**APPENDIX 1**

**Table 1 – Overall Gender Pay Gap for NHS Lothian – 31 March 2020**



The Equality Act 2010 (Gender Pay Information) Regulations 2017 specifies that Public Authorities must report the gender pay gap in the form of information on the percentage difference among its employees between men’s average hourly rate (excluding overtime) and women’s average hourly rate (excluding overtime).

**Table 1** provides a summary of the hourly pay rate and the gender pay gap for each contract group. The figures in this table show a comparison between men’s and women’s average hourly pay within the specific contract group. Thus, within Agenda for Change the average hourly pay for women is £15.27 and for men is £14.57. The overall pay gap within the specific contract group is small. **Tables 2, 3 and 4** below provide a more detailed analysis of pay within the specific contract groups and compares the average hourly rate by gender across each of the pay bands in the particular contract group to determine whether there are differences within the individual pay grades.

**Gender Profile** – Each of the tables 1-4 also provides an analysis across each of the contract groups and by grade of the number of men and women employed by NHS Lothian in each of these categories. The gender split is expressed as a percentage of the total workforce based on headcount.

**Table 2 – Pay differential for Medical and Dental Staff – 31 March 2020**

**Table 3 – Pay differential for Senior Managers – 31 March 2020**

**Table 4.1 - Pay differential for Staff on Agenda for Change Pay bands - 31 March 2020 - Administrative staff**

**Table 4.2 - Pay differential for Staff on Agenda for Change Pay bands - 31 March 2020 - Allied Health Professions staff**

**Table 4.3 - Pay differential for Staff on Agenda for Change Pay bands - 31 March 2020 - Healthcare Sciences staff**

**Table 4.4 - Pay differential for Staff on Agenda for Change Pay bands - 31 March 2020 - Medical and Dental Support Staff**



**Table 4.5 - Pay differential for Staff on Agenda for Change Pay bands - 31 March 2020 - Nursing Staff**

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**Table 4.6 - Pay differential for Staff on Agenda for Change Pay bands - 31 March 2020 - Other Therapeutic Staff**

**Table 4.7 - Pay differential for Staff on Agenda for Change Pay bands – 31 March 2020 - Personal and Social Care Staff**

**Table 4.8 - Pay differential for Staff on Agenda for Change Pay bands - 31 March 2020 - Support Services Staff**

**Occupational Segregation and Average Basic Pay by Disability and Race**

**Table 5** below shows the occupational segregation by disability and also the average hourly basic pay for each of the staff groups for each of the responses. Only 2.1% of the NHS Lothian staff identify as disabled; 70.4% identify as not disabled and 27.5 % either stated ‘Prefer not to say’,or ‘Don’t Know’ or disability status was blank.

**Table 5 – Occupational Segregation by Disability**

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**Table 6** below shows the occupational segregation by race across each of the Agenda for Change, Medical & Dental & Executive/ Senior Management contract groups along with the average hourly basis pay for each group of staff. The race categories used are the NHS Scotland monitoring categories harmonised to the Scottish Census. ‘Prefer not to say’ or Don’t Know’ and those staff with no ethnicity status provided have been grouped as ‘Not Known’.

**Table 6 – Occupational Segregation by Race**

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