

## Executive Summary for Board

The People Committee received the Gender Pay Gap report in February 2024.

In summary the People Committed noted:-

- Over the last 12 months the Trust's gender pay gap has reduced in both the median and mean measures. Overall on a median indicator men earn more than women by 9.83% which is an overall decrease in the median gender pay gap of 4.65%. Overall on a mean average men earn more than women by 25.9% meaning the gender pay gap has reduced by 2.4%.
- If medical staff are removed from the calculations our mean Gender Pay Gap reduces to 4.2%. If medical staff were removed from the calculations our median Gender Pay Gap reduces to 1.43%. Therefore the disparity between our gender pay is tilted by our medical workforce which historically was a male dominated profession.
- The People Committee were also advised about the Gender Pay Gap disparities by Band; by Full time / Part time colleagues and by Bonus Payments (Clinical Excellence Awards are regarded as bonus payments under the guidance).
- Whilst the Committee heard of the underlying drivers to the Gender Pay Gap it was accepted that further progress is of course required. With this in mind the Committee supported the actions that are being taken on this matter (outlined in the appendices) and noted that they will receive an annual update on the progress being made. They also asked that the next paper consider setting internal trajectories so we can better understand the incremental improvements that need to be made year by year.
- The Trust Board is asked to note the details contained within this report and agree that the People Committee oversee the resulting actions.

## Gender Pay Gap Report presented to the People Committee in February, 2024

### 1. Background

- 1.1 In 2017 the Government introduced legislation that made it statutory for organisations with 250 employees or more to report annually on their Gender Pay Gap (GPG). The GPG reporting requirements are detailed within [The Equality Act 2010 \(Specific Duties and Public Authorities\) Regulations 2017](#).
- 1.2 The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally based on their gender. Understanding the difference is important because the solutions to the gender pay gap are different to those required to ensure equal pay. It may be surprising, but it is possible to have genuine pay equality and still have a significant gender pay gap. For example if a company employs 11 people, ie; 10 engineers and one managing director, the 10 engineers (nine women and one man) all earn exactly £50,000 per year so they are all on equal pay. The managing director, who happens to be a man, is on £100,000 per year. The average salary for women in the organisation is £50,000 per annum while the average pay for men in the organisation is £75,000 per annum ( $\frac{£50,000 + £100,000}{2}$ ), a gender pay gap of £25,000 or 50%. All NHS organisations manage equal pay through robust job evaluation systems, these systems ensure that pay for work of equal value is recognised; for example, a male nurse and female nurse entering nursing with some qualifications and experience are paid the same pay scale; however, the best job evaluation system will not address the gender pay gap if an organisation has a majority of men in higher-paid roles.
- 1.3 The Gender Pay Gap is calculated and reported as six measures based on the hourly rates of pay and the bonuses of all eligible employees on a snapshot date, which for Public Sector organisations is 31<sup>st</sup> March 2023:
  - i. percentage of men and women in each hourly pay quarter
  - ii. mean (average) gender pay gap using hourly pay
  - iii. median gender pay gap using hourly pay
  - iv. percentage of men and women using bonus pay
  - v. mean average gender pay gap using bonus pay
  - vi. median gender pay gap using bonus pay
- 1.4 The cause of the gender pay gap is complex, and as the report will show there are certain issues peculiar to specific staffing bands / levels. Understanding these peculiarities is important as this will help to address the gender pay gap disparity in the years to come via robust actions.

## 2. What do the calculations mean?

- 2.1 The information in this report demonstrates the gender pay gap taking into account all Trust employees (excluding iFM).
- 2.2 Definitions of the terminology used in this report are included in appendix 1 of this report. When reporting the gender pay gap, both mean and median averages are used.
- 2.3 The median is often used as a headline measure because it's less swayed by extreme values, particularly the small number of people on high salaries.
- 2.4 The mean is useful because it does capture the effect of a small number of high earners. This is something we're interested in, given that women's responsibilities beyond work have traditionally limited their access to higher-level, higher-paid jobs.
- 2.5 The difference between an organisation's mean and median pay gap can provide valuable insight. The presence of very low earners can make the mean smaller than the median. A group of very high earners can make the mean larger than the median.
- 2.6 The bonus pay gap is intended to reflect the distribution of bonus payments made to male and female employees in the 12 months to 31<sup>st</sup> March 2023. As an NHS organisation the only pay elements that fall under the bonus pay criteria are within the medical workforce, i.e. distinction awards and clinical excellence awards.

## 3. Key Findings

### 3.1 Our Workforce

We collected our gender pay gap data on the snapshot date of 31st March 2023. At this time there were 6311 staff employed in the Trust. Of those 5382 (85%) were female and 929 (15%) male.

### 3.2 Hourly Pay Gap

Over the last 12 months the Trust's gender pay gap has reduced in both the median and mean measures. The tables below show the mean and median hourly rates by gender and the overall percentage pay gap as at March 2022 and March 2023.

The data indicates that:

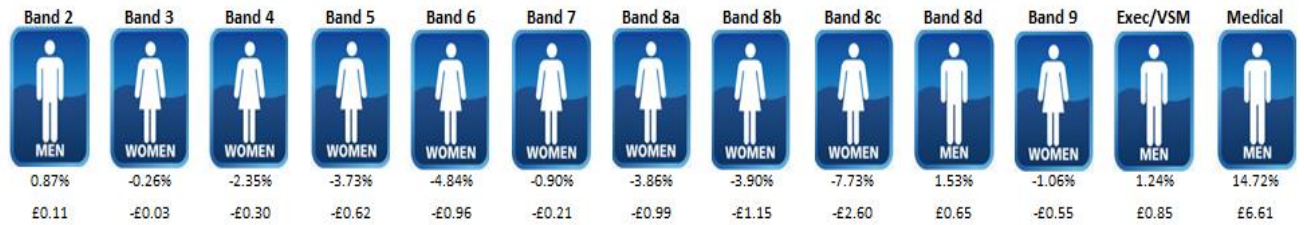
- Overall on a median indicator men earn more than women by 9.83% which is an overall decrease in the median gender pay gap of 4.65%.
- Overall on a mean average men earn more than women by 25.9% meaning the gender pay gap has reduced by 2.4%.

2022		
Gender	Mean Hourly Rate	Median Hourly Rate
Male	£ 24.3	£ 18.9
Female	£ 17.4	£ 16.1
Difference	£ 6.9	£ 2.7
Pay Gap %	28.3%	14.48%

2023		
Gender	Mean Hourly Rate	Median Hourly Rate
Male	£ 24.5	£ 18.6
Female	£ 18.1	£ 16.7
Difference	£ 6.3	£ 1.8
Pay Gap %	25.9%	9.83%

### 3.3 Pay Gap by Band

#### 3.3.1 Mean



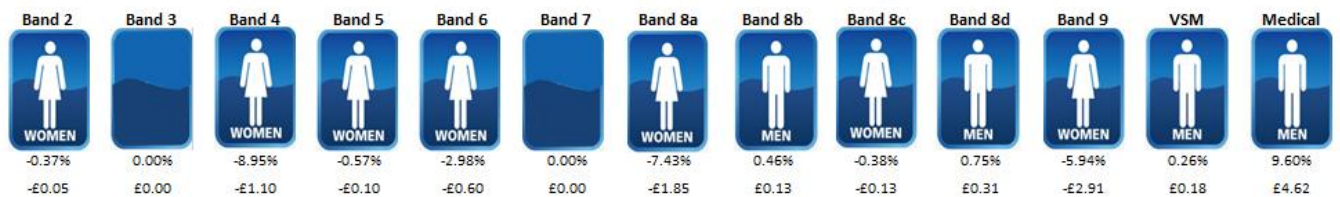
#### Variation from 2022

-5.49%	-0.66%	-2.37%	-0.17%	-0.23%	-0.88%	-1.44%	-1.91%	-2.22%	-10.27%	-3.27%	2.14%	4.38%
F	F	F	F	F	F	F	F	F	F	F	M	M

- On the mean indicator, **women earn more** than men in bands 3-8c, and 9.
- On the mean indicator, **men earn more** than women in bands 2, 8d, VSM and medical grades

If medical staff are removed from the calculations **our mean Gender Pay Gap reduces to 4.2%**. Therefore the disparity between our gender pay is tilted by our medical workforce which historically was a male dominated profession.

#### 3.3.2 Median



#### Variation from 2022

-0.54%	-0.97%	-8.95%	-19.76%	-17.84%	-6.92%	-0.14%	2.50%	1.04%	-13.03%	-6.51%	-2.13%	4.76%
F	F	F	F	F	F	F	M	M	F	F	F	M

- On a median measure, **women earn more** than men in bands 2,4,5,6,8a,8c, and 9.
- On a median measure, **men earn more** than women in bands 8b, 8d, VSM and Medical grades

If medical staff were removed from the calculations **our median Gender Pay Gap reduces to 1.43%**.

### 3.4 Full/ Part time Gender pay gap

The table below shows the mean and median pay gaps for full and part time staff.

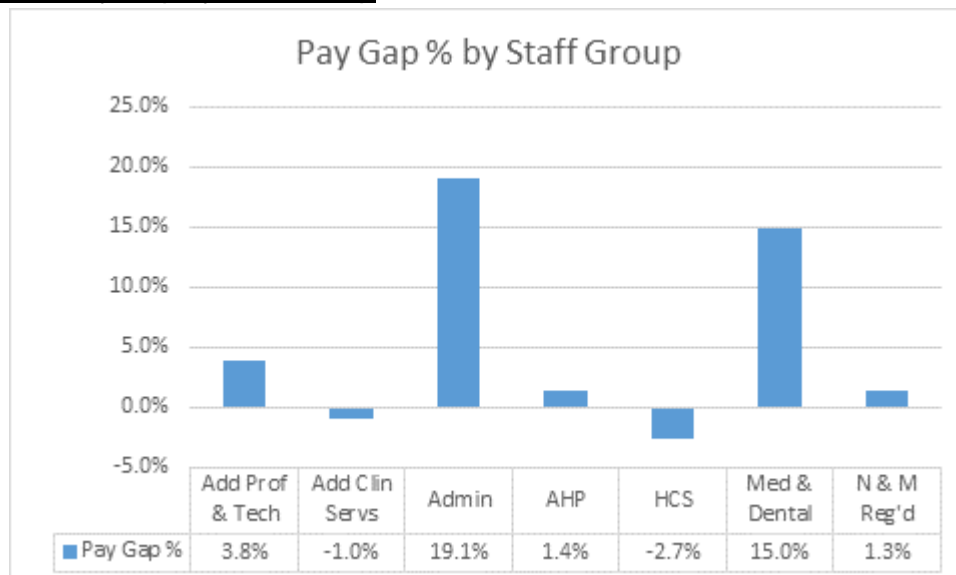
Mean	Full Time	Part Time	Median	Full Time	Part Time
Men	£24.85	£23.00	Men	£18.10	£17.26
Women	£18.65	£17.65	Women	£16.75	£16.75
Difference	£6.20	£5.35	Difference	£1.35	£0.51
Gender Pay Gap%	24.95%	23.26%	Gender Pay Gap%	7.46%	2.95%

There is a slightly higher pay gap for full time staff than for part time staff, although the pay gap for part time staff is still significant at 23.26% (mean) and 2.95% (median).

### 3.5 Analysis by staff group

3.5.1 In order to provide further understanding of the gender pay gap a breakdown of mean gender pay gap by staff group is below:

Mean Pay Gap by Staff Group



3.5.2 The staff group with the largest mean pay gap is Administrative and Clerical, where the mean hourly pay rate is 19.1% higher for men than for women. This group includes corporate and senior management posts, as well as administrative and clerical staff. There are 1263 staff in this group, of which 200 are men (16%). The median pay gap for this staff group is 17.4%. As mentioned earlier, where the mean is higher than the median this can indicate that a group of high earners are impacting the average.

This is followed by the medical and dental staff group, where the mean hourly pay rate is 15% higher, and the median 9.6% higher. Of the 429 staff in this group, 221 are men (52%).

Staff groups where women receive a marginally higher mean hourly rate than men are Additional Clinical Services (1% higher) and Healthcare Scientists (2.7% higher).

The 'Estates and Ancillary' staff group has been excluded from this chart, as at the time of reporting there were only 2 employees in this staff group, both of whom were male.

### 3.6 Bonus Pay Gap

We are required to report on the gender pay gap for bonus awards. Agenda for Change (AFC) staff are not eligible for bonus awards. This metric is therefore focused on payment of the consultant Clinical Excellence Awards (CEA) and Distinction Awards (Staff Grade).

Bonus pay gap is set out in the charts below:

2022 (Bonus)		
Gender	Mean Pay	Median Pay
Male	£ 11,299.4	£ 9,048.0
Female	£ 10,569.5	£ 9,048.0
Difference	£ 729.9	£ -
Pay Gap %	6.5%	0.0%

2023 (Bonus)		
Gender	Mean Pay	Median Pay
Male	£ 12,722.7	£ 9,048.0
Female	£ 10,028.4	£ 9,048.0
Difference	£ 2,694.2	£ -
Pay Gap %	21.2%	0.0%

2022			
Gender	Employees Paid Bonus	Total Relevant Employees	%
Male	59	834	7.07%
Female	32	5156	0.62%

2023			
Gender	Employees Paid Bonus	Total Relevant Employees	%
Male	49	954	5.14%
Female	30	5516	0.54%

Points of note are:

- Since 2018 the local Clinical Excellence Award monies have been shared equally amongst all eligible consultants. Those that were given awards in 2018 under the previous scheme arrangements have maintained those awards, therefore there has been no opportunity to redress any bonus pay gap during that period under the local scheme.

### 3.7 Next Steps

- 3.7.1 It is important to note that gender pay gap cannot be ‘fixed’ quickly and longer terms solutions are required in order for it to reduce. The complexities of this agenda means it may take many decades for this to happen.
- 3.7.2 Staff Networks - The Trusts’ Gender Staff Network has recently been established and has held a number of listening events. As a new network there is significant opportunity for the group to review the findings of this report, consider opportunities to improve opportunities for female staff and work to reduce the Gender Pay Gap.
- 3.7.3 Recruitment / Promotion - All Trust adverts and advertising materials (e.g. Job Descriptions, and Person Specifications etc.) are reviewed and approved by our HR team before being advertised to ensure they do not contain any discriminatory statements. Good practice is already in place around shortlisting processes, to ensure fairness and equality of the process at this stage. The Trust TRAC e-recruitment system ensures that applications to Trust employment are shortlisted on the basis of skills, experience, education and knowledge only (no personal details such as name / gender etc. are provided to shortlisting panels). This eliminates, as much as possible,

any potential for discrimination at application stage. Interview panels comprise at least two people, to increase objectivity of decision making, and other assessments are encouraged to further increase objectivity- e.g work related testing; criteria based interviewing against defined criteria. . Guidance is provided to every interview panel stating that interview questions should be based on role requirements only.

- 3.7.4 Flexible working -\_The Trust has recently introduced a new Flexible Working Policy, which ensures no flexible working request is declined by an immediate line manager without it being escalated for wider consideration. This facilitates managers looking more creatively to support requests wherever possible. In addition, new retirement options introduced, including the ability to draw down pension whilst remaining in your current role gives staff the opportunity to increase their work life balance. This is likely to be beneficial for staff with caring responsibilities, more likely to be female. There have been flexible working sessions held as part of the Our Voice programme, looking at understanding staff's lived experience and ensure that feedback informs reality and the gap between espoused policy and real life and real changes and improvements can then be made.
- 3.7.5 Celebrating - Friday, 8<sup>th</sup> March is International Women's Day. We will promote this within the Trust, and also to use this as an opportunity to promote the Staff Gender Network, to encourage staff to work with us on closing our gender pay gap. The Health and Care Women's Leaders Network is holding a webinar to highlight and celebrate work underway to progress gender equality and enhance inclusivity for women working in healthcare. This will be promoted via Trust communications and awareness raised of the Health and Care Women Leaders network, a free network for all women working across health and social care.

#### **4 Recommendations**

The People Committee are asked to:

- Note the details of the gender pay report and the requirements for the details to be published by the end of March 2024.
- Note the actions that have been taken in regard to this agenda, along with the actions that will be taken moving forward. All actions will be overseen by the EDI Steering Group

## Appendix 1

### Definitions / Explanations

#### **The percentage of men and women in each hourly pay quarter**

This is designed to show the spread of employees across salary ranges. The assumption is that for most organisations women will be concentrated in the lower quartiles but men will be concentrated in the upper quartiles.

#### **The mean hourly rate**

The difference between the mean (average) hourly pay of men, and the mean (average) hourly pay of women. It is calculated by adding up all the hourly rates of men or women and then dividing by the number of men or women.

#### **The median hourly rate**

The difference between the median hourly pay for a man and the median hourly pay for a woman. The median for each is the man or woman who is in the middle of a list of hourly pay ordered from highest to lowest paid.

#### **The bonus payment percentages**

These are intended to reflect the distribution of bonus payments made to men and women employees, who were paid bonus pay in the 12 months up to the 31<sup>st</sup> March 2023. As an NHS organisation the only pay elements that fall under the bonus pay criteria are within the medical workforce - distinction award (Staff grade and associate specialist) and clinical excellence awards (consultants).

#### **The mean bonus**

The difference between the mean (average) bonus pay paid to men, and bonus pay paid to women.

#### **The median bonus**

The difference between the median bonus pay paid to men and the median bonus pay paid to women

#### **The mean and median pay and bonus gaps**

These are expressed as a percentage. So if our mean gender pay gap, for example is 15% this means that women in the workforce are paid 15% less than the men in the workforce or 85p for every £1 paid to men. If the gap is a negative percentage this means that men are paid on average less than female employees.



## Appendix 2 – Gender breakdown by band

Band	Female	Male	Grand Total	% Males
Apprentice	4		4	0
Band 2	1196	138	1334	10
Band 3	620	88	708	12
Band 4	444	53	497	11
Band 5	1142	139	1281	11
Band 6	969	133	1102	12
Band 7	514	65	579	11
Band 8A	189	48	237	20
Band 8B	53	21	74	28
Band 8C	16	7	23	30
Band 8D	6	5	11	45
Band 9	12	5	17	29
Exec/VSM	9	5	14	36
M&D	208	222	430	52
<b>Grand Total</b>	<b>5382</b>	<b>929</b>	<b>6311</b>	<b>15</b>