

Annual gender pay gap report

Reporting period: 2023/2024

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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 x% 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 5th and 6th 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 (ESR) Business Intelligence (BI) reporting tool, specifically designed to allow NHS Trusts to meet the statutory reporting requirements.

As at 31 March 2024, the Trust employed 4763 full-pay relevant employees (112 more than the previous year). Of these, 3901 (+80 on last year) were women and 862 (+32 on last year) were men. Employees who are on maternity, maternity support, adoption, or sick leave, or on a career break are not full-pay relevant employees. The national NHS Electronic Staff Record system does not facilitate the recording of genders other than male or female.

(A & B) - Mean gender pay gap and median gender pay gap

All staff average and median hourly rates

Gender	Mean Hourly Rate	Median Hourly Rate
Female	£18.47	£16.45
Male	£25.55	£20.94
Difference	£7.07	£4.50
Pay Gap %	27.69%	21.47%

The Trust's gender pay gap (mean and median) as of 31 March 2023 is 27.69% and 21.47%, the mean hourly gap has improved slightly compared to last year's 27.72%, however the median gap has declined from 17.24% in 2023. Some of the reasons are explored further in this report.

(C & D) - Mean bonus gender pay gap and median bonus gender pay gap

All staff average and median bonus pay

Gender	*Mean Bonus Pay	*Median Bonus Pay
Female	£5,558.24	£4,079.83
Male	£8,105.35	£4,079.83
Difference	£2,547.11	£0.00
Pay Gap %	31.43%	0.00%

* This data excludes Long Service Awards

Bonus pay consists of Clinical Excellence Awards (CEAs) which are paid to consultants (subject to certain eligibility criteria) in a discretionary and non-discretionary award. During Covid temporary arrangements were introduced involving paying new CEAs between all eligible consultants. Pre-existing CEAs continued to be paid, although there is an inevitable reduction in the number of staff receiving them due to leavers e.g. consultant retirements.

In 2024, the median GPG was 0% and there are 139 employees (including both male and female) who received £4,079.83. As an element of the award is non-discretionary and males make up a larger proportion of the consultant population, the mean bonus pay gap is 31.43%. This includes national clinical excellence awards.

(E & F) - Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment

All Staff Bonus Payment Ratio

Gender	Employees Paid Bonus	Total Relevant Employees	%
Female	45	4193	1.07%
Male	96	949	10.12%

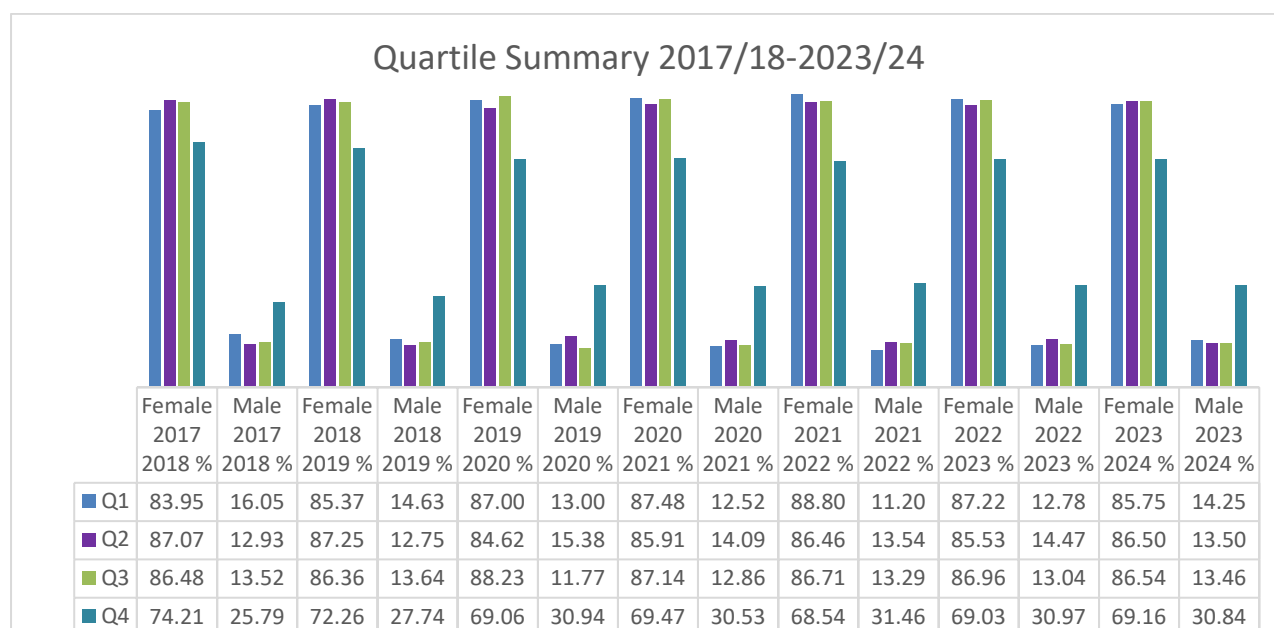
These payments relate exclusively to CEAs.

(G) - 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	987	164	85.75%	14.25%
2	1064	166	86.50%	13.50%
3	1009	157	86.54%	13.46%
4	841	375	69.16%	30.84%

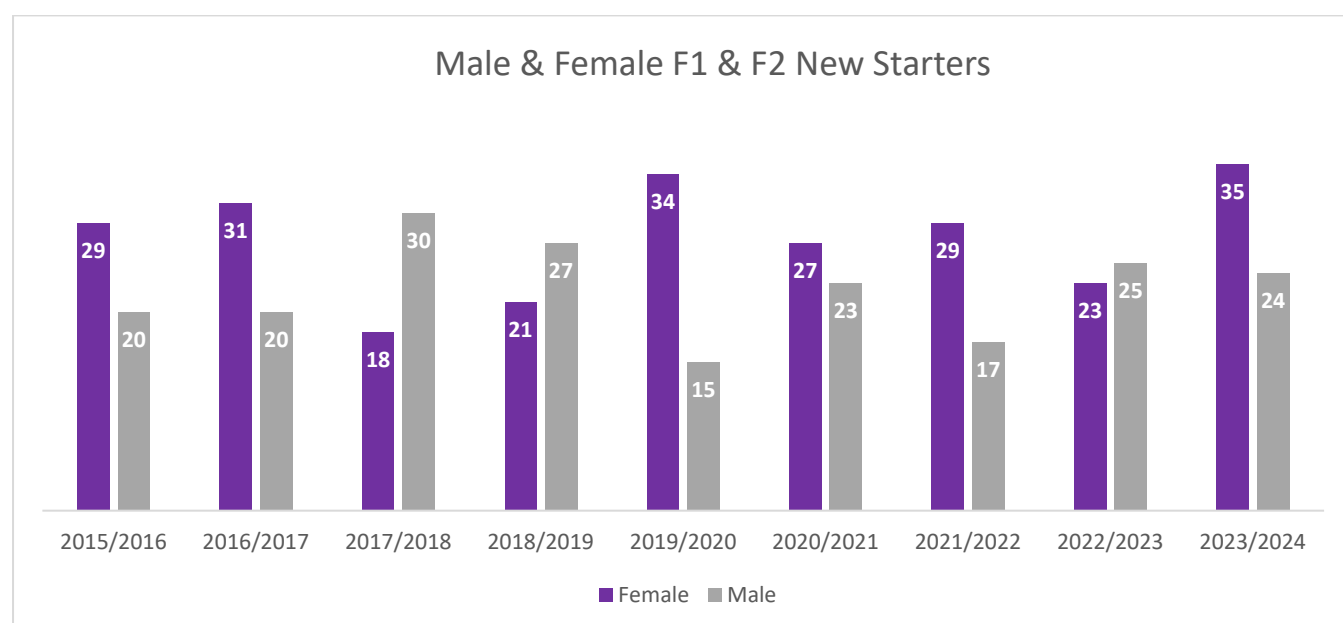
The graph below shows data on the proportion of male and female staff in each pay quartile over the last 5 years.



This data indicates a mixed picture with the number of males in Q1 increasing by 1.47%, but decreasing in Q2 by 0.97, and very small changes in Q3 and Q4 +0.42 and -0.13 respectively.

1. Trainee comparison (FY 1&2)

The table below shows number of female and male trainee Foundation Years 1 and 2 new starters for all years since 2015 - 16. Over the period, there have been 247 female new starters within this group, compared to 201 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.



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

2.1 Non-medical

Gender	Mean Hourly Rate	*Median Hourly Rate
Female	£17.39	£15.88
Male	£18.75	£17.03
Difference	£1.37	£1.15
Pay Gap %	7.28%	6.77%

The gender pay gap amongst non-medical staff is relatively small compared to the Trust's overall gender pay gap, and both the mean and median hourly rates have improved from last year (8.39% and 7.4%), representing a continued trend from 2022-2023.

2.2 Medical and dental

Gender	Mean Hourly Rate	*Median Hourly Rate
Female	£39.18	£36.07
Male	£43.78	£46.29
Difference	£4.60	£10.22
Pay Gap %	10.50%	22.07%

There remains a significant pay gap within the medical and dental workforce. In 2023, there was significant improvement where the mean and median fell to an improved position of 5.51% and 15.96% respectively. However, this has worsened in 2024, and although still better than prior years, the gap now stands at 10.5% and 22.07% respectively. Some of this change is resultant from hiring more male medical and dental consultants 16 versus hiring 6 female consultants.

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

3.1 Non-medical

Quartile	Female	Male	Female %	Male %
1	987	164	85.75%	14.25%
2	1057	159	86.92%	13.08%
3	982	142	87.37%	12.63%
4	681	163	80.69%	19.31%

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

There continues to be a slight decrease in the proportion of men within the highest pay quartile; and an increase in men in the lower quartile 1.

3.2 Medical

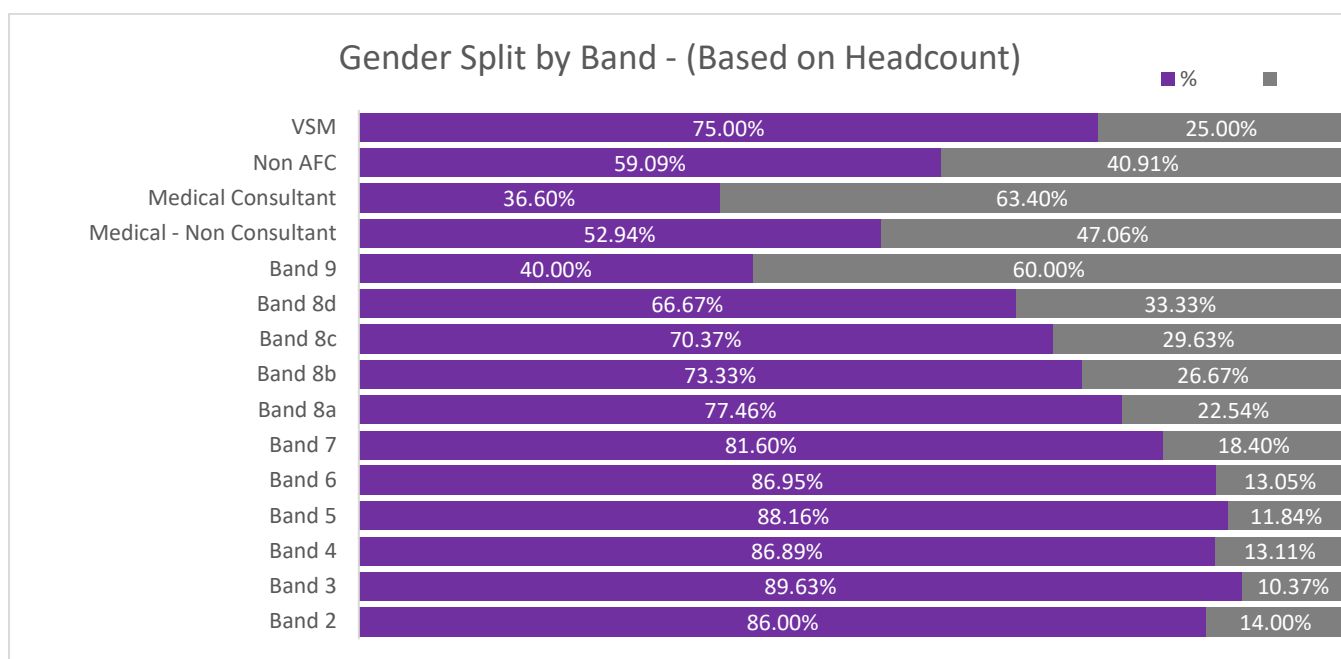
Quartile	Female	Male	Female %	Male %
1	0	0	0	0
2	7	7	50.00%	50.00%
3	27	15	64.29%	35.71%

4	160	212	43.01%	56.99%
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Quartile 1 - lowest paid and quartile 4 - highest paid employees.

The overwhelming majority of medical staff continue to be in the highest-paid quartile of Trust staff with the majority being male (57.18%).

4. Gender split by pay band



5. Gender pay gap by staff group

Staff Group	**Headcount		Pay Gap
	Female	Male	
Add Prof Scientific and Technic	70	22	23.60%
Additional Clinical Services	909	116	6.74%
Administrative and Clerical	789	166	37.66%
Allied Health Professionals	355	100	13.30%
Estates and Ancillary	202	100	43.05%
Healthcare Scientists	78	38	15.27%
Medical and Dental	194	234	21.73%
Nursing and Midwifery Registered	1297	86	12.63%
Students	7	0	0

The largest pay gaps are within the administrative and clerical and estates and ancillary staff groups, although these have fallen by 3.56% and 1.29% respectively, year on year.

6. Conclusion

As most staff groups and employees are part of the Agenda for Change framework then this negates a large element of gender pay gap variance. However, the Trust needs to ensure that recruitment processes and career opportunities remain fair and transparent to avoid any potential longer-term problems. Historical and societal occupational role division e.g. females in admin and nursing roles also plays a part in contributing to gender pay gaps. The main contributing factor to the pay gap differential remains with the medical and dental workforce.

There is a need to highlight and promote female leadership within the Trust and also the wider community – actively encourage colleagues to participate in International Women's Day and be part of the ICS Women in Leadership Network (which TRFT participate). In 2024, the ICB launched its South Yorkshire Women's Network which is being actively promoted across the Trust. There are commitments in the new Integrated EDI Plan for 2024-2027 to consider what more needs to be done to support women into leadership, including whether to set up an internal Women's Staff Network. Further work on attraction and flexibility will be taken forward during 2025/26 particularly in relation to the medical and dental workforce.

There is no statutory requirement for either recommendations or an action plan in relation to gender pay gap. However, actions designed to improve the gender pay gap will be delivered through the EDI plan and led by the People team and Medical Director team in respect of medical workforce.