

# Gender Pay Gap Report

Data as at 31 March 2022

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## Introduction

The gender pay gap report shows the difference between the average (mean or median) earnings of men and women. This is expressed as a percentage of men's earnings e.g. women earn 15% less than men.

The mean and median are different ways of expressing an average. Mean hourly pay for a group of ten people would be calculated by adding together the hourly rates of all ten people, and then dividing the result by 10. To find the median hourly rate for the same ten people, you would put the hourly rates in order, from lowest to highest, and the median would be a value halfway between the 5<sup>th</sup> and 6<sup>th</sup> rate. When used in relation to pay, the mean can be significantly affected by a small number of very high earning staff.

The gender pay gap differs from 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 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.

As a public body employing over 250 staff the Trust is required to publish the following gender pay gap information:

- a) Mean gender pay gap
- b) Median gender pay gap
- c) Mean bonus gender pay gap
- d) Median bonus gender pay gap
- e) Proportion of males receiving a bonus payment
- f) Proportion of females receiving a bonus payment
- g) Proportion of males and females in each quartile pay band

## Gender Pay Gap Reporting

Data and statistics provided for this report have been created using the national Electronic Staff Records System Business Intelligence reporting tool, specifically designed to allow NHS Trusts to meet the statutory reporting requirements.

As at 31<sup>st</sup> March 2022, the Trust's workforce included 4132 women, and 838 men. Men made up 16.9% of the overall workforce. The numbers of female employees have increased over the last year, and the proportion of the Trust's workforce who are male has decreased very slightly. The national NHS Electronic Staff Record system does not facilitate the recording of genders other than male or female.

As at 31<sup>st</sup> March 2022, the Trust employed 4609 full-pay relevant employees. Of these, 3801 were women and 801 were men. 17.4% of full-pay relevant employees were men. Employees who are on maternity, maternity support, adoption or sick leave, or on a career break are not full-pay relevant employees.

## Mean Gender Pay Gap and Median Gender Pay Gap

Gender	Mean Hourly Rate	*Median Hourly Rate
Female	£16.62	£14.82
Male	£23.85	£19.96
Difference	£7.23	£5.14
Pay Gap %	30.30%	25.73%

The Trust's Gender Pay Gap (median) as at 31<sup>st</sup> March 2022 is 25.73%. This has deteriorated every year since 2018, when it stood at 10.58%. There does not appear to be a single explanation for this change, but some of the reasons are explored further in this report.

## Mean Bonus Gender Pay Gap and Median Bonus Gender Pay Gap

Gender	Mean Bonus Pay	Median Bonus Pay
Female	£223.83	£200.00
Male	£810.14	£200.00
Difference	£586.31	£0.00
Pay Gap %	72.37%	0.00%

\* This data excludes Long Service Awards

The only large sums of bonus pay are Clinical Excellence Awards (CEAs) which are paid only to medical staff. No additional CEAs were awarded during the relevant period as temporary arrangements introduced during the Covid-19 pandemic continued (these involved the amount available for new CEAs being split between all eligible consultants and paid as a non-pensionable lump sum, rather than a bonus). Pre-existing CEAs continued to be paid, although there is an ongoing reduction in the number of staff receiving them due to retirements and resignations.

During 2021-22, the majority of Trust staff received a £200 bonus payment, in recognition of the work they were doing to support the NHS's recovery from the Covid-19 pandemic (all staff in the Trust's employment as of a specific date were entitled to the payment). This is why both the mean and median bonus payments in 2021-22 were much lower than in previous years.

Historic CEA processes tended to attract more male applicants nationally. Current CEAs are retained once awarded; however the CEA process is changing, and Trusts will be required to develop processes for Local Clinical Excellence Awards (LCEAs), which will have to be reapplied for periodically. In designing and implementing a process for LCEAs, the Trust will devote time, energy and effort into devising an equitable process that supports and encourages female consultants to apply for awards. All elements of the process will be subjected to a rigorous Equality Impact Assessment, and the results of awards rounds will be very closely monitored.

## Proportion of Males Receiving a Bonus Payment and Proportion of Females Receiving a Bonus Payment

Gender	Employees Paid Bonus	Total Relevant Employees	%
Female	3853	4042	95.32%
Male	765	876	87.33%

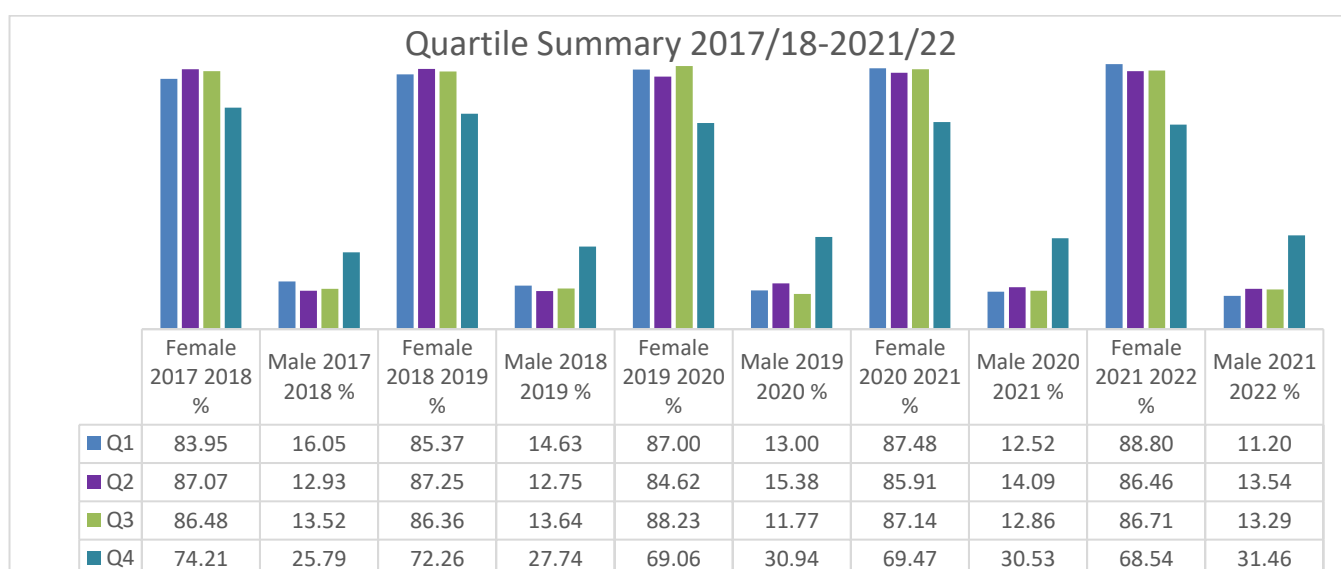
The £200 bonus payment referenced above has significantly impacted on this figure, as in previous years, the only bonus payments paid by the Trust have been CEAs.

## Proportion of Males and Females in each Quartile Pay Band

*Quartile 1 - lowest paid and quartile 4 - highest paid employees.*

Quartile	Female	Male	Female %	Male %
1	1023	129	88.80%	11.20%
2	996	156	86.46%	13.54%
3	998	153	86.71%	13.29%
4	791	363	68.54%	31.46%

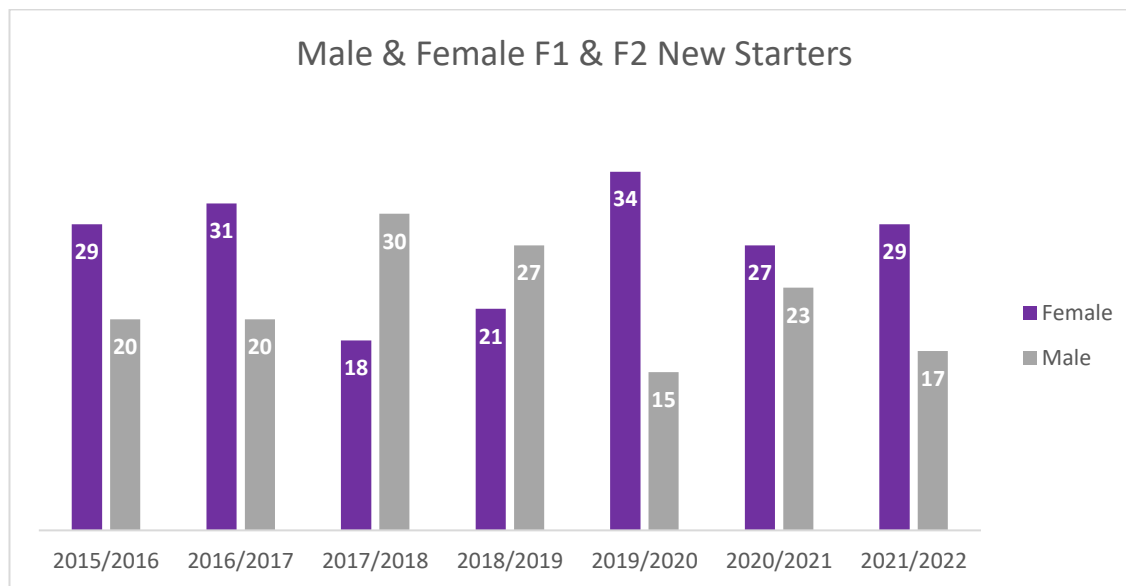
The graph below shows data on the proportion of male and female staff in each pay quartile over the last 5 years.



The data shows that statistically the Trust pays the male workforce more than the female workforce. Past analysis has shown this to be partly as a result of the highest earners being

within the medical workforce, which is a predominantly male workforce. It takes up to 14 years of under and postgraduate training for individuals to achieve the highest grade of consultant and a further 20 years to achieve the top of the consultant salary scale.

The table below shows number of female and male trainee Foundation Years 1 and 2 new starters for all years since 2015/2016. Over the period, there have been 189 female new starters within this group, compared to 152 male new starters. Coupled with long-term trends showing increased numbers of female medical students, it is likely that the gender balance of the medical workforce will shift over time, however this may be significantly influenced by the availability or otherwise of flexible working opportunities within hospital medical posts, and no significant shift in gender balance has been seen at Consultant level in the Trust as yet.



## Comparison of hourly pay rates amongst medical and non-medical staff groups

Non-medical

Non-Medical Average & Median Hourly Rates

Gender	Mean Hourly Rate	*Median Hourly Rate
Female	£15.72	£14.26
Male	£17.59	£16.13
Difference	£1.87	£1.87
Pay Gap %	10.61%	11.57%

The gender pay gap amongst non-medical staff is relatively small compared to the Trust's overall gender pay gap, although the mean gender pay gap for non-medical staff has increased slightly over the last year. The median pay gap for non-medical staff has very nearly doubled in percentage terms.

## Medical and dental

Gender	Mean Hourly Rate	*Median Hourly Rate
Female	£34.73	£30.86
Male	£41.02	£43.12
Difference	£6.29	£12.26
Pay Gap %	15.35%	28.43%

There is a significant pay gap within the medical and dental workforce. Over the last year, the mean and median hourly pay gap within medical workforce have both increased slightly.

## Comparison of proportion of medical and non-medical staff in each pay quartile

### Non-medical

Non Medical No. of employees  
Q1 = Low, Q4 = High

Quartile	Female	Male	Female %	Male %
1	1022	129	88.79%	11.21%
2	988	152	86.67%	13.33%
3	973	142	87.26%	12.74%
4	645	164	79.73%	20.27%

There continues to be a decrease in the number of men within the lowest pay quartile. Men are underrepresented in all but the highest pay quartile, relative to their presence within the workforce.

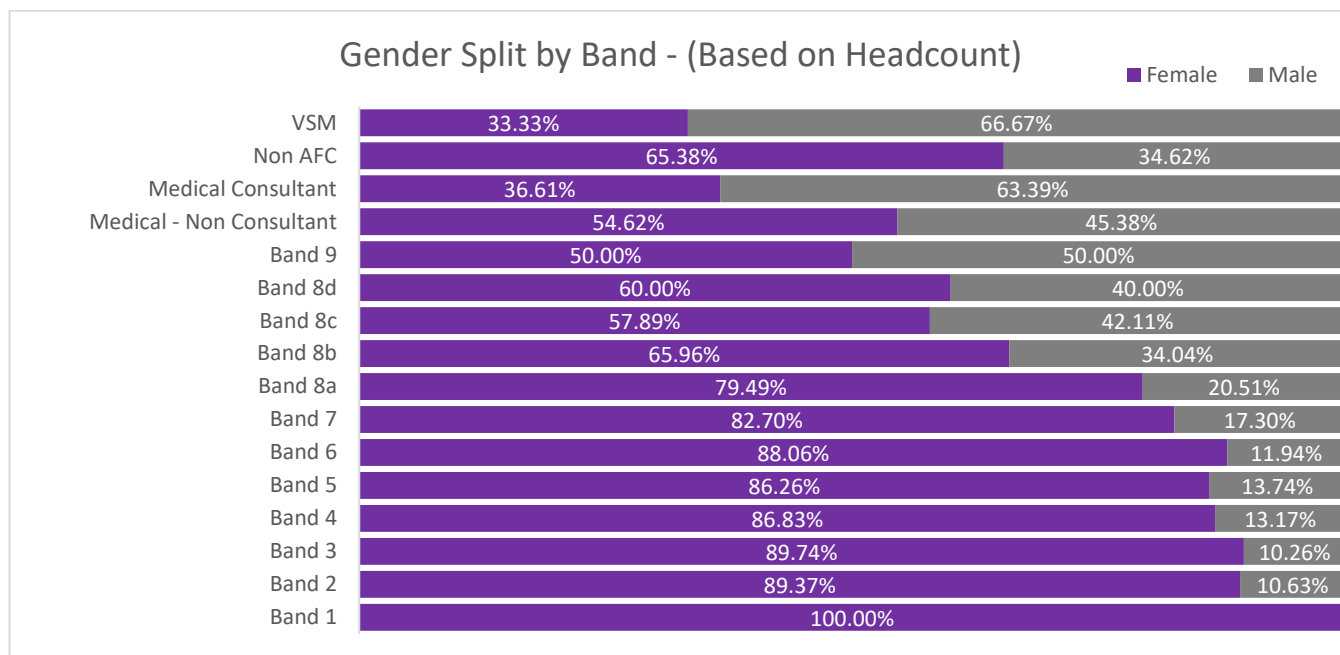
### Medical

Medical No. of employees  
Q1 = Low, Q4 = High

Quartile	Female	Male	Female %	Male %
1	1	0	100.00%	0.00%
2	8	4	66.67%	33.33%
3	25	11	69.44%	30.56%
4	146	199	42.32%	57.68%

The overwhelming majority of medical staff continue to be in the highest-paid quartile of Trust staff.

## Gender split by pay band



## Gender pay gap by staff group

Staff Group	Headcount		Pay Gap
	Female	Male	
Add Prof Scientific and Technic	100	33	17.26%
Additional Clinical Services	892	88	7.21%
Administrative and Clerical	793	156	44.33%
Allied Health Professionals	307	85	10.30%
Estates and Ancillary	217	101	41.65%
Healthcare Scientists	74	35	19.26%
Medical and Dental	180	214	23.17%
Nursing and Midwifery Registered	1241	89	10.63%
Students	4	0	0

The largest pay gaps are within the administrative and clerical and estates and ancillary staff groups.