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17 July 2018

Freedom of Information Request – Ref: FOI 069-1819

Thank you for your recent Freedom of Information request about Equality and Diversity. Please find the Trust's response below.

I would like information on Consultant Pay, including the details of additional payments and other awards. Mean median and Mode values. I would also like to request Gender, Ethnicity, Sexual Preference data regarding the above information.

e.g What is the gender pay gap?

Details of Consultant pay, gender and ethnicity is detailed below. We do not hold any information regarding sexual preference.

Per Annum

Medical & Dental Pay Scheme	Mean	Median	Mode
Salary	£76,830.89	£85,557.15	£86,369.04
Additional PA's	£13,069.01	£9,164.86	£4,603.92
CEA Awards	£11,763.15	£9,048.00	£6,032.04
On Call Supplements	£2,521.07	£2,762.40	£2,933.64

Medical and Dental	Headcount	FTE
Gender Profile Total	106	89.88
Female	52	42.43
Male	54	47.45

Ethnic Group	Headcount	FTE
White - British	51	41.58
White - Any other white Background	11	10.40
White - Polish	1	1.00
Mixed - White- Asian	1	0.70
Mixed - Any other mixed Background	1	1.00
Asian or Asian British - Indian	16	13.20
Asian or Asian British - pakistani	6	5.30
Asian or Asian British - Any other Asian background	2	1.00
Black or Black British - African	4	3.50
Chinese	3	3.00
Any other Etrhinic Group	2	2.00
Unspecified	1	1.00
Not Stated	7	6.20
Total	106	89.88

How many women and BME staff are in senior management/board role? (What is the total percentage of staff with above characteristics and what percentage are in senior management board roles?)

Equality and Diversity information is available on our Trust website by following this link:

<https://www.2gether.nhs.uk/equality-and-diversity/>

Should you have any queries in relation to our response in this letter, please do not hesitate to contact me. If you are unhappy with the response you have received in relation to your request and wish to ask us to review our response, you should write to:-

Anna Hilditch
Assistant Trust Secretary,
2gether NHS Foundation Trust
Rikenel
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GLOUCESTER GL1 1LY
Tel: 01452 894165
E-mail: anna.hilditch@nhs.net

If you are not content with the outcome of any review, you may apply directly to the Information Commissioner's Office (ICO) for further advice/guidance. Generally, the ICO will not consider your case unless you have exhausted your enquiries with the Trust which should include considering the use of the Trust's formal complaints procedure. The ICO can be contacted at: The Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF.

Yours sincerely,

Lisa Evans

LISA EVANS
Information Governance Officer
2gether NHS Foundation Trust

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or write to: OPSI, 102 Petty France, London SW1H 9AJ.