

Gender Pay Gap Report 2024

1. Introduction

- 1.1 The gender pay reporting legislation requires all organisations employing more than 250 people to measure and publish their gender pay information based on earnings.
- 1.2 As at 31 March 2024, our gender profile is 77% women and 23% men.

2. Background and context

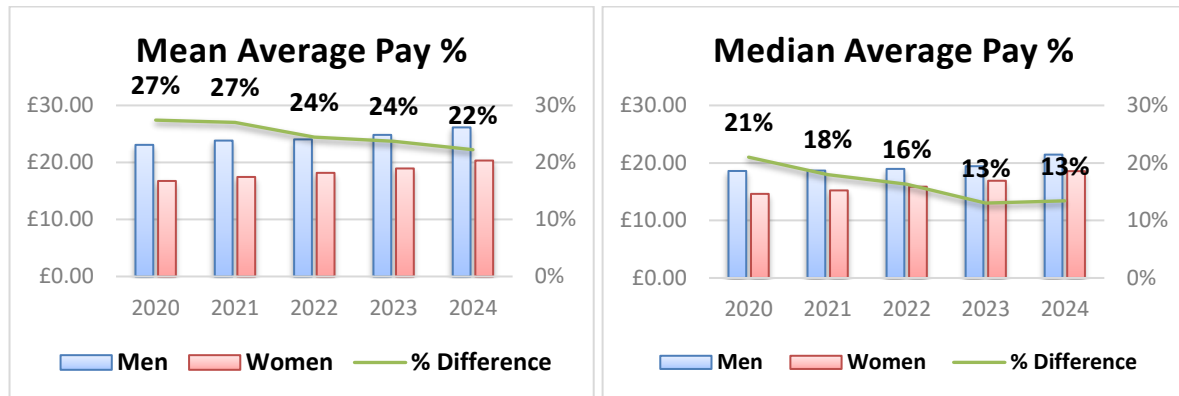
- 2.1 The legislation framework can be referenced to the Equality Act 2010 -Specific Duties and Public Authorities - Regulations 2017.
- 2.2 It is important to note that the gender pay gap reporting legislation is distinct from equal pay. Equal pay is concerned with men and women earning equal pay for the same or similar work. The gender pay gap is about the difference between men and women average pay within an organisation.
- 2.3 The NHS has a national pay structure, job evaluation system and contractual terms and conditions for medical and non-medical staff, which has been developed in partnership with trade unions. This national framework provides a robust set of arrangements for pay determination.
- 2.4 The gender pay reporting requirements were introduced to highlight the differences in pay between men and women giving more transparency across all industry sectors. This assists employers to consider the reasons for any differences and to take any corresponding action.
- 2.5 Gender pay gap reporting legislation is distinct from equal pay. Equal pay is concerned with men and women earning equal pay for the same or similar work. The gender pay gap is about the difference between men and women average pay within an organisation.

3. Requirements

- 3.1 Information taken from Electronic Staff Record (ESR) as at 31 March 2024 for the following:
 - Mean pay gap – the difference between the mean (average hourly earnings, excluding overtime) of men and women employees
 - Median pay gap – the difference between the median (the difference between the midpoints of hourly rates of earnings, excluding overtime) of men and women employees

- Mean bonus gap – the difference between the mean bonus paid to men and women employees (bonus pay exclusively made up of local and national consultant clinical excellence awards, discretionary points and the welcome bonus for our international nurses)
- Pay distribution by gender – the proportion of men and women employees in the lower, lower middle, upper middle and upper quartile pay bands

4. Mean and median ordinary pay is depicted in the below graph



- 4.1 The trust mean gender pay gap indicates that women earn 22% less than men for the reporting period compared to 27% in 2021. The median pay gap indicates that women earn 13% less than men, no change from the previous reporting period. The high pay difference is partly due to medical and dental staff being the highest paid staff group as shown in the below table.
- 4.2 The tables below give a clear separation of medical and dental staff group when compared to Agenda for Change (AFC) pay bands (including very senior managers - VSM) for this reporting period as at 31st March 2024.

AFC & VSM	Mean Hourly Rate	Median Hourly Rate
Men	£18.99	£16.43
Women	£19.02	£18.10

M&D only	Mean Hourly Rate	Median Hourly Rate
Men	£39.51	£38.12
Women	£34.86	£31.84

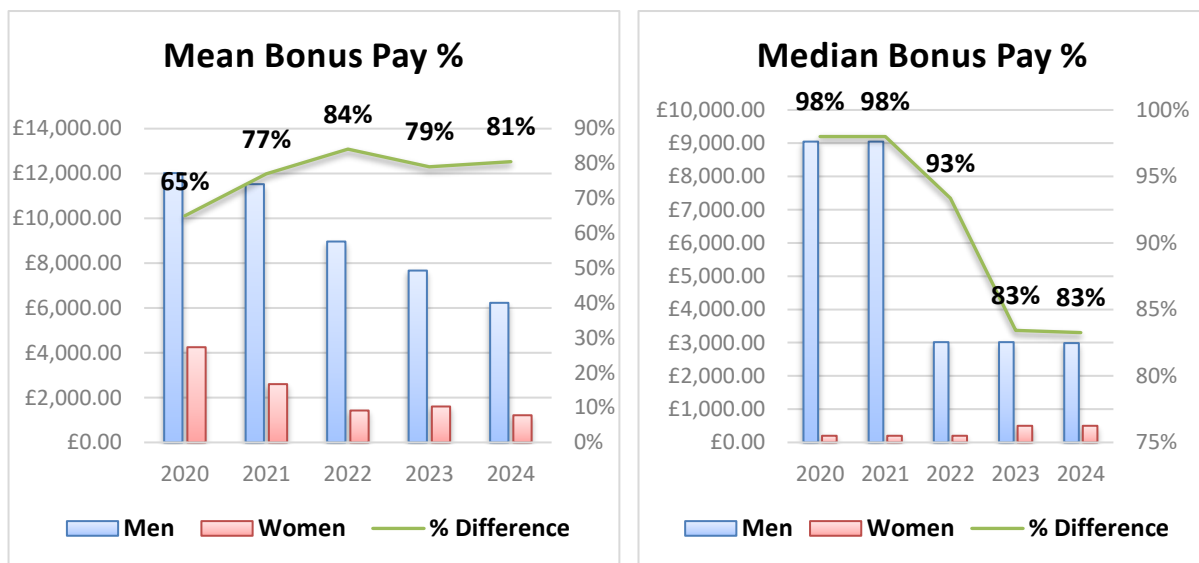
- 4.3 The mean pay gap for Agenda for Change pay band including VSM, show the mean hourly rate women earn is 0.16% more than men and the median pay shows that women earn 9% more than men. Within medical and dental staff, the mean and median pay gap indicates that women earn 12% for mean pay and 16% for median pay less respectively than men.

See Appendix 1 Calculation on how the Gender Pay gap is formulated.

See Appendix 2 Breakdown of gender by Band and Grade and part time and fulltime staff.

5. Mean and median bonus pay gap

5.1 For the purposes of this report, bonuses are exclusively made up of local and national consultant clinical excellence awards, discretionary points and welcome bonus payment for our international nurses and allied health professionals. The charts below show the mean and median bonus pay amount as a percentage between men and women.



6. Total Employees paid bonus (Headcount)

6.1 The below chart 1 shows more women received a welcome bonus in this reporting period than men. The welcome bonus is between £300 - £500 for international nurses and allied health professionals recruited through the cohort of international recruitment. Chart 2 shows that more men are receiving CEA award payments than women in this reporting period.

Chart 1

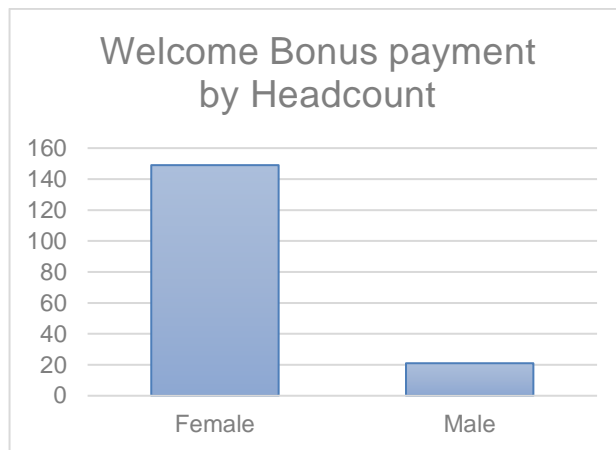
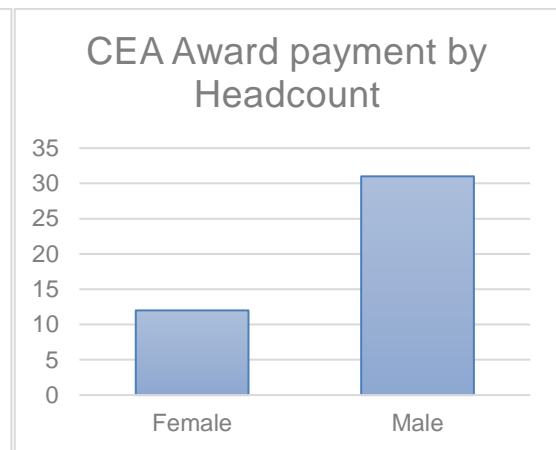


Chart 2



7. Pay distribution by gender

- 7.1 The table shows the proportion of men and women employees in each quartile. Employees are allocated into each quartile based on their hourly rate of pay. Lower quartile is our lowest pay quartile and upper quartile is our highest pay quartile.

Quartile	Women	Men	Women %	Men %
Lower quartile	790	196	80.12%	19.88%
Lower middle quartile	768	213	78.29%	21.71%
Upper middle quartile	817	174	82.44%	17.56%
Upper quartile	614	372	62.27%	37.73%

- 7.2 Job roles included in each quartile are as follows:

- Lower quartile – roles include domestics porters, HCA and clerical staff
- Lower middle quartile – roles included staff nurse
- Upper middle quartile – roles include manager, F1, F2 doctors and Specialist
- Upper quartile – Consultants Senior managers, heads of service and directors

- 7.3 The below table provides a breakdown of staff who works full and part time by gender. About 33% of women works part -time whilst only 11% of men works part-time

Gender	2023		2024	
	Full Time	Part Time	Full Time	Part Time
Women	2016	1006	2129	1049
Men	803	79	880	105
Total	2819	1085	3009	1154

- 7.4 Based on the two tables above, it is clear that majority of women are in the lower and upper middle quartile and a third of them work part-time

8. Recommendations

- 8.1 For the Trust to review the gender pay gap in Medical and Dental as identified in the Mend the Gap Report (Independent Review into Gender Pay Gaps in Medicine - Department of Health and Social Care 2020) and create an action plan under the following themes:

Theme 1 - Address structural barriers to the career and pay progression of women

Theme 2 - Make senior jobs more accessible to more women

Theme 3 - Introduce increased transparency on gender pay gaps

Theme 4 - Mandate changes to policy on gender pay gaps

Theme 5 - Promote behaviour and cultural change

Theme 6 - Review clinical excellence and performance payments and change accordingly

Theme 7 - Implement a programme for continued and robust analysis of gender pay gap

- 8.2 The Trust is to monitor agenda for change (AFC) and very senior manager (VSM) data to ensure the position remains positive.

Appendix 1

Please note that calculating for the mean, median, and bonus pay excluded staff on Maternity Pay (OMP) and those on any absences on nil pay as this element returns a cash or nil value and not an hourly rate. Taking this into account, the breakdown headcount on band and gender in 8 and 9 will be different.

Mean and Median Pay Gap percentage calculation

A: mean/median hourly rate of pay for all men

B: is the mean/median hourly rate of pay for all women

$(A-B) / A * 100$ (the lower amount should be subtracted from the larger amount and divide by the larger amount to get the %)

Appendix 2:

Pay by band and grade by gender as at 31 March 2024

This is presented for information only to provide a breakdown of the number of staff by gender across the pay bands.

Band/Grade	Women	Men	Grand Total
Band 1	12	2	14
Band 2	443	142	585
Band 3	500	100	600
Band 4	270	44	314
Band 5	636	122	758
Band 6	479	80	559
Band 7	337	75	412
Band 8 - Range A	151	38	189
Band 8 - Range B	44	14	58
Band 8 - Range C	16	9	25
Band 8 - Range D	13	5	18
Band 9	7	2	9
VSM	4	5	9
NED	6	3	9
Medical & Dental	260	344	604
Grand Total	3178	985	4163