

# Gender Pay Gap Report 2023

## Background

As an organisation employing more than 250 staff, the RUH is required to publish information on its gender pay audit (Equality Act 2010)

The data presented here form a snapshot as of **31 March 2023**. This report sets out the gender pay gap in comparison to snapshots for the same month in previous years, as well as looking at the results from the NHS staff survey data around pay. This data help the organisation to identify any areas for improvement and the actions required to address any inequity in pay between genders.

## Key Points:

- The median pay gap between our male and female **medical staff** remains the organisation's **largest difference in pay**. It has increased further, continuing to be in favour of men. Male employees from the medical staff group are earning an average of £14.55 per hour more than their female colleagues. This is an increase of £2.35 compared to the 2022 median average and £4.84 more than 2021 median average.
- The medical and dental staff group is the only pay group that has an almost 50/50 split in gender representation. All other groups are majority female.
- The median pay gap for the whole organisation achieves parity, with the overall median pay gap at -0.16%, the median male hourly rate is £17.28 and the median female hours rate is £17.31

## RUH Staff Gender Balance

On 31st March 2023 the RUH had 6,283 employees, of which 76% were female and 24% male. Female employees outnumber male employees at most levels of the organisation, except within our medical and dental workforce where the split is 51% male and 49% female (See Appendix – Figures 1 and 2)

## Gender Pay Figures (“Mean” Average)

The **mean** gender pay gap is the difference between the average hourly earnings of male full-pay employees and female full-pay employees.

Data Highlights (See Appendix – Figures 3 and 4):

- Male employees earn an average of £4.07 per hour more than female employees.
- For non-medical colleagues, female employees earn on average 63 pence per hour more than male employees.
- Men in the medical workforce earn on average £6.24 per hour more than women (a slight increase from the 2022 data)

## Gender Pay Figures (“Median” Average)

The **median** pay gap is the difference between the midpoints in the ranges of hourly earnings of male and female employees. This is seen as more representative of the pay differential because it is not affected by outliers (e.g. a few individuals at the top or bottom of the range. See Appendix – Figures 5 and 6).

- The overall median gender pay gap decreased significantly between March 2022 and March 2023, achieving relative parity between female and male employees.
- Focussing on employees working to Agenda for Change (AfC) terms, the median pay gap increased to -12.42% in favour of female employees, who earn on average £1.88 per hour more than male employees.
- In comparison, when looking at medical and dental employees, the median gender pay gap is significantly larger at 30.81% in favour of male employees, with female employees earning about £14.56 less per hour.

## Gender & Bonus Payments

The two bonus pay elements we have at the RUH are Local Clinical Excellence Awards (LCEA) paid to Consultants, and performance bonuses paid to members of the Executive Team.

Bonus payments for non-medical staff have changed significantly, as highlighted in previous reports this figure can fluctuate given the small numbers of executives who receive bonuses, a change of just one person leaving a post and another filling it who is of a different gender can have a significant impact. The gender pay gap for bonuses for the Trust overall have increased, both in the mean and median average difference. Agenda for Change bonus payments hit parity with a bonus pay gap of - 0.06%, whereas medical and dental employees saw a greater gap at 11.9% in favour of male employees (See Appendix – Figure 7)

## Gender & Pay Satisfaction (Staff Survey 2023):

Survey Question: NHS Staff Survey 2022 results	Male	Female
Percentage satisfied with recognition for good work	61% ▬	57% ↑
Percentage satisfied with extent organisation values my work	46% ↓	51% ↑
Percentage satisfied with level of pay	29% ↓	30% ↑
Percentage satisfied with opportunities for flexible working patterns	60% ↑	59% ↑
Percentage would recommend organisation as place to work	68% ↑	68% ↑
<b>Key:</b> ↑ results increased compared to 2022 staff survey; ↓ results decreased compared to 2022 staff survey; ▬ results did not change compared to 2022 staff survey.		

In 2023 60% of employees completed the staff survey, of which 74% were female and 21% were male, and 4% identified as non-binary, self-prescribed or preferred not to say. Our female staff have shown improvements across all areas compared with the 2022 staff survey, indicating an improvement in experience for female employees. There is a large increase in the percentage of female employees recommending the organisations as a place to work at the same rate as male employees. There is no significant difference between satisfaction of the level of pay between male and female employees.

## Actions

Gender pay discrepancies impacting the Medical and Dental workforce are nationally recognised (Independent Review into Gender Pay Gaps in Medicine 2020). For the RUH, this gap decreased over the course of 2021/22, but increased again in 2022/23.

Internally, we have recognised that more work needs to be done to address the inequalities experienced by female employees, which will be assisted in 2024/25 with significantly improved data quality and frequency.

We will

- Review the reporting cycle for our gender pay gap snapshot in March 2024. We have also developed a dashboard that makes the gender pay gap data accessible and live for leaders to review on a regular basis

- Continue ongoing work with the RUH Medical Directorate to address the three core sources of discrepancy (basic salary, on-call payments and the LCEAs)
- Analyse and act on more granular detail related to staff pay, including interventions such as self-rostering to support significant life events, childcare provisions (such as dedicated drop-off points), annualised hours and term-time working.

## Appendices: Figures 1-7:

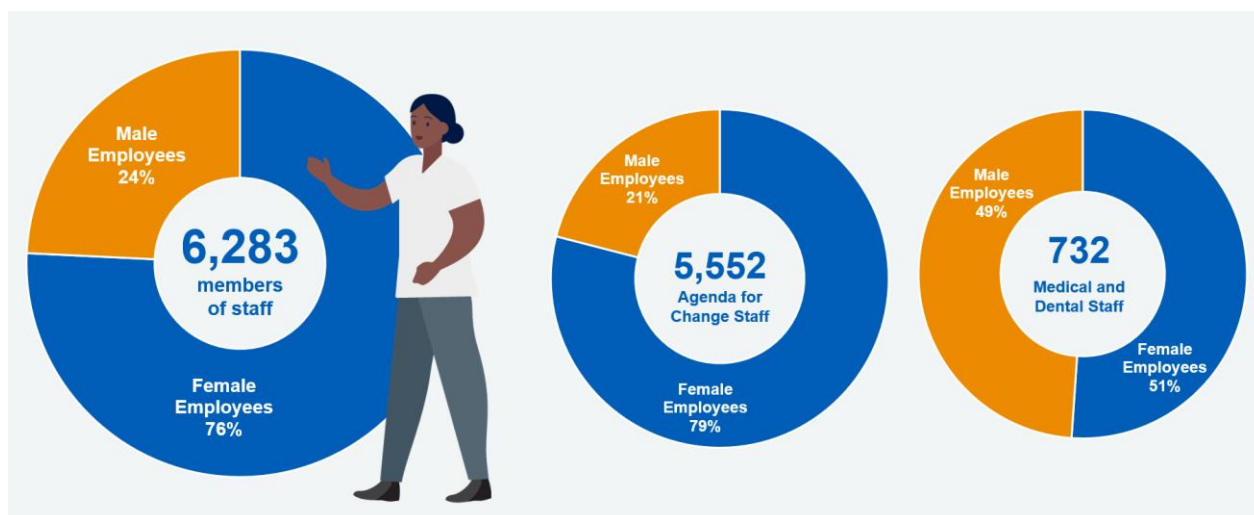


Figure 1: Pie charts showing the overview of RUH workforce by percentage male / female.

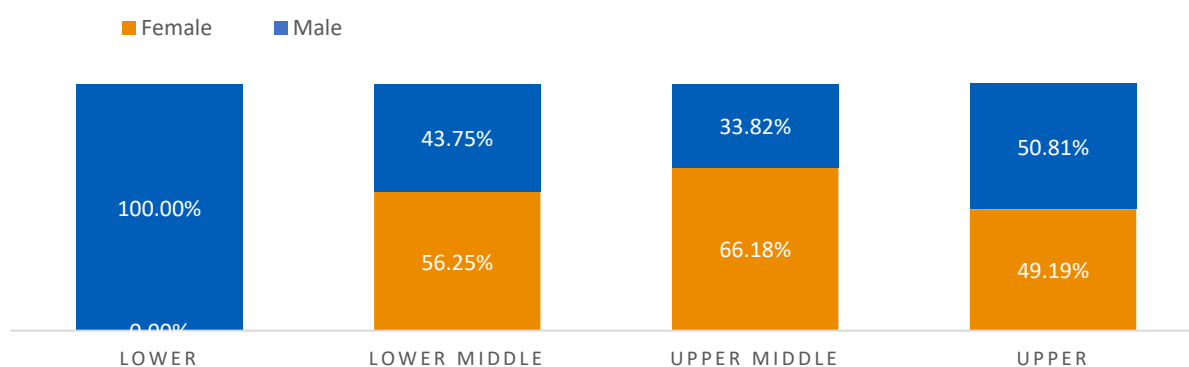


Figure 2: Bar graph indicating the percentage of male and female staff in each pay quartile.

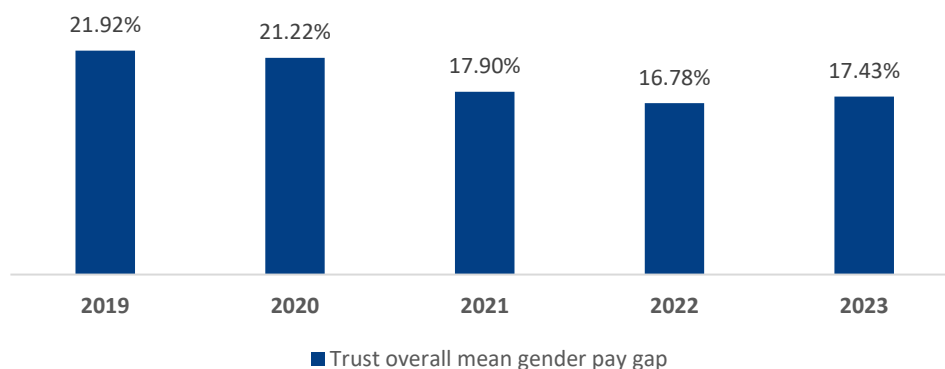


Figure 3: Bar graph showing the Trust overall mean average pay gap.

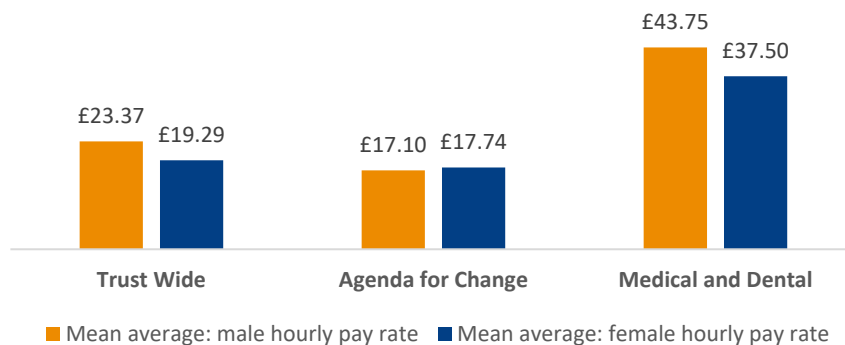


Figure 4: Bar graph showing the mean average hourly rate comparing Trust overall, Agenda for Change and Medical and Dental.

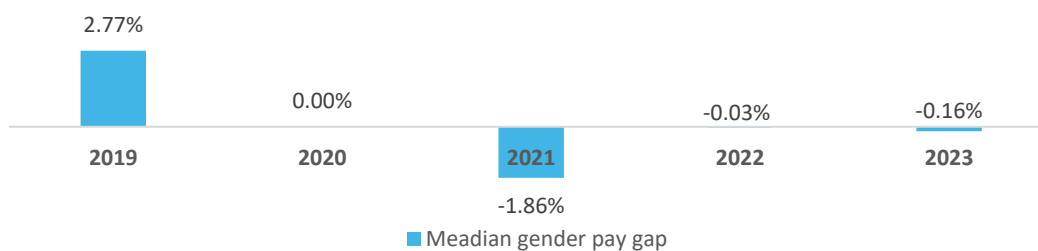


Figure 5: Bar graph showing the Trust overall median average pay gap.

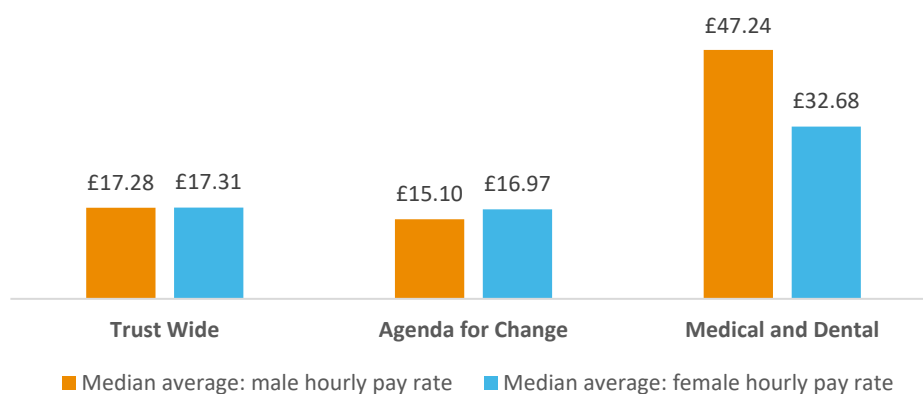


Figure 6: Bar graph showing the median average hourly rate comparing Trust overall, Agenda for Change and Medical and Dental.

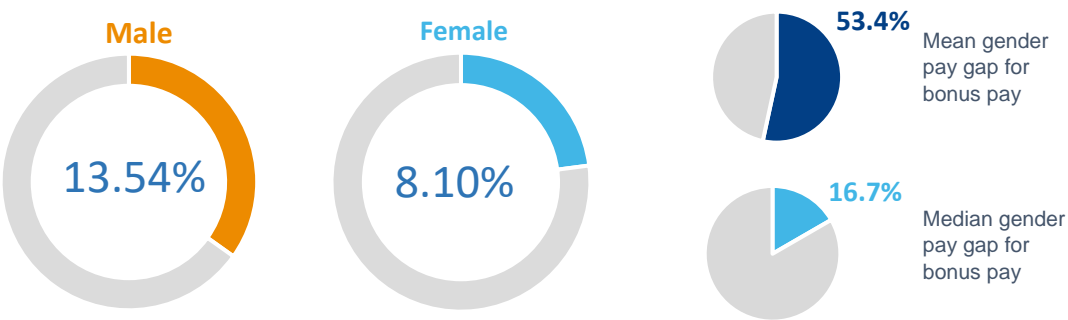


Figure 7: Pie charts indicating the proportion of males and females receiving a bonus payment in the Trust, mean gender pay gap and median gender pay gap for bonus pay.