**Gender Pay Gap Reporting Statement 2023**

On 8 March 2018 Leeds and York Partnership Foundation Trust published its first gender pay gap and bonus pay gap information on the Government gender pay gap web pages. The Equality Act 2017 Regulations require all organisations that employ more than 250 staff to publish their gender pay gap information from March 2018. A summary of all the results published so far can be found on the Government’s [gender pay gap web pages.](https://eur02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fgender-pay-gap.service.gov.uk%2FViewing%2Fsearch-results&data=04%7C01%7CCommunications%40bdct.nhs.uk%7Cf23a7b703e0c47b75bb208da1173e285%7Cf377edd1c32a465086639fc3ec794b84%7C0%7C0%7C637841486658612942%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000&sdata=bCLRhkxxYqGOo%2Bqe8hYLQnWFdtW%2FliPst1Vu59lzgMM%3D&reserved=0)

In January 2023 we published our most recent gender pay gap and bonus gender pay gap information. It should be noted that due to the Covid 19 pandemic that reporting was not required in 2020.

The Trust aims to be in the top performing quartile of NHS organisations and to continue to reduce both the gender pay gap and the bonus gender pay gap over time.

Analysis of the pay gap by pay band and staff group is carried out regularly to identify areas of the organisation where the pay gap is higher or lower than the Trust average so we can target interventions to reduce our overall pay gaps.

**Gender Pay Gap 2022**

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| --- | --- | --- | --- | --- | --- |
| **Results** | **2018** | **2019** | **2021** | **2022** | **2023** |
| Average Gender Pay Gap- MEAN | 11.3% | 11.5% | 11.4% | 10.9% | 10.3% |
| Average Gender Pay Gap- MEDIAN | 2.4% | 4.4% | 5.9% | 5.3% | 3.1% |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Results** | **2018** | **2019** | **2021** | **2022** | **2023** |
| Average Bonus Gender Pay Gap- MEAN | 83.3% | 5.5% | 33.0% | 20.3% | 15.7% |
| Average Bonus Gender Pay Gap- MEDIAN | 3.7% | 60.2% | 66.0% | 37.5% | 36.8% |