

Report to:	Public Board of Directors	Agenda item:	20
Date of Meeting:	6 September 2023		

Title of Report:	Gender Pay Gap Report
Status:	For Information
Board Sponsor:	Alfredo Thompson Director for People and Culture
Author:	Emma Baker-Gaunt, Head of Equality, Diversity and Inclusion
Appendices	Appendix 1: Gender Pay Gap Report

1. Executive Summary of the Report

The Trust has a legal duty to publish Gender Pay Gap information yearly by 30th March each year for the previous calendar year. We collected our data on 31st March 2022. The gender pay gap looks at both the mean and median average. We believe the median average is a more representative measure of the pay gap because it is not affected by outliers (a few individuals at the top or bottom of the range). Key findings are:

- The median pay gap between our male and female medical staff has increased further, continuing to be in favour of men. Male employees in medical staff group are earning an average of £12.20 per hour more than their female colleagues. This is an increase of £2.52 compared to the 2021 median average.
- The medical and dental staff group is the only pay group that has an almost 50/50 split in representation. All other levels are majority female.
- This year has also seen a sharp increase in the gender pay gap across bonus payments with an 18.43% gap favouring men when looking at the median average bonus payments between male and female employees. This is a significant increase from parity (no gap) in 2021.
- A decrease of the median pay gap for the Trust overall, favouring women with female employees paid 1.31% more on average than male. Last year's gap was 2.49% favouring women.

The Trust recognises that more work needs to be done to address the inequalities experienced by female employees. Our current reporting cycle means we are working with data that is 12 months prior. We will change the reporting cycle of our gender pay gap for March 2023, so that the report is released in the same year of the results, so that actions can be implemented before the next reporting date.

Additionally, there is very little understanding clarity of where the gap is greatest within medical staffing and the causes of the widening gap. We intend to use the A3 quality improvement methodology to understand the root cause of the difference in

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gender pay gap for medical staff. This will inform targeted and focussed measures, led by the senior leaders within the medical teams to address the top contributing areas to the widening gap. The goal is that by 2024, the NHS staff survey results see an increase in the percentage of female staff that recommend the RUH as a place to work and feel satisfied with the level of pay, alongside a reduction in the gender pay gap for medical and dental staff.

2. Recommendations (Note, Approve, Discuss)

The Board of Directors is asked to note the information provided in this report.

3. Legal / Regulatory Implications

The Trust has a legal duty to publish the data, both on its website and on the government's gender pay gap reporting website

4. Risk (Threats or opportunities, link to a risk on the Risk Register, Board Assurance Framework etc)

The Gender Pay Gap is on the Trust Register, recognising the potential reputational impact of the published data.

5. Resources Implications (Financial / staffing)

The work of the A3 could lead to actions that have a financial impact, the amount and what level is unknown and therefore unable to quantify at this point.

6. Equality and Diversity

Gender is one of the nine protected characteristics under the 2010 Equalities Act. The People committee oversees work on equality issues. There is currently an inequity between male and female employees in pay. Specifically in the Medical and Dental Staffing Group.

7. References to previous reports

N/A

8. Freedom of Information

Public

9. Sustainability

N/A

10. Digital

N/A

Gender Pay Gap Report 2021/22

Executive Summary

As an organisation employing more than 250 staff the Trust is required under the Equality Act 2010, to publish information on its gender pay audit.

This report sets out the 2022 gender pay gap in comparison to 2021 data, the results from the NHS staff survey data around pay, alongside acknowledgements and actions for the Trust to address its gender pay gap.

Mirroring the NHS as a whole, 76.49% of our workforce is female. Female employees outnumber male employees at most levels of the organisation, except for within our medical and dental workforce where the split is approximately 50/50.

Our data for this year's report was collected on 31st March 2022.

Key findings:

- The median pay gap between our male and female medical staff has increased further, continuing to be in favour of men. Male employees in medical staff group are earning an average of £12.20 per hour more than their female colleagues. This is an increase of £2.52 compared to the 2021 median average.
- The medical and dental staff group is the only pay group that has an almost 50/50 split in representation. All other levels are majority female.
- This year has also seen a sharp increase in the gender pay gap across bonus payments with an 18.43% gap favouring men when looking at the median average bonus payments between male and female employees. This is a significant increase from parity (no gap) in 2021.
- A decrease of the median pay gap for the Trust overall, favouring women with female employees paid 1.31% more on average than male. Last year's gap was 2.49% favouring women.
- A big lift in the median average and mean average bonus payments for non-medical staff rising from 19.29% to 45.66% (Median) and 11.93% to 53.64%(Mean) in favour of women.



Our results - 31st March 2022 snap shot

At all levels the largest majority of employees are female. Our Medical and Dental group has an almost 50/50 split, with 52.1% female and 47.9% male.

Percentage of male and female staff employed by pay band as at 31st March 2021

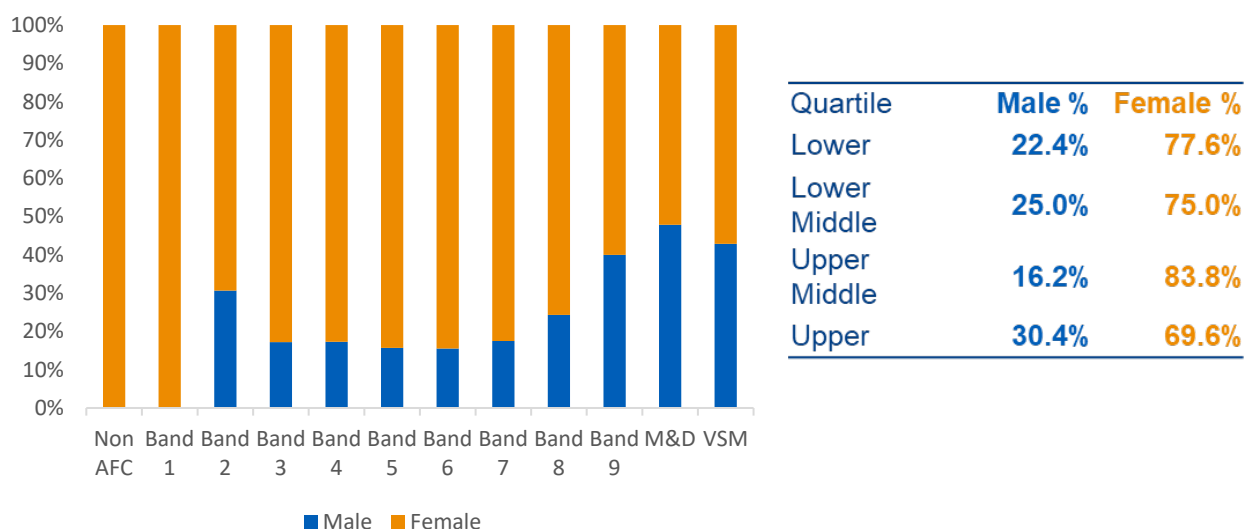


Figure 1: Bar graph indicates percentage of male and female staff employed by pay band as at 31st March 2021

There has been little movement from 2021 to 2022 in terms of percentage of men/women in each band and the quartiles, except for in Band 1 which is now 100% female with no male representation (down from 50%). With an employee currently at Band 1, the Trust is unable to become a real living wage employer and we are working to change this.

Gender pay gap as a Mean Average

What is the 'Mean'?

The mean is the average hourly wage. It is calculated by adding up all the pay of all male employees and dividing it by the number of male employees. The same is then done for all the female employees.

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

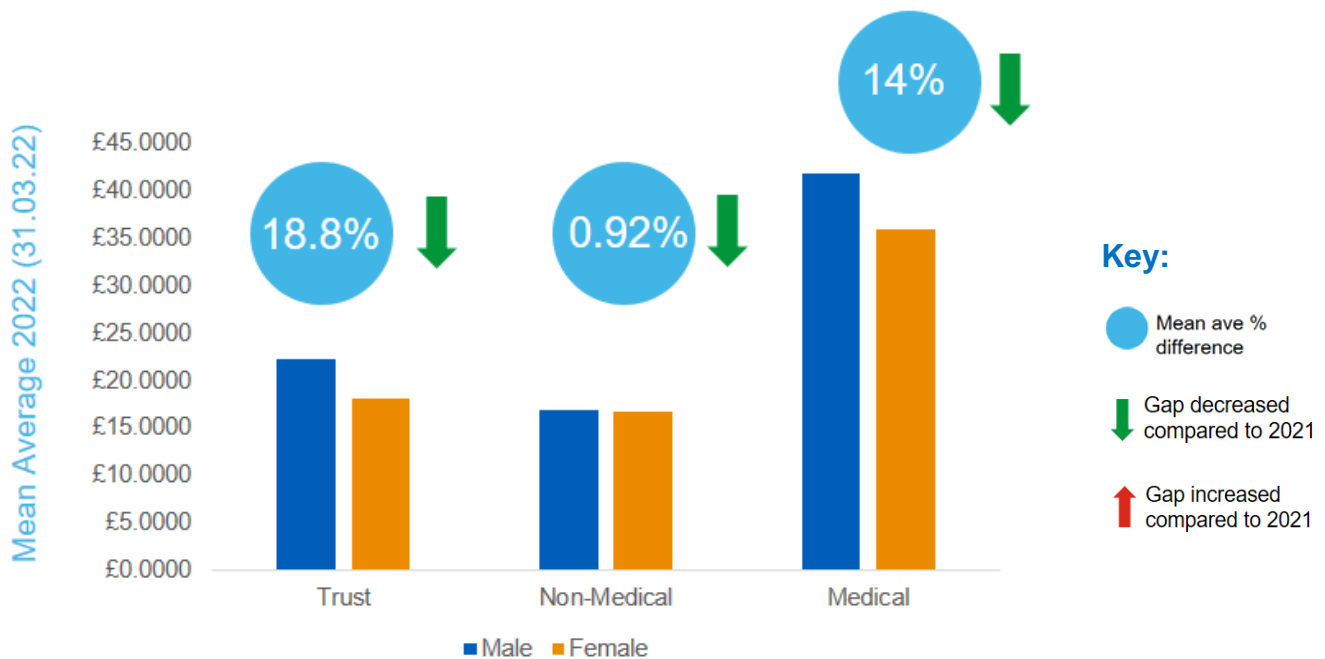


Figure 2: Bar graph showing the mean average pay by gender. Compares Trust overall, non-medical and medical staff.

Gender	Male 2021	Female 2021	Male 2022	Female 2022	% difference 2021	% difference 2022
Trust	£21.97	£17.36	£22.19	£18.01	21.03%	18.83%
Non-Medical	£15.60	£15.95	£16.83	£16.67	-2.24%	0.92%
Medical	£45.30	£36.02	£41.74	£35.88	20.48%	14.03%

On average men earn £4.18 per hour more than women. When medical staff are removed, this decreases to 16p an hour more. Men in the medical workforce earn on average £5.85 per hour more than women, a better position than last year where men in the medical workforce earnt £9.28 per hour more than women.

Gender pay gap as a Median Average

What is the 'Median'?

The median pay gap is the difference between the midpoints in the ranges of hourly earnings of male and female employees. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle salary. We believe this is a more representative measure of the pay gap because it is not affected by outliers – a few individuals at the top or bottom of the range.

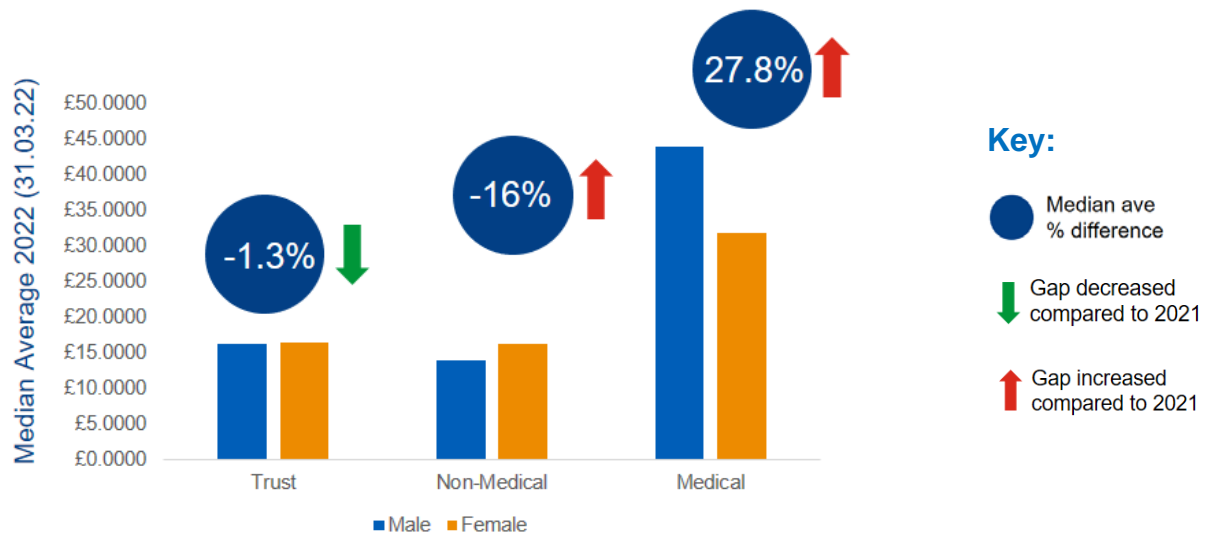


Figure 3: Bar chart represents the median average pay by gender. Compares Trust wide, non-medical and medical staff.

Gender	Male 2021	Female 2021	Male 2022	Female 2022	% difference 2021	% difference 2022
Trust	£15.28	£15.66	£16.19	£16.41	-2.49%	-1.31%
Non-Medical	£12.99	£14.92	£13.89	£16.13	-14.84%	-16.09%
Medical	£43.49	£33.81	£43.90	£31.70	22.25%	27.79%

Whilst pay has increased across the Trust, the median percentage difference has decreased. It still reflects a slight average median gap favouring women, with female employees earning on average 21p per hour more than men. This is not reflected in medical pay where there has been further increase in the gap favouring men, who are paid on average £12.20 per hour more than women.

When considering non-medical staff women are paid more than men, with this gap also increasing compared to 2021, with an average of £2.24 more per hour.

Bonus gender pay gap as mean and median average

As an NHS organisation the pay elements we have that fall under bonus pay criteria are, Local Clinical Excellence Awards, (LCEA), paid to Consultants and performance bonuses paid to the Executive Directors

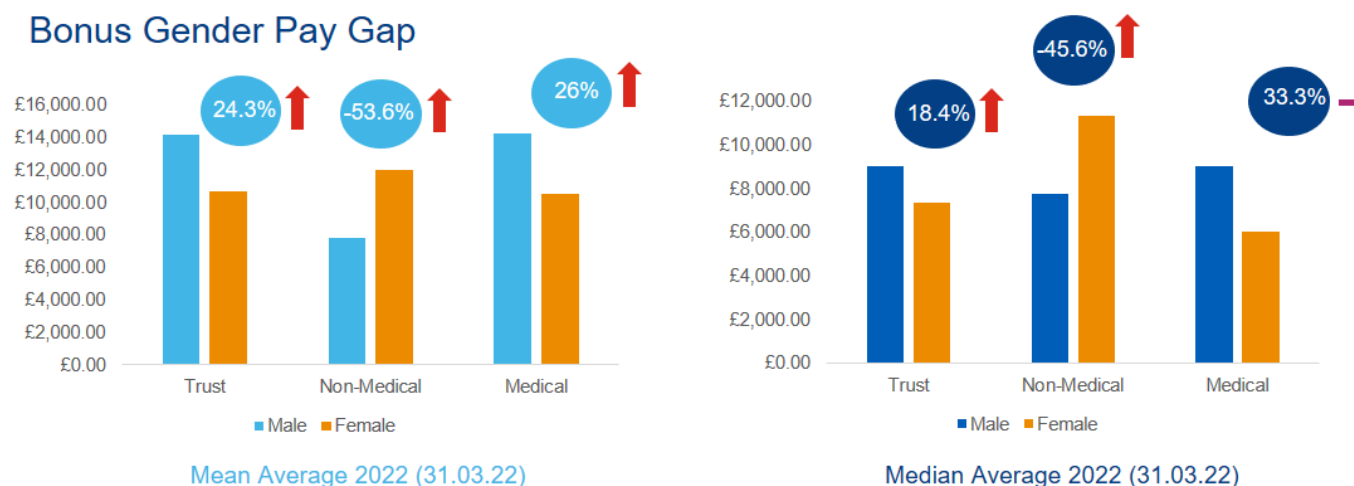


Figure 4: Two bar graphs showing the bonus gender pay gap by Trust, Non-medical and Medical staff groups.

Key:



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. Last year as a Trust we hit parity for the first time since gender pay gap reporting began with a bonus median percentage difference between male and female employees of 0%, however this year the gap has increased substantially to an 18.43% difference favouring men. The greatest difference however, has been seen in non-medical staff group where the median gap has increased from 19.29% to 45.66% in favour of female employees.

Proportion of males and females receiving a bonus payment

Gender	Male 2021	Female 2021	Male 2022	Female 2022	% difference 2021	% difference 2022
Trust	4.10%	0.54%	3.59%	0.49%	3.56%	3.10%
Non-Medical	0.07%	0.07%	0.06%	0.07%	0.00%	-0.01%
Medical	18.93%	6.67%	17.34%	6.53%	12.26%	10.81%

As with 2021, the proportion of staff receiving bonuses has remained largely static, with a continuing trend towards an overall improvement in all scores.

Satisfaction with reward male and female comparison

Survey Question: NHS Staff Survey 2022 results	Male	Female	Statistically significant?
Percentage satisfied with recognition for good work	61%	54%	Yes
Percentage satisfied with extent organisation values my work	52%	42%	Yes
Percentage satisfied with level of pay	31%	24%	Yes
Percentage satisfied with opportunities for flexible working patterns	56%	55%	No
Percentage would recommend organisation as place to work	67%	62%	Yes

Overall our 2022 staff survey results show that of the employees who responded, our female staff are significantly less satisfied with the recognition they receive for good work, the extent they feel the organisation values their work and with the level of pay they receive. Our survey also indicated our female employees are significantly less likely to recommend the RUH as a place to work.

Final comments and actions

The greatest discrepancy in gender pay gap is within our medical and dental staff group. This has been a known issue, identified in a national report in 2020 “Independent Review into Gender Pay Gaps in Medicine” by Professor Dame Jane Dacre. However we have seen minimal change over the year, and this year a further worsening of the gap. Some actions from the 2021 report looked to address the inequality between male and female medical and dental staff but have not provided the expected results.

The Trust recognises that more work needs to be done to address the inequalities experienced by female employees. Our current reporting cycle means we are working with data that is 12 months prior. We will change the reporting cycle of our gender pay gap for March 2023, so that the report is released in the same year of the results, so that actions can be implemented before the next reporting date.



Additionally, there is very little understanding clarity of where the gap is greatest within medical staffing and the causes of the widening gap. We intend to use the A3 quality improvement methodology to understand the root cause of the difference in gender pay gap for medical staff. This will inform targeted and focussed measures, led by the senior leaders within the medical teams to address the top contributing areas to the widening gap. The goal is that by 2024, the NHS staff survey results see an increase in the percentage of female staff that recommend the RUH as a place to work and feel satisfied with the level of pay, alongside a reduction in the gender pay gap for medical and dental staff.