

## REPORT TO THE TRUST BOARD (PUBLIC)

<b>REPORT TITLE</b>	Gender Pay Gap Report
<b>AUTHOR</b>	Hyacinth Zozulakova, Equality, Diversity, Inclusion and Armed Forces Lead
<b>EXECUTIVE SPONSOR</b>	Louise Tibbert, Chief People Officer
<b>DATE OF MEETING</b>	12 April 2022
<b>PRESENTED FOR</b>	Information
<b>ITEM PREVIOUSLY CONSIDERED BY</b>	Equality, Diversity and Inclusion Steering Group Workforce Committee Hospital Management Committee People & Culture Committee (29 March 2022)

**Presented For: Definitions**

Information	For information only. Not to be discussed at meeting unless members have specific questions.

### PURPOSE OF THE REPORT

To note that the Trust's Gender Pay Gap data for March 2021 to the Government website by the deadline of 30<sup>th</sup> March 2022.

To note the actions being taken to address the Gender Pay Gap.

### RISKS RELEVANT TO THE PAPER

Risk ID	Risk Description
103348	The Trust does not have adequate plans in place to recruit, retain and maintain good levels of staff engagement and staff experience, and this could impact on the delivery of safe services for our patients and on patient experience.

**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
Staff Experience	<b>Minimal (ALARP)</b> (as little as reasonably possible) Preference for ultra-safe delivery options that have a low degree of inherent risk and only for limited reward potential	Tolerance for risk taking limited to those decisions where there is no chance of any significant negative impact on staff experience or outcomes. Decision making authority held by senior managers.

**THE COMMITTEE IS ASKED TO:**

1. Note that the Trust's Gender Pay Gap data for March 2021 was submitted to the Government website by the deadline of 30 <sup>th</sup> March 2022.
2. Note the actions/improvements intended to address the Gender Pay Gap

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

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

**OTHER IMPLICATIONS OF THE PAPER**

<b>Legal/ Regulatory Relevance:</b>	Equal Pay Act (Gender Pay Gap information) Regulations 2017 NHS People Plan and People Promise
<b>NHS Constitution Delivery</b>	The NHS aspires to the highest standards of excellence and professionalism
<b>Freedom of Information Release</b>	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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>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.</i>								

## EXECUTIVE SUMMARY

- 1.1 The Gender Pay Gap Report for 2020/21 (data as at 30 March 2021) is a legal requirement and must be loaded to the government website by 30 March 2022 to avoid fines and negative publicity.
- 1.2 The legislation requires all employers with 250 or more employees to publish specific data. The results for 2021 show that the Trust has not as yet made significant progress in reducing the mean gender pay gap, although it has reduced slightly to 28.53% from 29.23% in 2020. The median gender pay gap has increased over the same period from 15.54% to 16.24%, and is significantly up from 12.77% in 2019.
- 1.3 Gender Pay Gap reporting is defined by the legislation. For the Trust the mean reportable figure is 28.53%. However, it is important to consider the Gender Pay Gap within the two distinct staff groups who have different nationally determined pay and conditions. Within the Medical and Dental staff group the mean is 10.14% and for the Agenda for Change staff groups the gender pay gap is a mean is 6.28%.
- 1.4 The data demonstrates that the higher the pay grade the greater the pay gap becomes and there are professional groups where the pay gap is higher. This is likely to be attributable to more men being in the senior roles. There are also groups where the pay gap is more favourable to women – this includes nursing and midwifery which is predominately female.
- 1.5 The Trust established a women's network in 2021 to discuss and explore the issues and concerns of women at work, which has been well received and has helped to highlight the needs for education and support on menopause, for example. This will assist in retaining those who may otherwise have left.
- 1.6 The Trust is also starting to develop a new Attraction and Recruitment Strategy for approval by May 2022. This will include consideration of how we will increase representation in those professions or staff groups where women, or men, may be under represented. Career conversation and coaching will also be extended in 2022 and this should help all staff to consider their career options. A new Retention Strategy will also be launched in 2022 and will include feedback from all the staff networks and staff councils as well as consideration of feedback from the staff survey. The Trust's People and culture Strategy and Talent Strategy will be launched in April 2022 and will also address some of the challenges on the causes of the gender pay gap.
- 1.7 The People and Culture Committee noted and discussed the Gender Pay Gap data and associated report on 29<sup>th</sup> March 2022 prior to it being loaded to the Government portal.