

REPORT TO THE TRUST BOARD (PUBLIC)

REPORT TITLE	Gender Pay Gap Report 2021
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EXECUTIVE SPONSOR	Louise Tibbert, Chief People Officer
DATE OF MEETING	12 October 2021
PRESENTED FOR	Decision
ITEM PREVIOUSLY CONSIDERED BY	People & Culture Committee and the Equality, Diversity and Inclusion Steering Group

Presented For: Definitions

Information	For information only. Not to be discussed at meeting unless members have specific questions.
Discussion	For discussion and possibly future decision. This includes items presented for assurance.
Decision	For approval and/or when any other decision is required

PURPOSE OF THE REPORT

To seek approval of the data collected as part of the Gender Pay Gap 2021 and the programme of work developed to support improvement.

RISKS RELEVANT TO THE PAPER

Risk ID	Risk Description
	Gender Pay Gap is a mandatory programme for all NHS providers. Failure to comply will have a detrimental effect upon the reputation of the Trust

RISK APPETITE RELEVANT TO THE PAPER (insert relevant section from Risk Appetite Statement from Risk Management Policy)

DOMAIN	TRUST RISK APPETITE LEVEL	DESCRIPTION OF RISK APPETITE
Financial/ Value for Money (VfM)	Open - <i>Willing to consider all potential delivery options and choose while also providing an acceptable level of reward (and VfM)</i>	Prepared to invest for return and minimise the possibility of financial loss by managing the risks to a tolerable level. Value and benefits considered (not just cheapest price). Resources allocated in order to capitalise on opportunities.

THE COMMITTEE IS ASKED TO:

1. Approve the data presented for submission.
2. Approve the Improvement Programme presented



STRATEGIC GOALS THIS REPORT SUPPORTS *(Check all that apply)*

Delivering outstanding care and experience	✓
Recruiting developing and retaining our workforce	✓
Improving and developing our services and infrastructure	✓
Working together with local health and social care providers	✓
Delivering financial sustainability	<input type="checkbox"/>

OTHER IMPLICATIONS OF THE PAPER

Legal/ Regulatory Relevance:	<ul style="list-style-type: none"> • Equality and Human Rights Commission • Care Quality Commission
NHS Constitution Delivery	<ul style="list-style-type: none"> • The NHS provides a comprehensive service, available to all. • The NHS is accountable to the public, communities and patients that it serves.
Freedom of Information Release	This report can be released under the Freedom of information Act 2000

Equality and Diversity Implications *(Check all that apply)*

Age	Gender	Ethnicity	Disability	Pregnancy/ Maternity	Marriage/ Civil Partnership	Religion/ Belief	Sexual Orientation	Gender Reassignment
<input type="checkbox"/>	✓	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

This report provides a programme designed specifically to improve the offering for disabled staff but the work laid out will have intersectional benefits for other protected and vulnerable groups.

1. Executive Summary

The Trust has made good progress in the reporting period of this Gender Pay Gap report in 2019/20 there has been a slight improvement in both mean and median Gender Pay Gap across the organisation.

The Trust has introduced a range of measures over the past twelve months to support more effective equality and diversity practices founded in the principle of co-production working.

The work led by our Equality, Diversity and Inclusion Steering Group has achieved a more responsive approach to the needs of our workforce through a deeper understanding of the issues affecting our staff and the ways we may be better able to improve their experience.

We are prioritising development of the Outstanding Health and Wellbeing workstream in response to staff feedback. Helping our staff to improve their physical and mental health and wellbeing is fundamental to the smooth running of our hospitals - particularly following the effects of the Covid-19 pandemic on our workforce. However, this does not mean we will be ignoring the other workstreams. We will provide regular updates on the work taking place across all five areas in our monthly staff briefing sessions

- Outstanding Health and Wellbeing
- Outstanding Patient Care
- Outstanding People
- Outstanding Leadership
- Outstanding Communications

Equality and diversity threads through the core of each of these work streams and throughout the culture of the organisation as a whole.

The Trust is committed to ensuring staff from all sections of society feel valued and respected in the work they do, proud of the contribution they make and positive in the opportunity they have when working within the organisation.

2. Introduction

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, employers with 250 or more employees are required to publish statutory calculations no later than 30 March each year. The information will demonstrate the pay gap between male and female employees as at 31st March the previous year. This year's report has data as at the 31st March 2020 and then publishes their findings by no later than 30th March each year. However due to COVID-19 pandemic the Equality and Human Rights Commission has granted additional 6 months to publish the report. The results must be published on the employer's website as well as on the Government site. This cycle will continue year on year going forward with organisations being required to maintain the data on their website for three years in order to show progress made.

The Equality and Human Rights Commission defines the difference between equal pay and the gender pay gap as follows:

- Equal Pay means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010.
- The Gender Pay Gap is a measure of the difference between men's and women's average earnings across an organisation. It is expressed as a percentage of men's earnings
- The Trust relies on national pay agreements and terms and conditions of service, supported by and a national NHS job evaluation scheme, to determine set pay grades and levels for roles.

The hourly rate is calculated for each employee based on 'ordinary pay' which includes:

- Basic pay
- Paid leave, including annual, sick, maternity, paternity, adoption or parental leave (except where an employee is paid less than usual or nothing because of being on leave)
- Area and other allowances
- Shift premium pay, defined as the difference between basic pay and any higher rate paid for work during different times of the day or night

It does not include:

- Remuneration referable to overtime, remuneration referable to redundancy or termination of employment or remuneration in lieu of leave

The relevant pay period means the pay period within which the snapshot date of 30 March falls, which for monthly-paid staff would be the month in which the date is included.

Bonus pay relates to performance, productivity, incentive, commission or profit-sharing, but excludes:

- Remuneration referable to overtime
- Remuneration referable to redundancy
- Remuneration referable to termination of employment

In the NHS, Consultants clinical distinction/excellence awards are regarded as bonus pay. The relevant period means the period for 12 months ending with the snapshot date.

Data contained within this report excludes inward secondment posts but includes outward secondment posts where the member of staff remains employed by the Trust.

3. Gender Pay Reporting and Gender Identity

It is important for employers to be sensitive to how an employee chooses to self-identify in terms of their gender. The regulations do not define the terms 'male' and 'female' and the requirement to report gender pay should not result in employees being singled out and questioned about their gender. Electronic Staff Record (ESR) data on gender, as confirmed by employees, is used as a basis for the analysis.

4. The Gender Pay Gap Metrics

The legislation requires an employer to publish the following calculations:

- Average gender pay gap as a mean average
- Average gender pay gap as a median average
- Average bonus gender pay gap as a mean average
- Average bonus gender pay gap as a median average

5. Summary of Results – Statutory Reporting Requirements

Metric	Result	% Rates at 31 st March 2020	% Rates at 31 st March 2019	% Rates at 31 st March 2018
Gender pay gap as a mean average	Significant difference between males/females	29.23%	28.48%	29.85%
Gender pay gap as a median average	Significant difference between males/females	15.54%	12.77%	16.65%

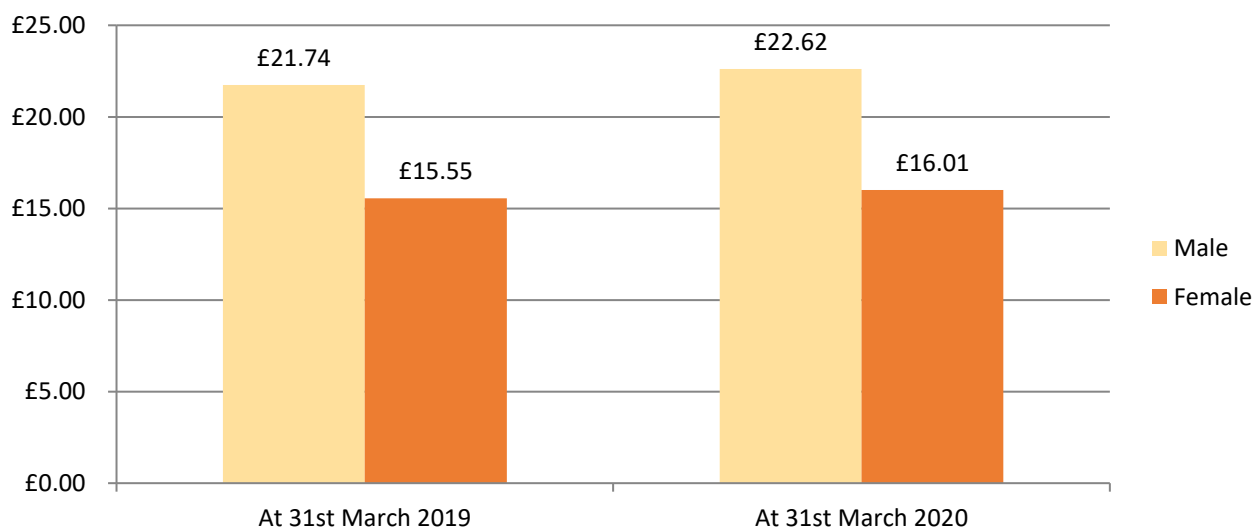
Bonus gender pay gap as a mean average	No Significant difference between males/females	-3.34%	-4.13%	1.41%
Bonus gender pay gap as a median average	No Significant difference between males/females	0.00%	0.00%	0.00%

Minus figure means women paid more than men.

6. Detailed Results

6.1. Average gender pay gap as a mean average

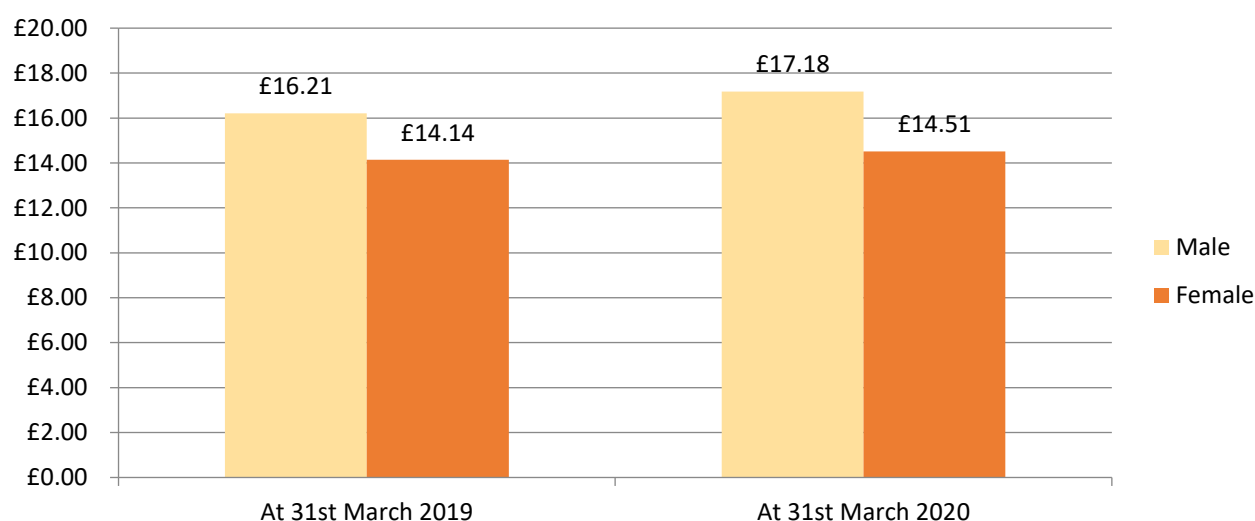
Mean Hourly Rate	Male	Female	Pay Gap %
At 31st March 2019	£21.74	£15.55	28.48%
At 31st March 2020	£22.62	£16.01	29.23%
+/- Changes	+ £0.88	+ £0.43	0.75%



The hourly rate is calculated for each employee based on 'ordinary pay', which includes basic pay, allowances and shift premium pay. The percentage variance for the average hourly rate of pay is just under 30%. This calculation is based on the average hourly rate of 5500 female staff compared to 1364 male staff. When comparing 2019 to 2020 the results, there is a 0.75% increase in the pay gap.

6.2. Average gender pay gap as a median average

Median Hourly Rate	Male	Female	Pay Gap %
At 31 st March 2019	£16.21	£14.14	12.77%
At 31 st March 2020	£17.18	£14.51	15.54%
+/- Changes	+ £0.97	+£0.37	2.77%



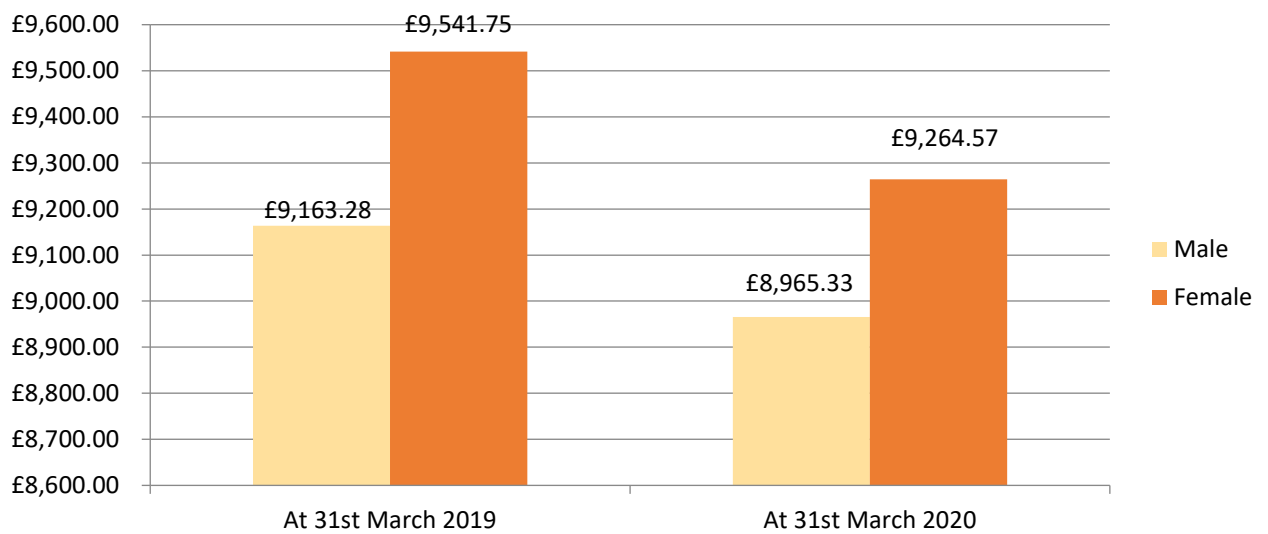
The median rate is calculated by selecting the average hourly rate at the mid-point for each gender group and is a better measure of central tendency as it does not use outliers in its calculation. However, by removing these outliers from the calculation it may mask the important consideration of which gender occupies the high remuneration positions across the organisation as a whole.

The percentage variance for the median hourly rate of pay has increased to 15.54%. There is a

2.77% increase over last year's result indicating that a pay gap does exist between genders.

6.3. Average bonus gender pay gap as a mean average (Medical & Dental staff only)

Mean Bonus Payment	Male	Female	Pay Gap %
At 31 st March 2019	£9,163.28	£9,541.75	-4.13%
At 31 st March 2020	£8,965.33	£9,264.57	-3.34%
+/- Changes	- £197.95	- £277.18	0.79%

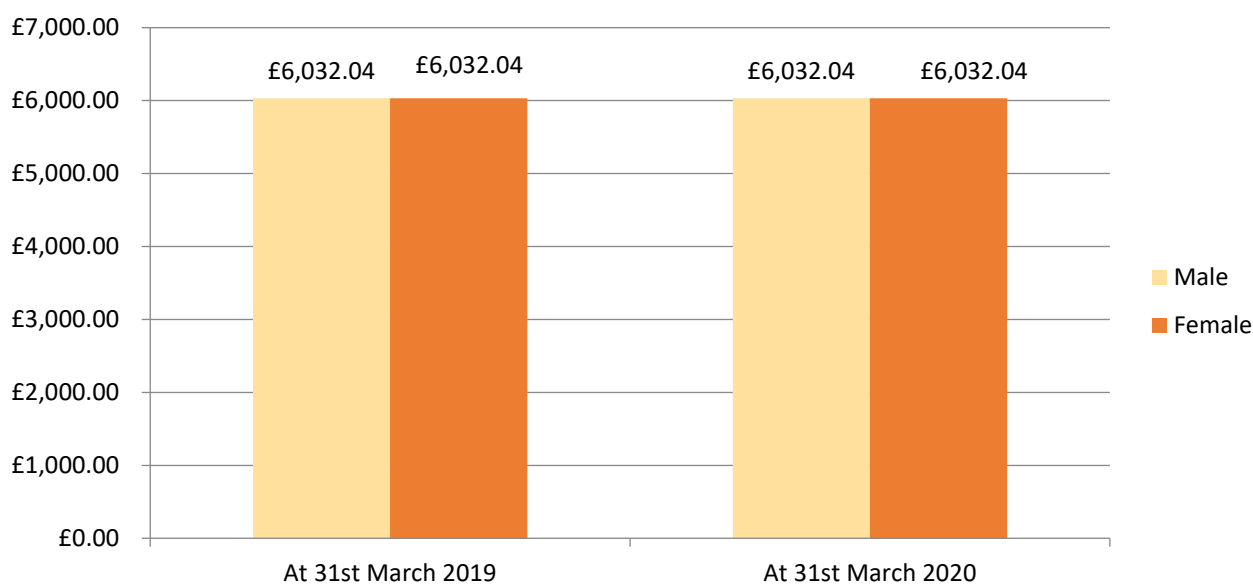


Bonus pay gap (mean average) has reduced by 0.70%. Women received more than men.

The pay elements that are used in this calculation are awarded as a result of recognition of excellent practice over and above contractual requirements and have no gender bias.

6.4. Average bonus gender pay gap as a median average (Medical & Dental staff only)

Median Bonus Payment	Male	Female	Difference %
At 31 st March 2019	£6,032.04	£6,032.04	0.00%
At 31 st March 2020	£6,032.04	£6,032.04	0.00%
+/- Changes	+ £0.00	+ £0.00	0.00%



The percentage variance for the median bonus payments is 0% (ie: no gender pay gap). Whilst this does seem positive, it does again mask what is happening at the higher end of these bonuses.

6.5. Proportion of males/females receiving a bonus (CEA) payment

Gender	Number employed receiving bonus	Total staff employed	2020	2019
Male	86	1640	5.24%	7.47%
Female	41	6196	0.66%	0.87%

Key Points:

- This calculation expresses the number of staff receiving bonus pay as a percentage of the total number of staff in each gender group.
- Only certain medical staff receive pay that is classified as bonus pay. This group has a significantly different gender ratio when compared to the Trust as a whole. The relevance of this indicator for the Trust is less significant as bonus pay applies to 1.85% of all staff employed.
- The Clinical Excellence Awards (CEA) scheme is intended to recognise and reward those consultants who contribute most towards the delivery of safe and high-quality care to patients and to the continuous improvement of NHS services. This includes those consultants and senior academic GPs who do so through their contribution to academic medicine.

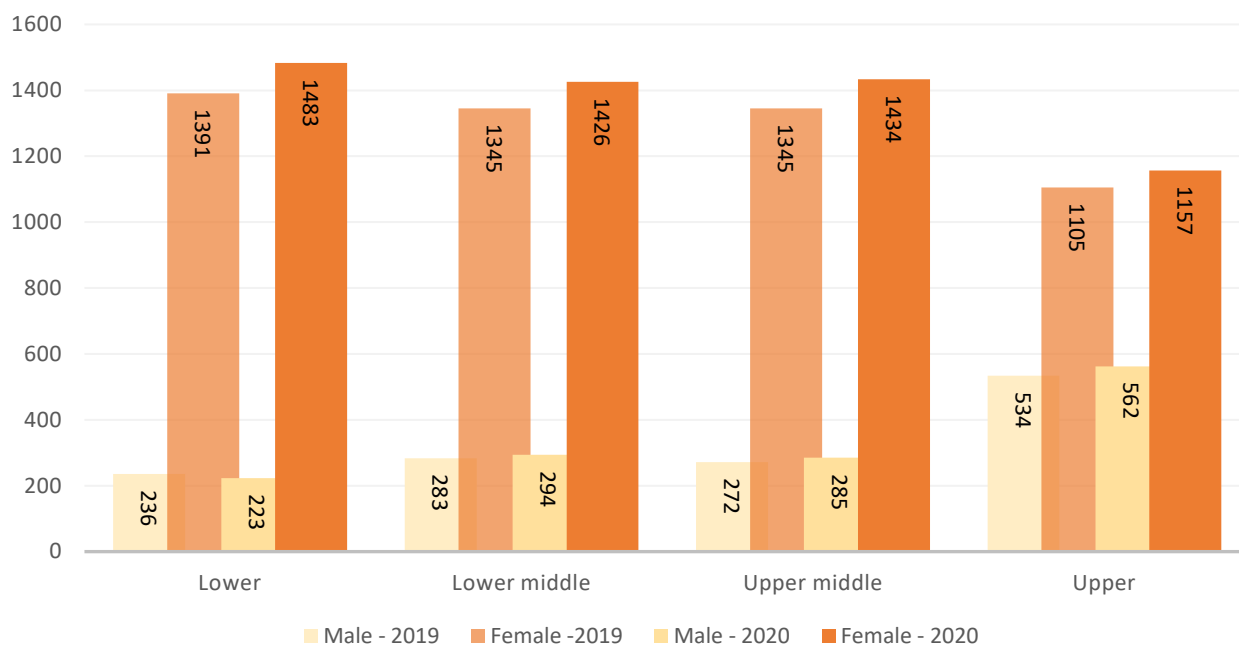
6.6. Proportion of males/females (all staff) when divided into quartile ordered lowest to highest pay

At 31 st March 2020					
Group	Quartile Range	Male	Female	% male of total employed	% female of total employed
Lower	£3.89 to £10.79	223	1483	13.07%	86.93%
Lower middle	£10.79 to 15.21	294	1426	17.09%	82.91%
Upper middle	£15.22 to £19.78	285	1434	16.58%	83.42%
Upper	£19.78 to £256.20	562	1157	32.69%	67.31%
At 31 st March 2019					
Group	Quartile Range	Male	Female	% male of total employed	% female of total employed
Lower	£3.69 to £10.53	236	1391	14.52%	85.48%
Lower middle	£10.54 to £14.52	283	1345	17.29%	82.71%
Upper middle	£14.53 to £19.00	272	1345	16.88%	83.12%
Upper	£19.00 to £95.36	534	1105	32.58%	67.42%

The table above shows the gender breakdown by quartile at both 31st March 2020 and 31st March 2019 for comparison. The 31st March 2020 data indicates that the quartiles 1, 2 and 3 are split at a comparable % to the overall gender ratio employed by the Trust, i.e., a ratio of approximately 5 females to 1 male. However, in the upper quartile, this ratio reduces dramatically to 2 females to 1 male. This is due to a greater proportion of males in the senior positions particularly within the Medical & Dental staff group.

When comparing the data across the two reporting periods there is a small improvement in the overall picture.

The table below provides a graphical representation of the staff gender split within each quartile with comparisons between 31st March 2019 and 31st March 2020 reporting periods.



6.7. Pay Gap % by Medical and Non-Medical Staff

Separating medical from non-medical staff shows a very different picture, to when they are combined as seen above. The Trust mean average gender pay gap is 29.23%. When separated this now converts to 5.18% for non-medical staff, and 10.05% for medical staff. What is evident is that it is in the higher echelons of remuneration where the pay gap is most noticeable.

Mean Hourly Rate	Male	Female	2020	2019
Non-Medical	£15.83	£15.01	5.18%	3.12%
Medical	£36.90	£33.19	10.05%	8.31%

Whilst as an overall median figure is currently 15.54%. We can see that amongst non-medical staff, the pay gap % is actually 0.28%. Whilst the medical pay gap % is much larger at 25.31% in favour of male employees. This is a 3.71% reduction on last year.

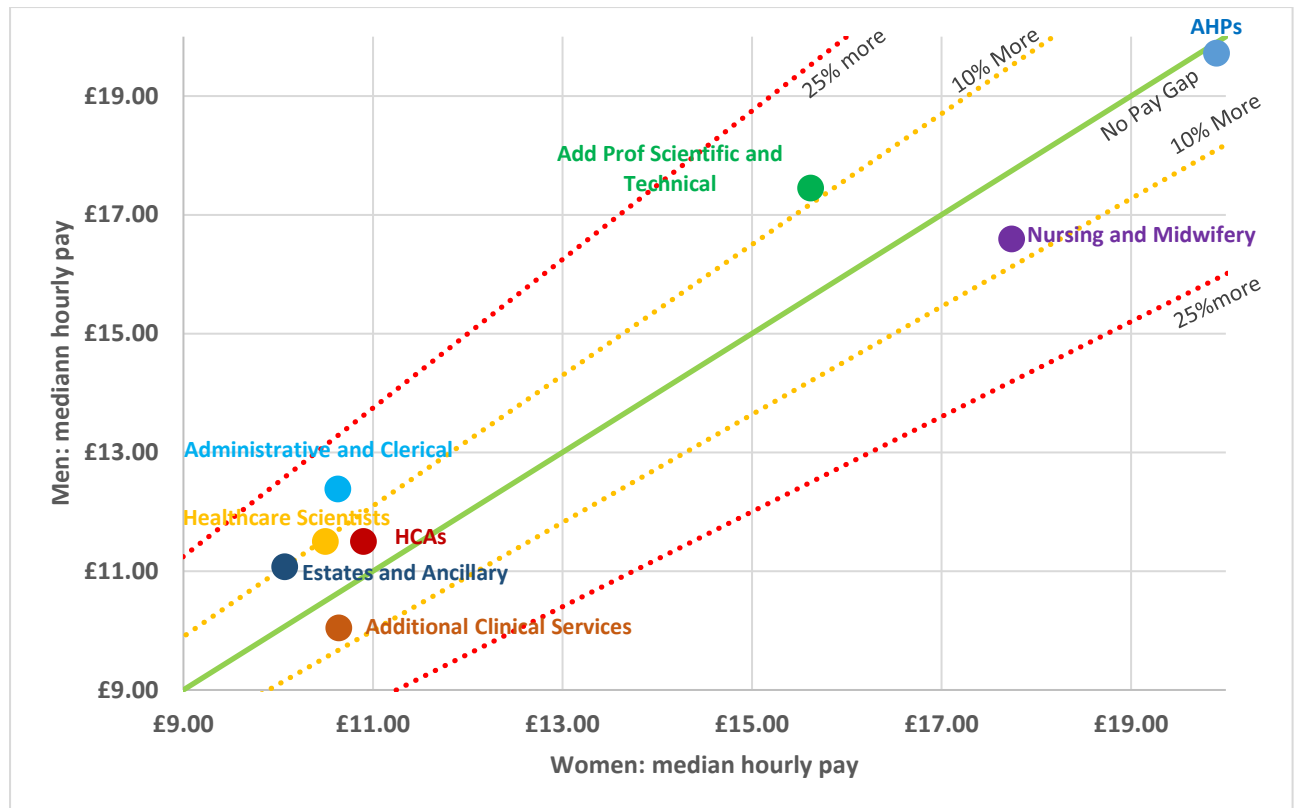
Median Hourly Rate	Male	Female	2020	2019
Non-Medical	£14.05	£14.01	0.28%	-3.19%
Medical	£38.25	£28.57	25.31%	18.82%

There is a median average pay gap for non-medical staff in favour of men at 0.28%, this has seen an increase from the 2019 data where the median average was in favour of females at -3.19%. There is a median average pay gap for staff in favour of males at 25.31%, which has increased from the 2019 data of 18.82%.

6.8. By Staff Group (Non-Medical) (Median Average)

Statistics representing this graph are shown in appendix 1. The designation of some staff may cross over multiple designations. Where this is the case the staff member has been categorised within their primary employment function. For example: an Executive Director is an Admin and Clerical Role but the Trust's Medical Director's primary employment function is within the Medical and Dental staff group and therefore has been designated in this way.

The breakdown across the Trust by staff group shows the differences in headcount between male and female employees. On average 80.1%% of staff are female and broadly all staff groups correlate to this average except for the Medical and Dental staff group in which female represent only 34.1% of staff.



The graph above shows the median hourly rate broken down by gender and staff group, the green line dissecting the centre of the graph represents the point at which no pay gap would be achieved.

Any staff group above the green line show pay gaps in favour of male employees, whilst those below the no pay gap line are in favour of female employees. Dotted lines signifying 10% and 25% pay gaps more have also been added for illustration.

The largest pay gap between non-medical staff groups is administrative and Clerical at 14.14% and Add Prof Scientific and Technical at 10.49%. The graph also highlights that the largest pay gap favouring female employees is Nursing and Midwifery Registered at –6.93% followed by Additional Clinical Services at –5.98%.

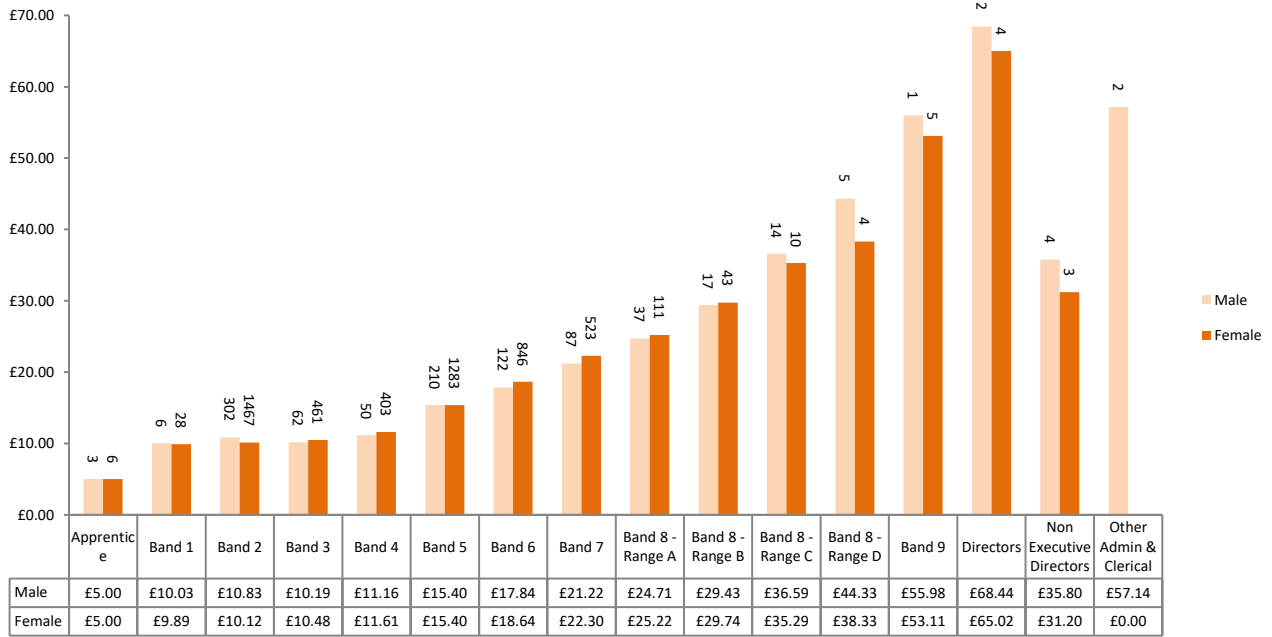
6.9. By Pay Grade (Non-Medical: Agenda for Change framework) (Median Average)

Detailed statistics representing this graph are shown in appendix 2.

The graph demonstrates a broad pattern whereby the higher the pay grade, the wider the gap becomes between male and female employees.

From the Apprentice level to Band 8c, female employees make up 75.48% (6864 overall employees, 5500 female employees) of all non-medical staff at the Trust.

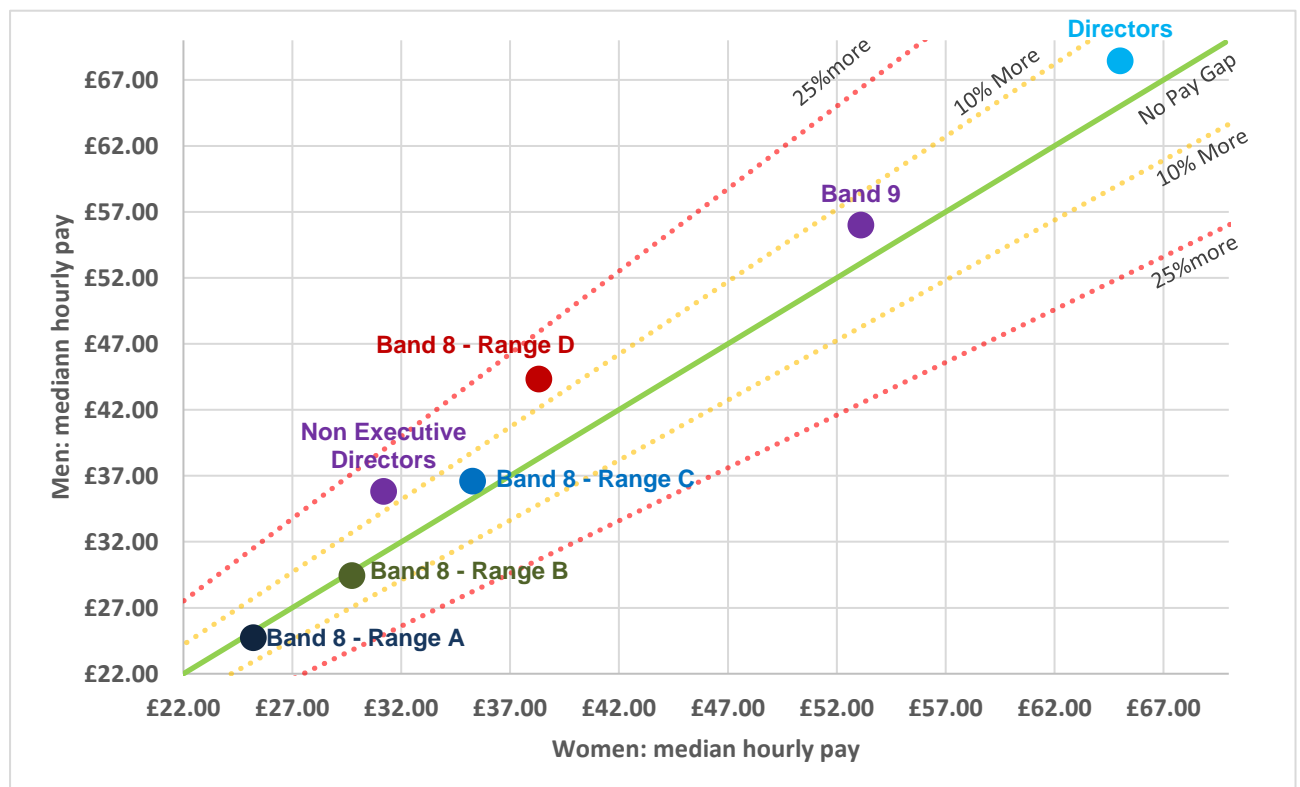
From band 8d upwards, this drops to only 53.3% of staff (30 overall employees, 16 female employees), this has reduced by –5.32% compared with 31st March 2019. However, needs to be taken into consideration the addition of Non-Executive Directors, Directors and Other Admin & Clerical which were not included in previous years data.



Below is a graph plotting the median pay gap for employees within the Agenda for Change framework at Band 8a and above. In this graph the green line dissecting the centre of the graph represents the point at which no pay gap would be achieved.

Any staff group above the green line show pay gaps in favour of male employees, whilst those below the green line favour female employees. Dotted lines signifying 10% and 25% pay gaps more have also been added for illustration.

The Graph shows that up to Band 8c, the pay gap remains minimal remaining close to 0%. At Band 9, this has significantly improved in favour of women, whereas Band 8D has slightly increased in favour of men.



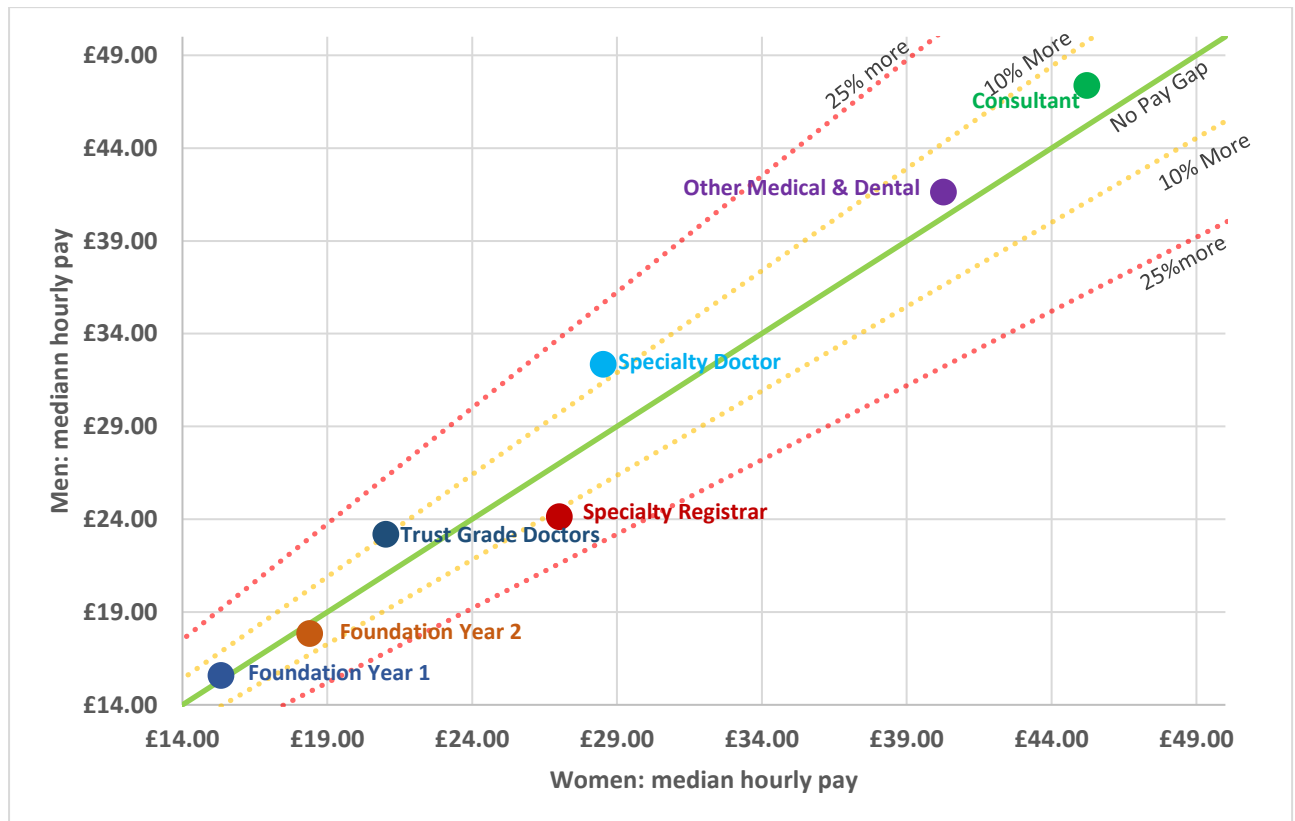
6.10. By Pay Grade (Medical) (Median Average)

Statistics representing this graph are shown in appendix 2.

The below details the pay gap within the Medical and Dental staff group. Medical and Dental is the only staffing group with numerically more male employees than female employees.

In this graph the green line dissecting the centre of the graph represents the point at which no pay gap would be achieved.

Any staff group above the green line show pay gaps in favour of male employees, whilst those below the green line favour female employees. Dotted lines signifying 10% and 25% pay gaps more have also been added for illustration.



* Other Medical & Dental includes – Associate Specialists, Clinical Assistants, Clinical Medical Officer, Hospital Practitioner, Senior House Officer, Staff Grades

The graph shows that groups with the lower hourly pay have the smaller pay gaps between male and female employees, whilst the groups with higher remuneration have a more apparent pay gap.

The Consultant group has a pay gap of 4.52% (increased by 1.6%) and Specialty Doctors a pay gap of 11.78% (increased by 6.46%) in favour of male employees.

Within the Other Medical & Dental group, a pay gap exists of 3.24%, this is due to the group consisting of only 11 employees in which certain higher paid roles including Clinical Medical Officer affect the statistics to demonstrate a larger pay gap.

7. Actions in 2020/21

Action	Outcome
To establish a Gender Pay Gap Advisory or Working Group drawn from staff across the Trust	The Trust has established an Equality, Diversity and Inclusion Steering Group, which includes divisional leads with specialist interests of specific equality work programmes including Gender Pay. A Womens Staff Network has also been established which enables women to work with the Trust on issues of concern. A Chair has been appointed to represent the network at the EDI steering group and have a voice on policies that effect women within the Trust.
To appoint a Board Level Champion for workforce equality and inclusion	The Womens Network has appointed the Chief People Officer as the Board Level champion. The non-woman Executive ally has also been appointed.
To determine specific objectives for reducing the Gender Pay Gap	<p>The overall objectives to reduce the Gender Pay Gap is to facilitate women's development within the Trust and this will be outlined in a more comprehensive Gender Pay Gap Summary using recent data.</p> <p>The summary will be published November 2021.</p>
To undertake further analysis of workforce data to help inform and improve pay differentials and understand whether gender composition is at different levels and in different occupations.	This report identifies significant differences in the Gender Pay Gap position for staff in a range of roles.
To use learning from across the NHS and other sectors on how to successfully reduce the gender pay gap.	<p>The Trust will continue to take advice from colleagues in other NHS Trusts and use research from other sectors to identify areas of improvement.</p> <p>In this endeavour the Trust has introduced clear guidance in support of Staff as Unpaid Carers via a new policy and has committed to review the information available to applicants during the recruitment process.</p>

To devise targeted strategies to address specific issues identified. These are likely to include recruitment, retention, development support, and pay practice to ensure that we have a framework in place that encourages potential employees to see the Trust as an Employer of Choice.

The Trust has redesigned the Equality and Diversity Strategy 2020/2025, which provides a comprehensive set of processes and tools in support of a more effective implementation of Equality and Diversity across the organisation.

The new strategy takes a holistic approach to Equality and Diversity, using highly effective techniques for organisational change to develop and present the moral, financial, strategic and business cases for equality and diversity.

To provide assurance to the Trust Board and workforce about progress on the gender pay gap outcomes

Work continues to assure the Trust Board of strategies to improve the Trust's Gender Pay Gap position

8. Plans for 2021/22

- The summary will be published in November 2021 when the Women's Staff Network is fully established. Thus, using lived experiences to form our objectives, to make tangible differences for our employees.

Appendix 1 – Statistics by Staff Group as at 31st March 2020

Staff Group	Number	Male	Female	Difference	Median Pay Gap
Add Prof Scientific and Technic	223	£17.45	£15.62	-£1.83	10.49%
Additional Clinical Services	452	£10.04	£10.64	£0.60	-5.98%
Administrative and Clerical	1492	£12.38	£10.63	-£1.75	14.14%
Allied Health Professionals	346	£19.72	£19.90	£0.18	-0.91%
Estates and Ancillary	282	£11.07	£10.07	-£1.00	9.03%
Health Care Assistants	946	£11.50	£10.90	-£0.60	5.22%
Healthcare Scientists	161	£19.26	£19.06	-£0.20	1.04%
Nursing and Midwifery Registered	2214	£16.59	£17.74	£1.15	-6.93%
Students	4	£0.00	£10.05	£10.05	0.00%
Non-Medical and Dental Average	6120	£14.05	£14.01	-£0.04	0.28%

Appendix 2 – Statistics by Pay Grade as at 31st March 2020

By Pay Grade	Headcount	Male	Female	Difference	Median Pay Gap%
Apprentice	9	£5.00	£5.00	£0.00	0.00%
Band 1	34	£10.03	£9.89	£0.14	1.40%
Band 2	1769	£10.83	£10.12	£0.71	6.56%
Band 3	523	£10.19	£10.48	-£0.29	-2.85%
Band 4	453	£11.16	£11.61	-£0.45	-4.03%
Band 5	1493	£15.40	£15.40	£0.00	0.00%
Band 6	968	£17.84	£18.64	-£0.80	-4.48%
Band 7	610	£21.22	£22.30	-£1.08	-5.09%
Band 8 - Range A	148	£24.71	£25.22	-£0.51	2.78%
Band 8 - Range B	60	£29.43	£29.74	-£0.31	-1.05%
Band 8 - Range C	24	£36.59	£35.29	£1.30	3.55%
Band 8 - Range D	9	£44.33	£38.33	£6.00	13.53%
Band 9	6	£55.98	£53.11	£2.87	5.13%
Directors	6	£68.44	£65.02	£3.42	5.00%
Non-Executive Directors	7	£35.80	£31.20	£4.60	12.85%
Other Admin & Clerical	2	£57.14	£0.00	£57.14	100.00%
Medical and Dental	Headcount	Male	Female	Difference	Median Pay Gap%
Consultant	331	£47.36	£45.22	£2.14	4.52%
Foundation Year 1	49	£15.58	£15.34	£0.24	1.54%
Foundation Year 2	48	£17.84	£18.40	-£0.56	-3.14%
Specialty Doctor	50	£32.34	£28.53	£3.81	11.78%
Specialty Registrar	173	£24.13	£27.01	-£2.88	-11.94%
Trust Grade Doctor	81	£23.18	£21.02	£2.16	9.32%
Other Medical & Dental	11	£41.62	£40.27	£1.35	3.24%
Organisational Average	6864	£17.18	£14.51	-£2.67	15.54%