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**The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017**

CHoICE has published information on our Gender pay Gap. This memo reiterates the data and puts it into context.

Our Pay scales are role dependent and are identical for men and for women in the same role.

On the first of April 2019, a total of 300 new colleagues TUPE transferred from a Private Provider who previously held the contract for cleaning the Hospitals we serve. The workforce we inherited was historically at the lower end of the pay scale and historically female.

Also on the 1st April a substantial pay award was granted, however payment, backdated to 1st April was not completed until August. Therefore the rates of pay extracted from the finance system for this report are the actual rates paid not the salary earned. For clarity the same dataset has been re-run as at August 2019, post payment of the pay award.



