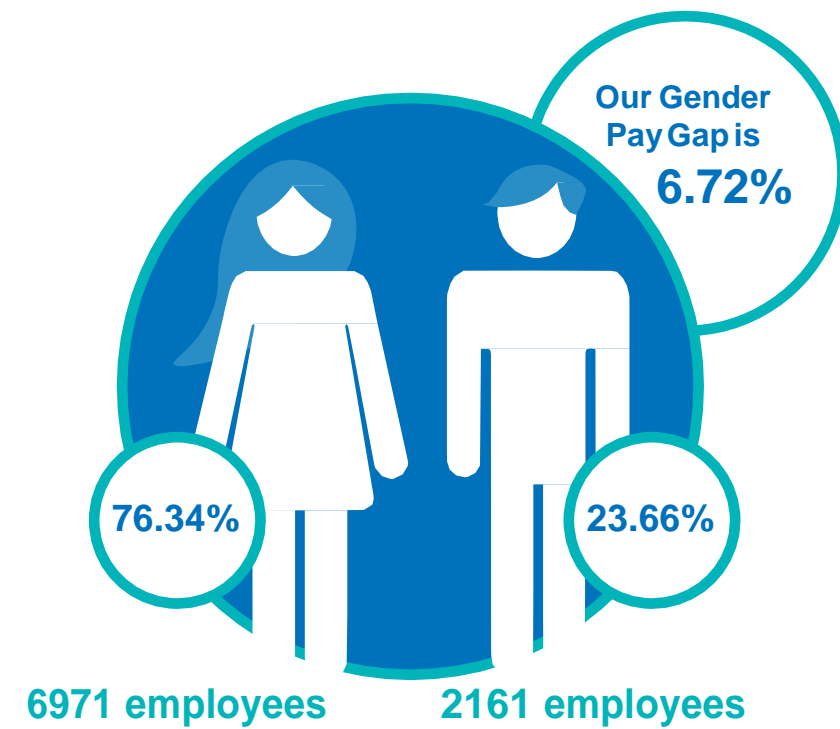


## Story of our Gender Pay Gap

We fully support the equality of opportunity and recognise that further work is needed to achieve this. Female staff are represented in many senior positions but we acknowledge there are still significant gaps e.g. in senior clinical roles, which drive the greatest variances in our results.

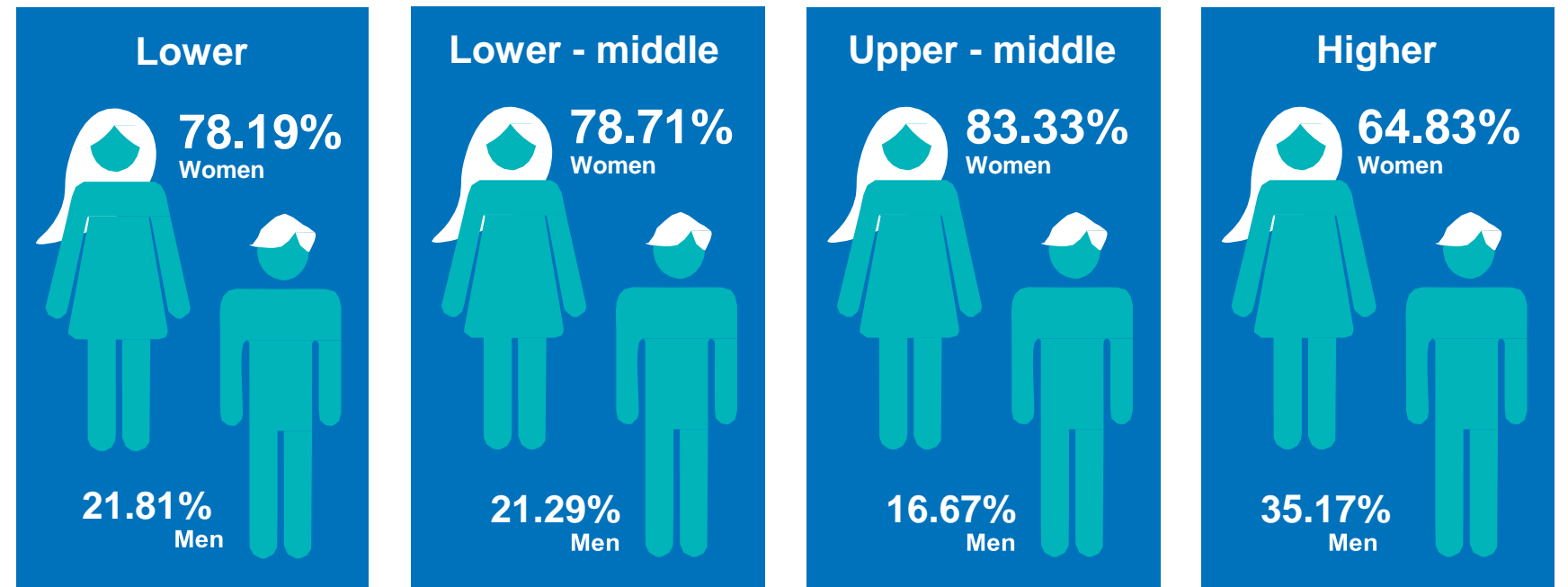
### Moving forward

- Share Gender Pay Gap information across the Trust
- Develop a values proposition for employee life cycle/support
- Commit to Values Based shortlisting and interview questions
- Refreshed recruitment and selection training to include values and more detailed unconscious bias content
- Continue the trust's commitment to an equitable workforce
- Continue equitable access to trust leadership training and development
- Support all staff in protected groups through living our Trust values and implementing our People Strategy



Our Workforce has an employee base that is predominantly female.

### Proportion of males and females in each pay quartile



### Senior agenda for change grades

