



Gender Pay Gap Report 2020/2021



Contents

- 1 Executive Summary
 - 2 Introduction
 - 3 Gender Pay Reporting and Gender Identity
 - 4 The Gender Pay Gap Metrics
 - 5 Summary of Results – Government Reporting Requirements
 - 6 Detailed Results
 - 6.1 Average gender pay gap as a mean average
 - 6.2 Average gender pay gap as a median average
 - 6.3 Average bonus gender pay gap as a mean average (Medical & Dental staff only)
 - 6.4 Average bonus gender pay gap as a median average (Medical & Dental staff only)
 - 6.5 Proportion of males/females receiving a bonus (CEA) payment
 - 6.6 Proportion of males/females when divided into quartile ordered lowest to highest pay
 - 6.7 Pay Gap % by Medical and Non-Medical Staff
 - 6.8 By Staff Group (Non-Medical) (Median Average)
 - 6.9 By Pay Grade (Non-Medical) (Median Average)
 - 6.10 By Pay Grade (Medical) (Median Average)
 - 7 Actions in 2021/22
 - 8 Plans for 2022/23
- Appendix 1 - Statistics by Staff Group
- Appendix 2 - Statistics by Pay Grade

1. Executive Summary

The Trust has made good progress in the reporting period of this Gender Pay Gap report in 2020/21 there has been a slight improvement in the mean. However, there is worsening in the 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 and Women's Staff Network 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.

Our health and wellbeing objective is to provide staff members with opportunities and an environment that encourages them to lead healthy lives and make choices that support their wellbeing. 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.

Our priorities highlighted below are:

- Supporting staff to improve their physical and mental wellbeing
- Supporting and maintaining a safe and healthy working environment
- Maximising our comprehensive and attractive staff benefits package

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 2021 and then publishes their findings by no later than 30th March each year. .

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

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Gender Pay Gap Report March 2021 – Version December 2021

- 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 2021	% Rates at 31 st March 2020	% Rates at 31 st March 2019
Gender pay gap as a mean average	Significant difference between males/females	28.53%	29.23%	28.48%
Gender pay gap as a median average	Significant difference between males/females	16.24%	15.54%	12.77%
Bonus gender pay gap as a mean average	No Significant difference between males/females	-12.27%	-3.34%	-4.13%

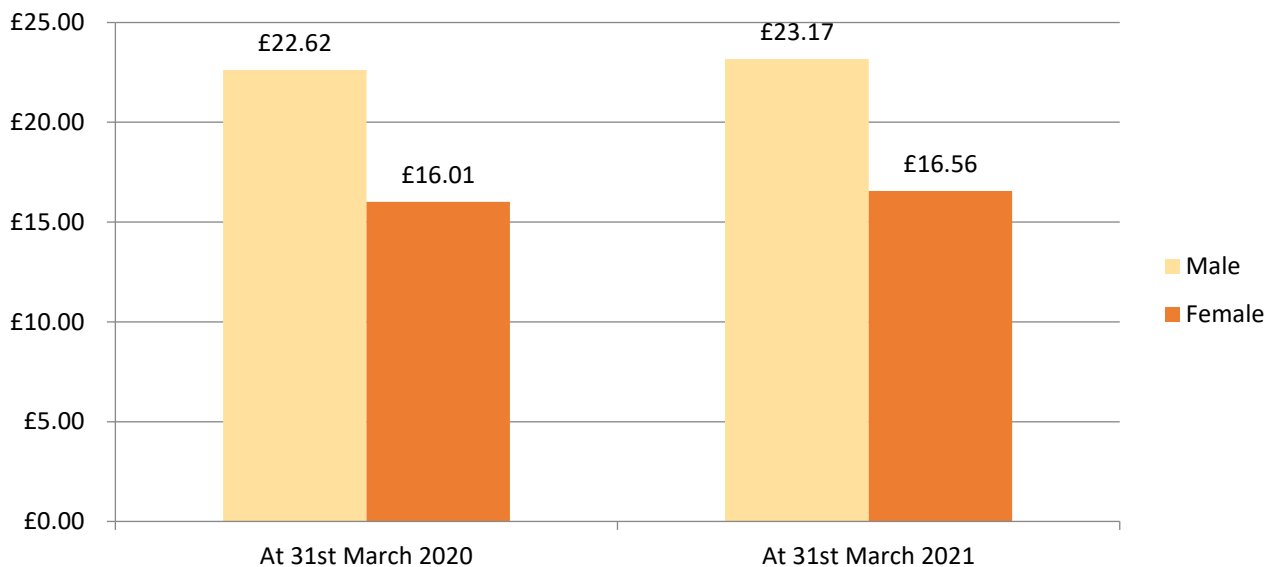
Bonus gender pay gap as a median average	No Significant difference between males/females	0.00%	0.00%	0.00%
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Minus figure means women paid more than men.

6. Detailed Results

6.1. Average gender pay gap as a mean average

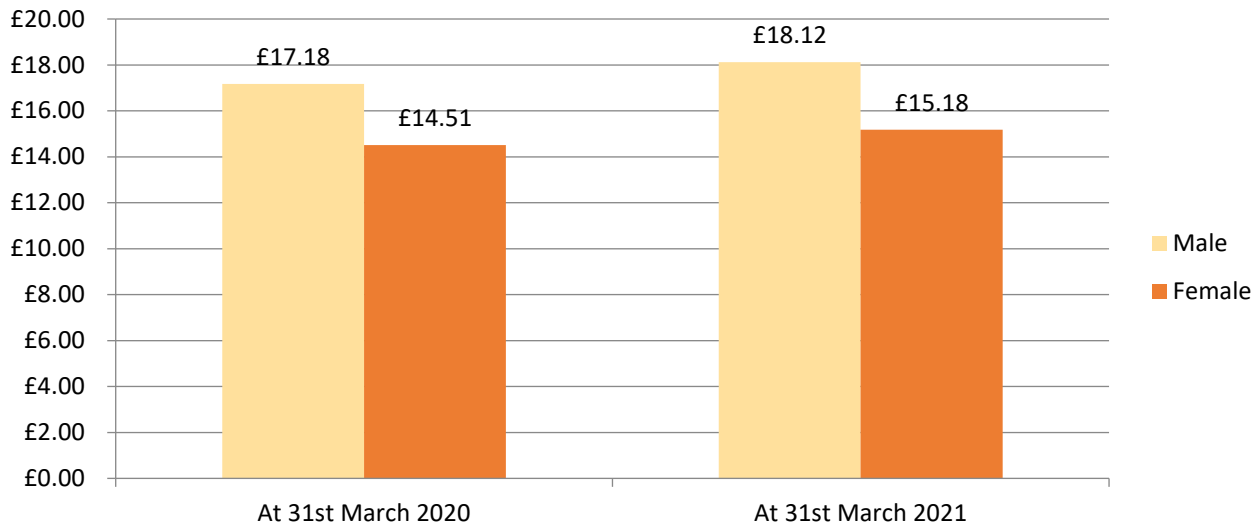
Mean Hourly Rate	Male	Female	Pay Gap %
At 31 st March 2020	£22.62	£16.01	29.23%
At 31 st March 2021	£23.17	£16.56	28.53%
+/- Changes	£0.55	£0.55	-0.70%



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 29%. This calculation is based on the average hourly rate of 5618 female staff compared to 1462 male staff. When comparing 2020 to 2021 the results, there is a 0.70% decrease in the mean average pay gap.

6.2. Average gender pay gap as a median average

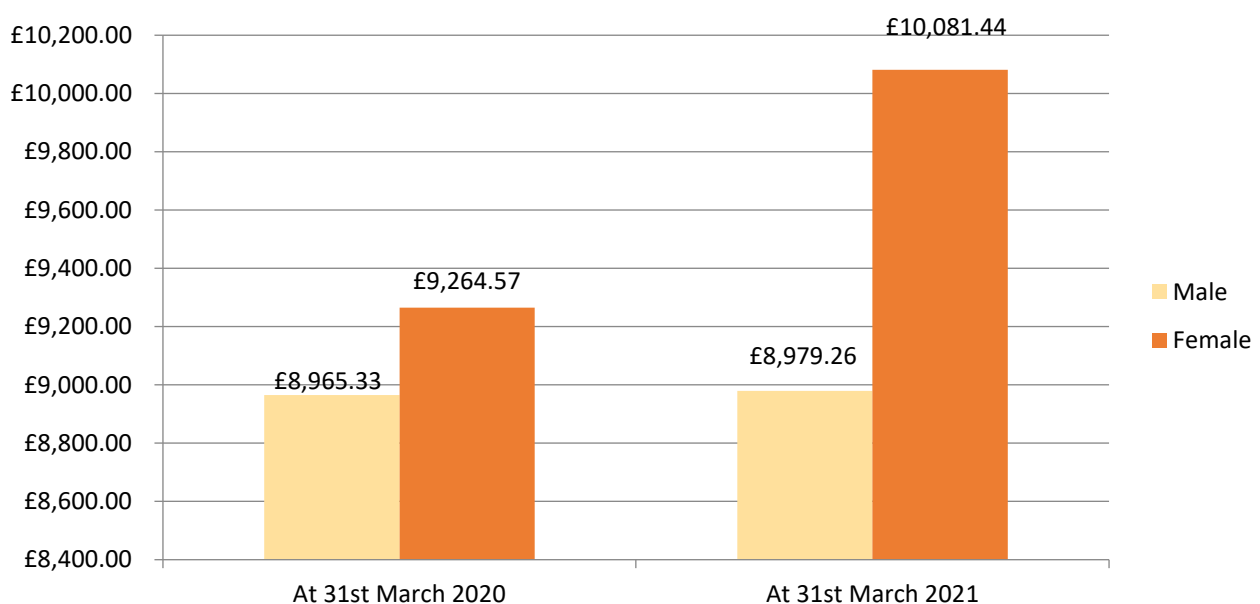
Median Hourly Rate	Male	Female	Pay Gap %
At 31 st March 2020	£17.18	£14.51	15.54%
At 31 st March 2021	£18.12	£15.18	16.24%
+/- Changes	+ £0.97	+£0.37	2.77%



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 16.24%. There is a 2.77% change over last year's results.

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

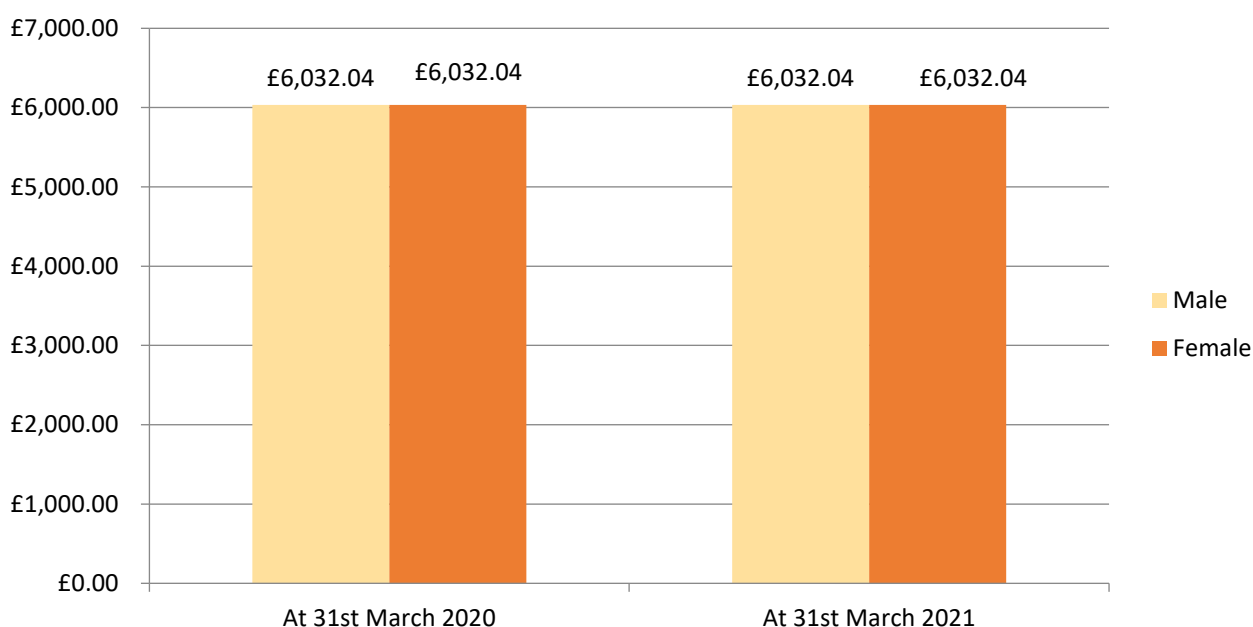
Mean Bonus Payment	Male	Female	Pay Gap %
At 31 st March 2020	£8,965.33	£9,264.57	-3.34%
At 31 st March 2021	£8,979.26	£10,081.44	-12.27%
+/- Changes	-£13.93	-£816.87	-8.93%



Bonus pay gap (mean average) has increased by 8.93%. 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 2020	£6,032.04	£6,032.04	0.00%
At 31 st March 2021	£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% (i.e. no gender pay gap).

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

Gender	Number employed receiving bonus	Total staff employed	2021	2020
Male	74	1714	4.32%	5.24%
Female	32	6392	0.50%	0.66%

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 1.49% 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.

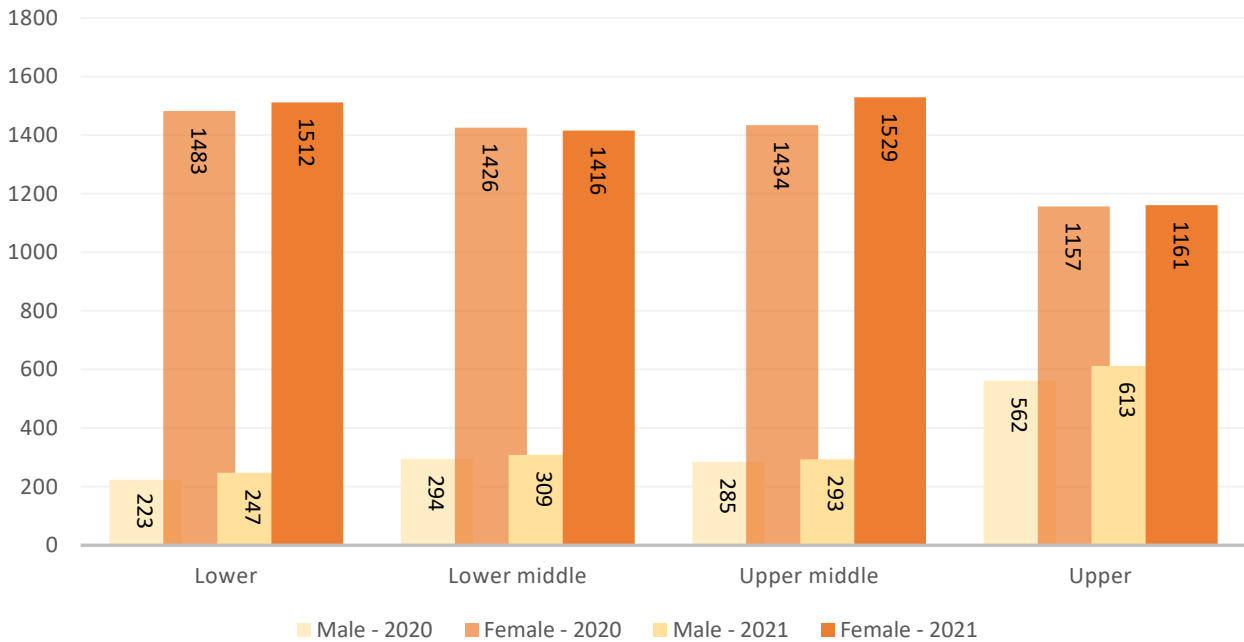
6.6. Proportion of males/females (all staff) when divided into quartile ordered lowest to highest pay

At 31 st March 2021					
Group	Quartile Range	Male	Female	% male of total employed	% female of total employed
Lower	£3.89 to £11.20	247	1512	14.04%	85.96%
Lower middle	£11.20 to 15.66	309	1416	17.91%	82.09%
Upper middle	£15.66 to £20.61	293	1529	16.08%	83.92%
Upper	£20.61 to £256.23	613	1161	34.55%	65.45%

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%

The table above shows the gender breakdown by quartile at both 31st March 2021 and 31st March 2020 for comparison. The 31st March 2021 data indicates that the quartiles 1, 2 and 3 are split at a comparable % to the overall gender ratio employed by the Trust, which is 80% female and 20% male. 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.

The table below provides a graphical representation of the staff gender split within each quartile with comparisons between 31st March 2020 and 31st March 2021 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 28.53%. When separated this now converts to 6.28% for non-medical staff, and 10.14% 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	2021	2020
Non-Medical	£16.55	£15.51	6.28%	5.18%
Medical	£36.97	£33.22	10.14%	10.05%

Whilst as an overall median figure is currently 16.24%. We can see that amongst non-medical staff, the pay gap % is actually 1.57%. Whilst the medical pay gap % is at 3.82% in favour of male employees. This is a 21.49% reduction on last year.

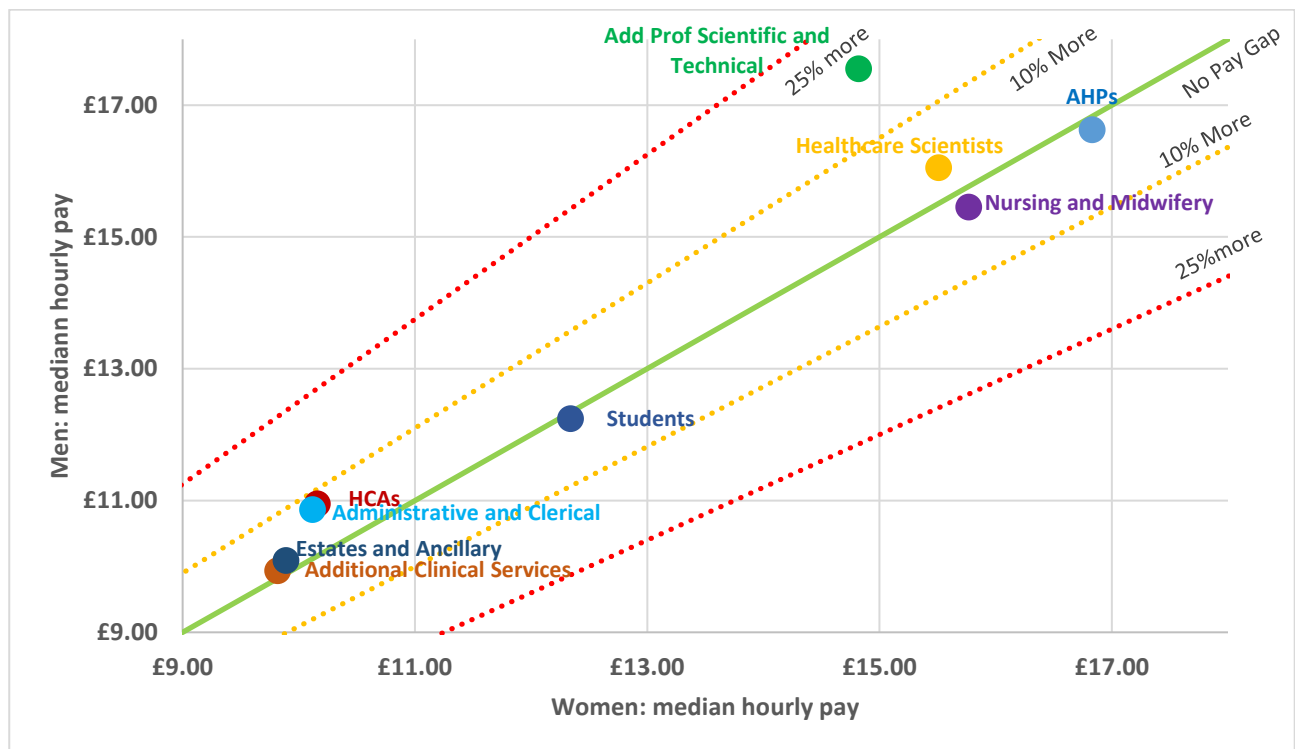
Median Hourly Rate	Male	Female	2021	2020
Non-Medical	£11.43	£11.25	1.57%	0.28%
Medical	£24.79	£20.97	15.41%	25.31%

There is a median average pay gap for non-medical staff in favour of men at 1.57%, this has seen an increase from the 2020 data where the median average was at 0.28%. There is a median average pay gap for staff in favour of males at 15.41%, which has decreased from the 2020 data of 25.31%.

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% 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 37.5% 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 Add Prof Scientific and Technic at 15.56% and Health Care Assistants at 7.21%. The graph also highlights that the largest pay gap favouring female employees is Nursing and Midwifery Registered at -2.07% followed Allied Health Professionals at -1.20%.

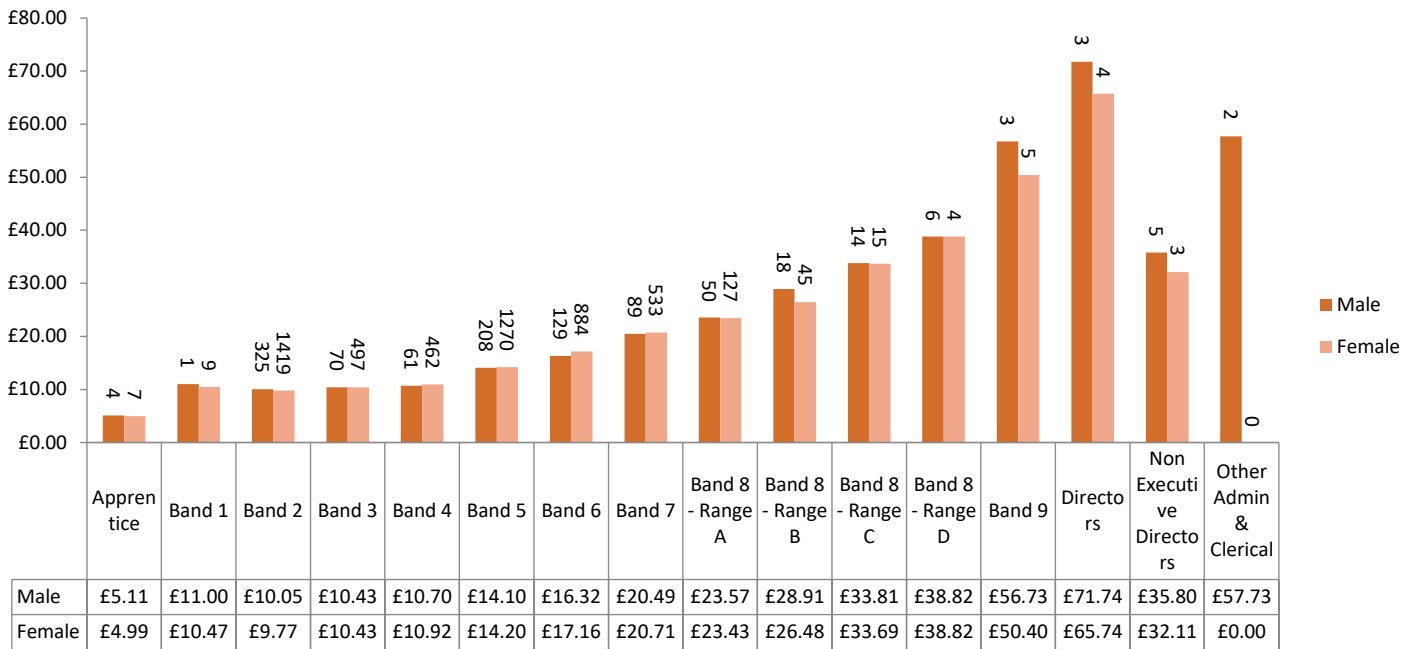
6.9. By Pay Grade (Non-Medical: Agenda for Change framework) (Median Average)

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 74.40% (7080 overall employees, 5268 female employees) of all non-medical staff at the Trust.

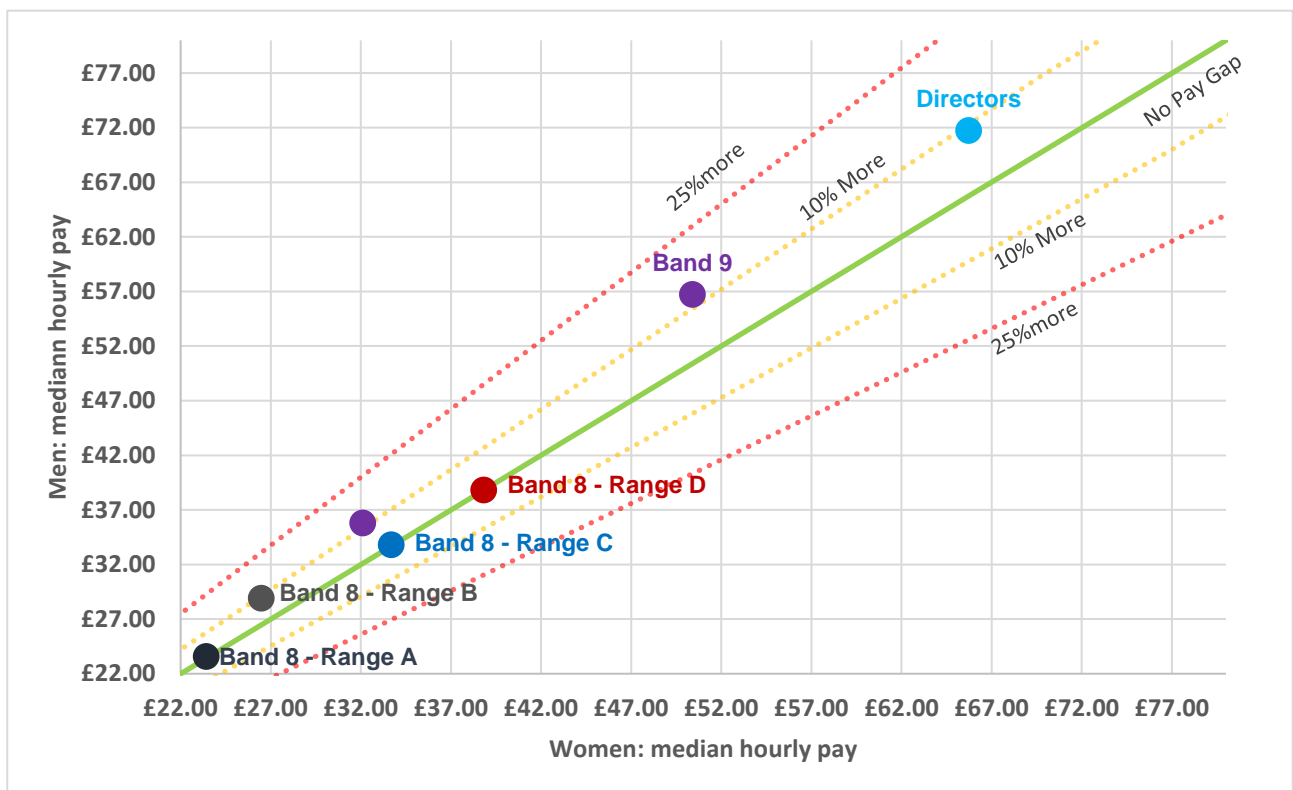
From band 8d upwards, this drops to only 45.71% of staff (35 overall employees, 16 female employees), this has reduced by -7.59% compared with 31st March 2020. However, needs to be taken into consideration the addition of Non-Executive Directors, Directors and Other Admin & Clerical which were not included in previous year's 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 8D, the pay gap remains minimal remaining close to 0%. At Band 9, this has significantly decreased in favour of women.



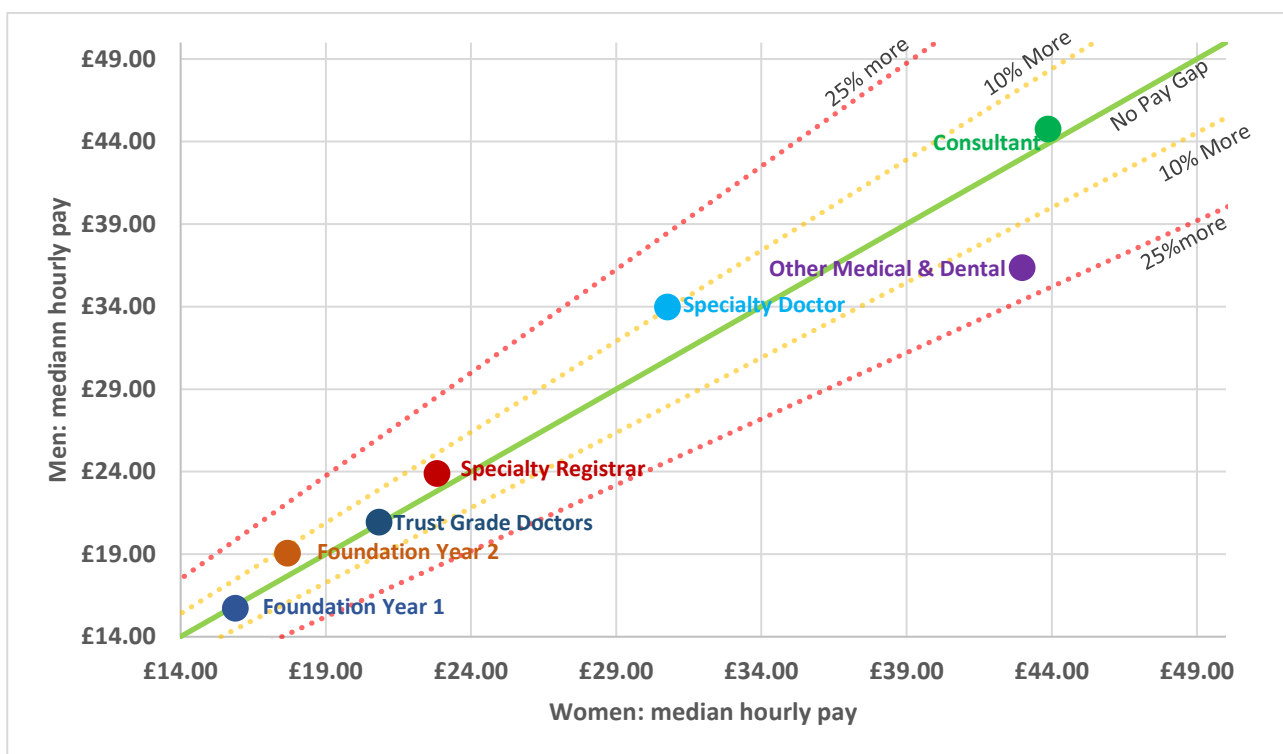
6.10. By Pay Grade (Medical) (Median Average)

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 1.97% (decreased by 2.55%) and Specialty Doctors a pay gap of 9.42% (decreased by 2.36%) in favour of male employees.

Within the Other Medical & Dental group, the pay gap is 18.21% in favour of female, 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

Actions taken in 2020/21	Actions to take in 2022/23	Outcomes (SMART targets to be agreed)
<p>A Women's 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.</p>	<p>Increase engagement and representation of all staff of the Women's staff network to ensuring we are capturing the opinion from our whole workforce.</p>	<p>Policy and process to voice the views of all staff including, women and seek limit any potential negative effect for women within the workforce.</p>
<p>The Women's Network has appointed the Chief People Officer as the Board Level champion. A male Executive ally has also been appointed.</p>	<p>Increase senior leadership to offer mentoring for women being given the opportunity to receive direction and guidance on career progression.</p>	<p>The upper quartile to represent the overall demographic of the Trust.</p>
<p>Co-produced the Gender Pay Gap summary which identify the causes and outlines four objectives to help improve women's development.</p>	<p>Review of the gender pay gap summary's objectives and to agree SMART objectives to ensure progress for 2022/23.</p> <p>The Gender Pay Gap Summary will be published by June 2022 using lived experiences to form our objectives, to make tangible differences for all our staff.</p>	<p>To deliver the agreed SMART objectives and to address the gender pay gap.</p>
<p>This report identifies significant differences in the Gender Pay Gap position for staff in a range of roles.</p>	<p>To report on the pay gap for other diversities such as disability and race. There is no legal requirement to do so but this will help to identify further related issues to be addressed.</p> <p>To consider if there are any issues pay practice (e.g. starting pay and progression, market payments) and how this could be improved to help reduce the pay gap.</p>	<p>To increase our understanding of where we need to target our actions and resources.</p>

<p>The Trust has introduced clear guidance in support of Staff as Unpaid Carers via a new policy and the Agile and flexible working policy.</p>	<p>Increase awareness of the Agile and flexible working policy and unpaid carer's policy, to enable employees to achieve an appropriate balance between work and personal goals, whilst ensuring patient services are not compromised.</p>	<p>To allow employees to achieve a better work life balance and to remain working for the Trust.</p>
<p>The Allyship and unconscious bias training will continue to be offered to all staff. It's important to become aware of our bias, to ensure we make the best decisions and create diverse workforce.</p>	<p>Increase understanding of unconscious bias and privilege to educate staff and managers through the lived experience of others, and use co-production to unlearn old habits.</p>	<p>To help create a culture where everyone's default position proactively creates an inclusive environment for all and establish new norms and challenging the status quo. There is clear link to improving recruitment and retention.</p>
<p>Unconscious bias training and ally ship training roll out.</p> <p>Initial work on recruitment practice.</p>	<p>As part of the new Attraction and Recruitment Strategy (due May 2022) we will set how we will increase recruitment into under-represented staff groups and professions. We will also address the recruitment process to further reduce any bias.</p>	<p>Improved representation across all staff groups through attraction, recruitment and retention.</p>

Appendix 1 – Statistics by Staff Group as at 31st March 2021

Staff Group	Number	Male	Female	Difference	Median Pay Gap
Add Prof Scientific and Technic	197	£17.55	£14.82	-£2.73	15.56%
Additional Clinical Services	530	£9.93	£9.82	-£0.11	1.11%
Administrative and Clerical	1511	£10.86	£10.12	-£0.74	6.81%
Allied Health Professionals	383	£16.63	£16.83	£0.20	-1.20%
Estates and Ancillary	275	£10.09	£9.89	-£0.20	1.98%
Health Care Assistants	943	£10.95	£10.16	-£0.79	7.21%
Healthcare Scientists	164	£16.05	£15.51	-£0.54	3.36%
Nursing and Midwifery Registered	2249	£15.45	£15.77	£0.32	-2.07%
Students	20	£12.24	£12.34	£0.10	-0.82%
Non-Medical and Dental Average	6272	£11.43	£11.25	-£0.18	1.57%

Appendix 2 – Statistics by Pay Grade as at 31st March 2021

By Pay Grade	Headcount	Male	Female	Difference	Median Pay Gap%
Apprentice	11	£5.11	£4.99	£0.12	2.35%
Band 1	10	£11.00	£10.47	£0.53	4.82%
Band 2	1744	£10.05	£9.77	£0.28	2.79%
Band 3	567	£10.43	£10.43	£0.00	0.00%
Band 4	523	£10.70	£10.92	-£0.22	-2.06%
Band 5	1478	£14.10	£14.20	-£0.10	-0.71%
Band 6	1013	£16.32	£17.16	-£0.84	-5.15%
Band 7	622	£20.49	£20.71	-£0.22	-1.07%
Band 8 - Range A	177	£23.57	£23.43	£0.14	0.59%
Band 8 - Range B	63	£28.91	£26.48	£2.43	8.41%
Band 8 - Range C	29	£33.81	£33.69	£0.12	0.35%
Band 8 - Range D	10	£38.82	£38.82	£0.00	0.00%
Band 9	8	£56.73	£50.40	£6.33	11.16%
Directors	7	£71.74	£65.74	£6.00	8.36%
Non-Executive Directors	8	£35.80	£32.11	£3.69	10.31%
Other Admin & Clerical	2	£57.73	£0.00	£57.73	100.00%
Medical and Dental	Headcount	Male	Female	Difference	Median Pay Gap%
Consultant	335	£44.76	£43.88	£0.88	1.97%
Foundation Year 1	49	£15.72	£15.89	-£0.17	-1.08%
Foundation Year 2	47	£19.06	£17.68	£1.38	7.24%
Specialty Doctor	56	£33.97	£30.77	£3.20	9.42%
Specialty Registrar	170	£23.88	£22.83	£1.05	4.40%
Trust Grade Doctor	140	£20.93	£20.84	£0.09	0.43%
Other Medical & Dental	11	£36.36	£42.98	-£6.62	-18.21%
Organisational Average	7080	£17.18	£14.51	-£2.67	15.54%