gender biases and look to address these.
- Check for any gender bias in our recruitment information and appointment processes. Where any are identified we will look to remedy this as relevant to promote a workforce of the population we serve.
- Check for any gender bias in the uptake of its training offers and other development processes and look to remedy this as relevant.
- Monitor the application of other policies and procedures, such as flexible working, maternity leave and Health and Wellbeing that could impact on female staff disproportionately.
- Check for any indicators from staff surveys and or exit interviews that might increase the understanding of situations.
- Work with National guidelines that support ways of reducing a gender pay gap.



Proportion of males and females in each pay quartile



Our Workforce has an employee base that is predominantly female.



Senior agenda for change grades

