

Statutory Gender Pay Gap Reporting

1 Background

On the 31 March 2017, it became mandatory for public sector organisations with more than 250 employees to report annually on their gender pay gap.

The gender pay gap differs from equal pay and the two terms are not interchangeable. 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 because they are a man or a woman.

The gender pay gap shows the differences in the **average pay** between men and women. If a workplace has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with, and the individual calculations may help to identify what those issues are.

The Trust is obliged to publish the following information on our public-facing website and report to government by the 31st March 2024:

- The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees ('the mean gender pay gap');
- The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees ('the median gender pay gap');
- The difference between the mean bonus pay paid to male relevant employees and that of female relevant employees ('the mean gender bonus gap');
- The difference between the median bonus pay paid to male relevant employees and that of female relevant employees ('the median gender bonus gap');
- The proportions of male and female relevant employees paid bonus pay ('the proportions of men and women getting a bonus'); and
- The proportions of male and female relevant employees in the lower, lower middle, upper middle and upper quartile pay band ('the proportion of men and women in each of four pay quartiles').

2 Gender Pay Gap Reporting Key points

Appendix 1 includes a full copy of the Trust's Gender Pay Gap information which has been obtained from the Electronic Staff Record (ESR) standard reports. The ESR standard reports are nationally produced to ensure the NHS meet their gender pay gap reporting requirements and the reporting period for the gender pay gap data is as at 31st March 2023.

2.1 Key Points to note are:

- The Trust workforce is **80% female and 20% male**.
- The Trust Medical & Dental workforce is 65% male and 35% female with 24% of the Trust's overall male workforce being constituted within the Medical & Dental staff group.
- As at March 2023 the Trust has a **27.46% mean average** gender pay gap with females earning **£6.46 an hour less** than males. The mean average gender pay gap in 2023 is comparable to 2022 data when as at 31st March 2022 females earned **£6.87 an hour less** than males with a 30.11% mean average gender pay gap.
- As at March 2023 the Trust has a **12.69% median hourly rate** gender pay gap with females earning **£2.19 an hour less** than males. The median hourly rate gender pay gap in 2023 has deteriorated in comparison with 2022 data when as at 31st March 2022 females earned **£2.17 an hour less** than males with a **13.27%** median gender pay gap.

- As at 31st March 2023 male staff proportionately continue to be heavily constituted within the highest earning quartile at 30.12% within quartile 4 compared to male staff representing 20% of the overall workforce. A key factor is due to the Medical & Dental workforce being predominantly male at 65% and this staff group are predominantly constituted within the highest earning quartile.
- As at 31st March 2023 female staff proportionately continue to have lower representation in the highest earning quartile at 69.88% compared with female staff representing 80% of the overall workforce. Compared to the previous year in 2022 there was a similar percentage of females in the highest earning quartile at 69.99%.
- The data highlights that the average bonus pay gap for females as at March 2023 is 63.47% and the median bonus pay gap is 0.00%. The bonus pay is primarily related to clinical excellence awards that are awarded to recognise and reward Consultants who perform 'over and above' the standard expected in their role. It should be noted the Consultant workforce is predominantly male at 83% excluding locum consultants.

2.2 Gender Pay Gap Granular reporting

In response to the gender pay gap reporting the Trust has undertaken a granular analysis of the gender pay gap data by staff group to identify any hot spot areas. Medical & Dental and Administrative & Clerical staff groups continue to be areas where gender pay is a particular concern.

The medical & dental staff group has a **25.95%** mean gender pay gap with female medical & dental staff earning **£10.90 per hour less** than male medical & dental staff. This is a slight deterioration compared to the previous year where there was a 22.09% average pay gap with female medical and dental staff earning £9.02 an hour less than male female medical and dental staff in 2022. The gap is due to female medical & dental staff being primarily constituted within this staff group's lower pay quartiles with them representing only 16.4% of the highest pay quartile (quartile 4).

If we exclude Medical & Dental staff from the Trust wide gender pay gap figures the Trust's mean gender pay gap is **3.07%** which equates to females earning **£0.52 less** than male staff per hour. This compares with the Trust's overall gender pay gap (inclusive of Medical & Dental staff) of 27.46% which equates to females earning **£6.46 an hour less than male staff**.

An analysis of the gender pay gap for the Administrative & Clerical staff group highlights this staff group has a **23.64%** average pay gap with female staff earning **£4.51 an hour less** than male staff. This is a comparable position compared to the previous year where there was a 25.70% average pay gap with female administrative & clerical staff earning £4.74 an hour less than male administrative & clerical staff in 2022. Males within this staff group continue to remain significantly constituted within the highest pay quartile at 41% male in quartile 4 compared with 12% male in quartile 1, 14% male in quartile 2 and 26% male in quartile 3.

It should be noted that in a number of staff groups there is a negative pay gap ie. females earn more than males, and these are within:

- Healthcare Scientists staff group **-9.94%** pay gap (females earn **£1.84 more** than male staff per hour).
- Nursing and Midwifery registered staff group **-4.07%** pay gap (females earn **£0.77 more** than male staff per hour).
- Additional Clinical Services staff group (includes HCA, Nursing Auxiliaries, ST & T Assistants) with a **-0.95% pay gap** (females earn **£0.12 more** than male staff per hour)

Although these gaps are much smaller compared to the pay gaps in which males earn more than females e.g. Admin & Clerical and Medical & Dental.

Appendix 1

Gender Pay Gap Report summary data

As at 31st March 2023

2.1 Table 1- Average & Median Hourly rate

Gender	Avg. Hourly Rate	Median Hourly Rate
Male	23.3028	17.2374
Female	16.8668	15.0507
Difference	6.44	2.19
Pay Gap %	27.62	12.69

2.1.1 Average Hourly rate

As at March 2023 the Trust has a 27.46% mean average gender pay gap with females earning £6.44 an hour less than males. The mean average gender pay gap in 2023 is comparable to 2022 data when as at 31st March 2022 females earned £6.87 an hour less than males with a 30.11% mean average gender pay gap.

2.1.2 Median Hourly rate

As at March 2023 the Trust has a 12.69% median hourly rate gender pay gap with females earning £2.19 an hour less than males. The median hourly rate gender pay gap in 2023 has deteriorated in comparison with 2022 data when as at 31st March 2022 females earned **£2.17 an hour less** than males with a **13.27%** median gender pay gap.

2.2 Table 2- % male and female employees in each pay quartile

Quartile	Female	Male	Female %	Male %
1	1431.00	267.00	84.28	15.72
2	1396.00	304.00	82.12	17.88
3	1440.00	256.00	84.91	15.09
4	1188.00	516.00	69.72	30.28

This calculation requires an employer to show the proportions of male and female full-pay relevant employees in four quartile pay bands with quartile 1 being the lowest paid and quartile 4 being the highest paid. All employees are placed into the cumulative order according to their pay which is undertaken by dividing the workforce into 4 equal parts.

Compared with quartiles 1-3 males are more highly constituted within quarter 4 at 30.28% compared with an average of between 15.09% - 17.88% within the other quartiles. Comparatively the reverse is true for females and they constitute 69.72% of quartile 4 compared with an average of between 82.12%- 84.91% within the other quartiles.

The information compares % within the individual quartiles. However, if we review the broader picture comparing the overall workforce constitution there are 1349 male employees and of these 517 are within quartile 4 which represents 38.3% of all male employees. Comparatively of 5506 female employees only 1199 females are constituted within quartile 4 which represents only 21.78% of all female employees.

2.3 Bonus information

Table 3

Gender	Avg. Pay	Median Pay
Male	9,911.77	3,088.41
Female	3,621.03	3,088.41
Difference	6,290.74	0.00
Pay Gap %	63.47	0.00

Table 4

Gender	Employees Paid Bonus	Total Relevant Employees	%
Female	49.00	5816.00	0.84
Male	146.00	1378.00	10.60

The data in tables 3 & 4 relates to clinical excellence awards for medical staff as this is the only payment identified within the ESR standard report which falls within the set definition of 'bonus pay'. Clinical Excellence Awards recognise and reward Consultants who perform 'over and above' the standard expected in their role. The payments within the Trust's bonus information contains both local and national Clinical Excellence Awards. The Local CEAs are administered within the Trust on an annual basis and the national CEAs are determined externally and administered by the Department of Health. During the reference period, the process for submitting an application for a national CEA was subject to an initial application followed by a renewal process every five years, instigated by the consultant. However, for a local CEA, the award was equally split between consultants who had successfully applied for a CEA. This was the same for the previous year.

The data highlights that the average bonus pay gap for females as at March 2023 is 63.47% and the median pay gap is 0.00%.

As at 31st March 2023 0.84% of female staff received a bonus payment in comparison with 10.6% of male staff. All consultants with a minimum of 12-months service are eligible to submit an application for a CEA, so when reviewing these figures consideration should be given to the overall consultant workforce profile which is predominately male at 83%, and this should provide some context as to the disparity of the number of male applications compared to the number of female applications. Consideration should also be given to the number of consultants excluding locums and the proportion of these receiving a bonus. There were 216 consultants excluding locums, 87% of female consultants were paid a bonus and 90% of male consultants were paid a bonus.