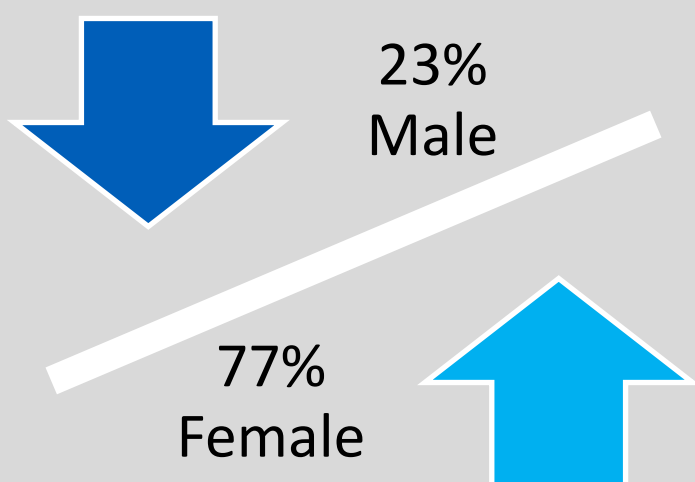


# Gender Pay Gap Analysis 2018

Cumbria Partnership  
NHS Foundation Trust

The NHS workforce (NHS Support Organisations and Central Bodies in England) as at September 2016 published by NHS Digital was made up of ...



The following data was extracted from ESR with an effective date of 31 March 2018

The **Cumbria Partnership NHS Foundation Trust** workforce ...



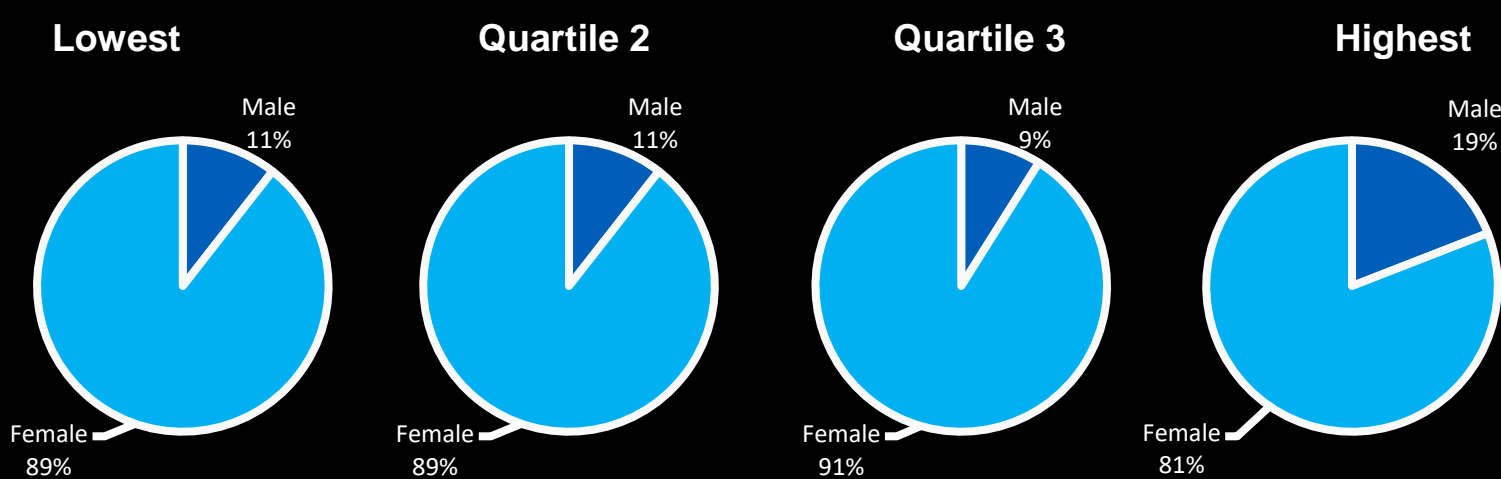
The gender distribution of **Medical & Dental Consultant** staff ...



The gender distribution of **Nursing & Midwifery** staff ....



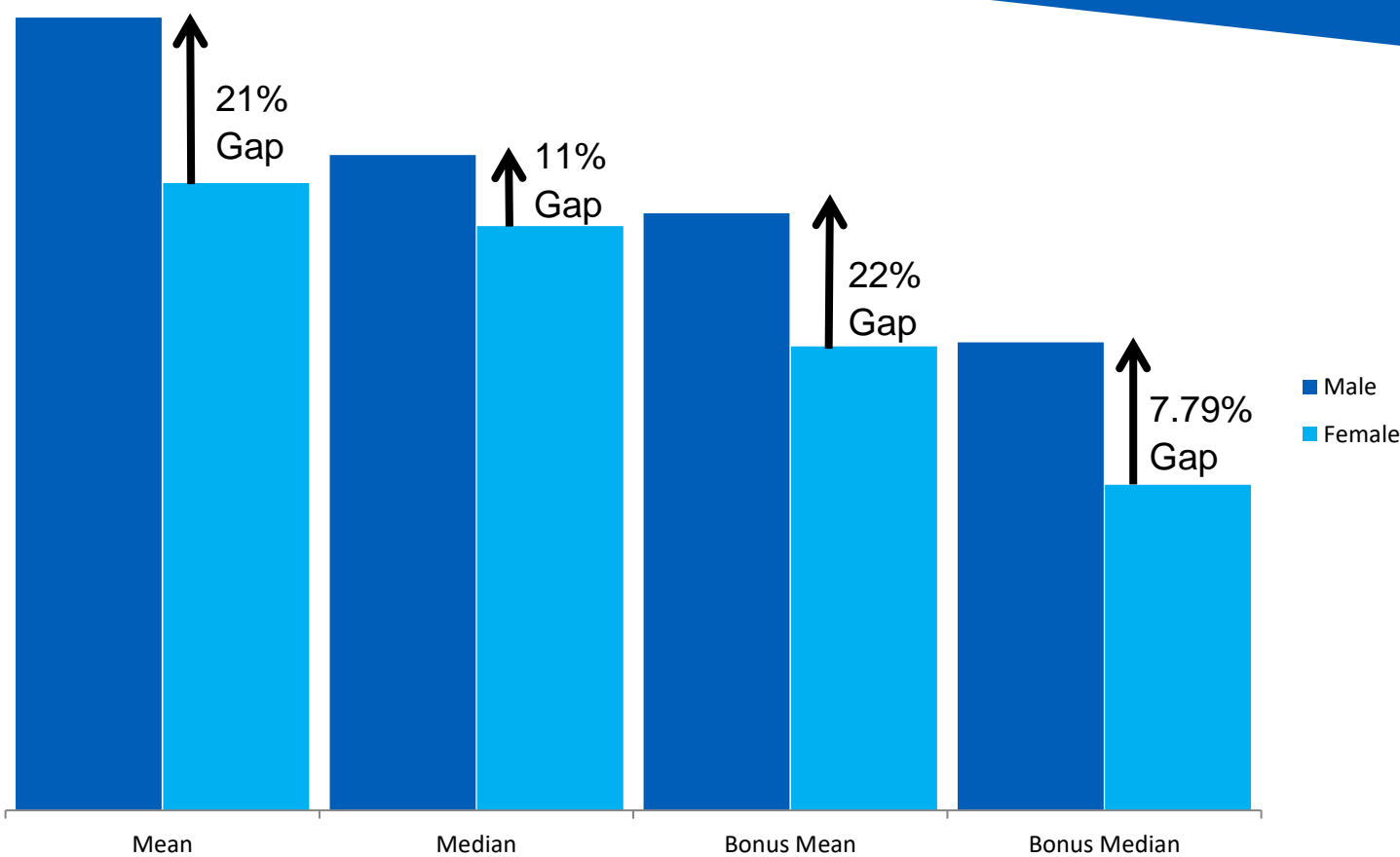
## Pay Quartiles



The above images illustrate the gender distribution at CPFT across four equally sized pay quartiles

Female 0.3% receives **bonus** payments 99.7% do not

Male 3% receives **bonus** payment 97% do not



The graph above shows the gap analysis between the mean, median, bonus mean and bonus median hourly rates of pay by gender.