

GENDER PAY REPORT 2023/24

EXECUTIVE SUMMARY

This report shows the Trust's gender pay gap data for the 'snapshot' date of 31 March 2023 and includes a supporting narrative and action plan.

Gender pay reporting is about showing the difference in average pay and bonus payments between male and female staff.

22% of our workforce are male, 78% are female.

The gap in the average [mean] hourly pay rate between males (£23.34) and females (£18.10) is 22.44%. The gap has increased slightly by 0.02% since 2022.

The gap in average [mean] bonus pay between males (£12,038.50) and females (£2,484.38) is 79.36%. The gap has decreased by 0.3% since 2022. The average [median] gap in bonus pay increased from 0% to 96.68% due to the inclusion in last year's return of the Covid 'thank you' which the Trust paid as a bonus to all staff excluding the Board.

The Trust's overall gender pay gap remains strongly influenced by the pay and gender make-up of the medical and dental staff group. This group is predominantly male and their higher pay relative to other staff increases the level of male average pay compared to females. Proportionally more males hold senior positions than females.

Local Clinical Excellence Awards for the period 2018-2020 were captured in our gender pay data in 2022. The Trust will adopt equal distribution to all eligible consultants for both the 2022/23 and 2023/24 rounds. Data by ethnicity and gender will be reviewed to ensure the Trust maintains an equal likelihood of application and award.

Gender Bonus Gap

Work was undertaken during the last reporting period to refresh the employer-based awards committee (EBAC) to better represent the diversity of the consultant body and this achieved a positive result as-at 31 March 2022.

- Males are more represented in the higher CEA categories attracting higher award values.
- The difference in the mean and median bonus payments remains strongly influenced by the pay and gender make-up of the medical and dental staff group.

GENDER PAY GAP REPORT 2023/24

1. INTRODUCTION

The gender pay gap measures the difference between the pay rates of all male and female staff across the Trust irrespective of their role and seniority. It should not be confused with equal pay where males and females performing similar roles or work of equal value must be paid equally. Under the Equality Act 2010 it is unlawful to pay people unequally because they are male or female.

We are committed to ensuring our workforce is representative of the community we serve. We aim to attract and retain talented staff from a wide range of backgrounds and with diverse skills and experience to operate in a workplace. We regularly publish information on the wider diversity of our workforce, including the Trust's Annual Report and Accounts, Public Sector Equality Duty report, Workforce Race Equality Standard report and Workforce Disability Equality Standard report.

2. OUR COMMITMENT TO EQUALITY, DIVERSITY, AND INCLUSION

As a Trust we are committed to supporting people from different backgrounds with different perspectives and different ways of working to succeed and help us provide the best possible service to our patients.

We are committed to advancing equality, recognising diversity and promoting social inclusion. We recognise our responsibility to provide equal opportunities, eliminate discrimination and foster good relations in our activities as an employer, service provider and partner. The measures we will take are set out in our local People Plan and supporting EDI and HWB plans.

Salaries within the Trust for staff employed on Agenda for Change are determined through the NHS Job Evaluation Scheme and NHS terms and conditions of service. Salaries for Medical and Dental Staff are in accordance with NHS terms and conditions of service for this staff group.

Staff undertaking the same job are paid the same irrespective of gender. In 2020 the appointments and remuneration committee took positive action to ensure the opportunities for recognition and reward were open to all in relation to Local Clinical Excellence Awards (LCEAs); this was retrospectively applied to 2018 and we have seen positive results in relation to both gender and ethnicity. We are an equal pay employer.

3. DECLARATION

I confirm this report is accurate to the best of my knowledge and belief. It reflects a snapshot of our organisation on 31 March 2023. We have a number of actions in place which are intended to address our gender pay gap. We will publish our data by 30 March 2024.

Signed:

A handwritten signature in black ink, appearing to read 'James Mackey', with a long, sweeping flourish extending to the right.

Date: 25.04.2024

Name: Sir James Mackey

Designation: Chief Executive

4. OUR GENDER PAY GAP DATA

4.1 Gender profile

Profile	Male 2023	Female 2023	Male 2022	Female 2022	Male 2021	Female 2021
All staff	22%	78%	23%	77%	22%	78%

4.2 Gender pay gap

Profile	Male 2023	Female 2023	Pay Gap 2023	Male 2022	Female 2022	Pay Gap 2022	Male 2021	Female 2021	Pay Gap 2021
Mean hourly pay rate (all staff)	£23.34	£18.10	22.44%	£22.29	£17.30	22.42%	£21.49	£16.13	24.91%
Median hourly pay rate (all staff)	£17.24	£16.84	2.29%	£16.39	£15.12	1.65%	£15.56	£14.93	4.00%

The mean hourly pay gap has increased by 0.02%

The median hourly pay rate gap has increased by 0.64%

The Trust's mean gender pay gap is strongly influenced by the pay and gender make-up of the medical and dental staff group which is predominantly male and their higher pay relative to other staff increases the level of male average pay compared to females.

Gender pay gap by staff group

Staff Group	Male	Female	Difference	Pay gap
Add Prof Scientific and Technic	£22.03	£20.13	£1.90	8.61%
Additional Clinical Services	£12.30	£12.28	£0.02	0.16%
Administrative and Clerical	£17.52	£14.83	£2.69	15.34%
Allied Health Professionals	£19.75	£19.86	-£0.11	-0.58%
Estates and Ancillary	£13.83	£12.71	£1.12	8.09%
Healthcare Scientists	£22.72	£20.90	£1.82	8.02%
Medical and Dental	£49.51	£44.45	£5.06	10.22%
Nursing and Midwifery Registered	£19.54	£19.47	£0.07	0.35%
Students	£12.88	£13.17	-£0.29	-2.26%

Gender pay comparison – region and Shelford (most recent data available is as-at 31 March 2022)



4.3 Bonus pay

Bonus payments which the Trust is required to include in gender pay reporting are:

Bonus payment	Staff who are eligible
Clinical excellence awards (CEA)	Consultant medical and dental staff
Excellence awards	Senior staff employed on a Trust senior staff contract
Performance-related pay	Executive directors and very senior managers (VSMs)
Performance	Pharmacy Production Unit (PPU)
Long service awards	All staff

Gender bonus pay gap

Profile	Male 2023	Female 2023	Bonus pay gap 2023	Male 2022	Female 2022	Bonus pay gap 2022	Male 2021	Female 2021	Bonus pay gap 2021
Mean bonus pay	£12,038.50	£2,484.38	79.36%	£1,009.03	£205.24	79.66% (* 77.24% without thank you bonus)	£15,075	£4,721	68.9%
Median bonus pay	£6,032.04	£200.00	96.68%	£147.05	£147.05	0% (* 90.78% without thank you bonus)	£8,225	£1,985	75.9%
Proportion of staff in receipt of bonus	7.27%	2.35%		92.41%	94.06%		6.85%	1.13%	

The mean bonus pay gap has reduced by 0.3%.

The median bonus gap has increased by *96.68%.

(* In December 2021 all staff excluding the Board received a one-off bonus payment as a Covid 'thank you' which heavily impacted the bonus pay gap as-at 31 March 2022).

The “Thank you Bonus” is included in the 2022 data. Because this bonus was paid to such a large number of staff, the mean bonus pay is much lower than in previous years.

Proportion of male and female who receive bonus pay by staff group

Staff Group	Gender	Staff paid bonus	Total relevant staff	%
Add Prof Scientific and Technic	Female	50	524	9.54%
	Male	22	141	15.60%
Additional Clinical Services	Female	56	2,615	2.14%
	Male	26	562	4.63%
Administrative and Clerical	Female	54	1,977	2.73%
	Male	20	625	3.20%
Allied Health Professionals	Female	4	985	0.41%
	Male	2	221	0.90%
Estates and Ancillary	Female	0	775	0.00%
	Male	3	617	0.49%
Healthcare Scientists	Female	10	441	2.27%
	Male	10	269	3.72%
Medical and Dental	Female	70	574	12.20%
	Male	172	714	24.09%
Nursing and Midwifery Registered	Female	66	4,879	1.35%
	Male	7	443	1.58%
Totals	Female	310	12,771	2.45%
	Male	262	3,592	7.39%

Like the Trust’s mean gender pay gap, the mean gender bonus pay gap is also strongly influenced by the pay and gender make-up of the medical and dental staff group which is predominantly male and their higher pay relative to other staff increases the level of male average pay compared to females. The ‘Additional Prof Scientific and Technical’ staff group shows a relatively high proportion of males receive bonus than females which is largely due to the payment of a performance bonus in the Pharmacy Production Unit.

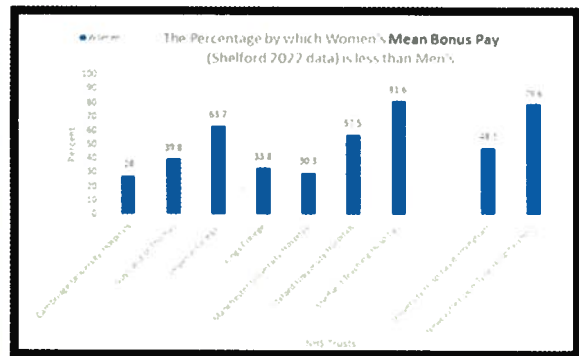
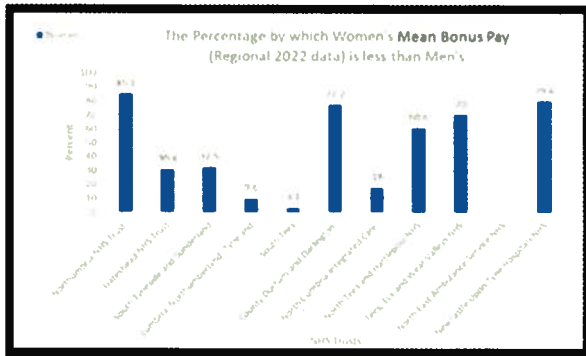
No CEAs have been awarded in the reporting period. In the last reporting period the total value of CEAs paid by the Trust by gender was: male £3.14m; female £0.63m. (The 2022/23 round has not yet been concluded)

The number of consultants in receipt of a platinum, gold or silver national CEA is: male 19; female zero.

4.4 Bonus paid 1 April 2022 - 31 March 2023

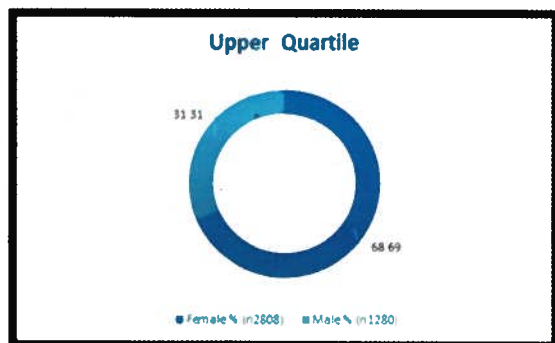
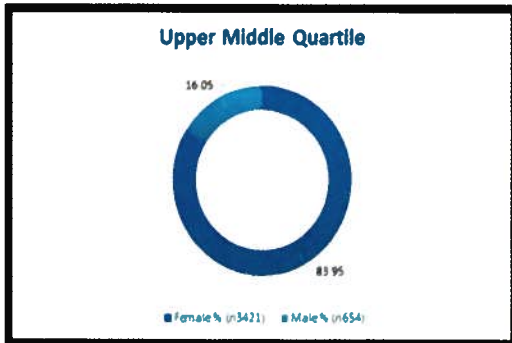
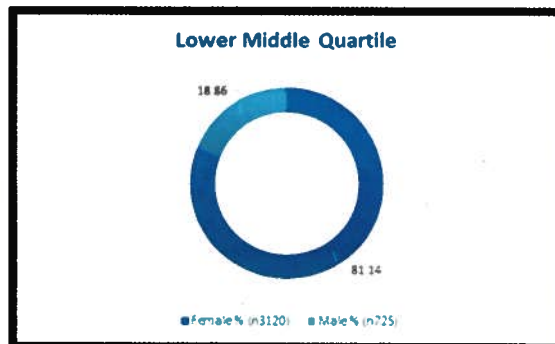
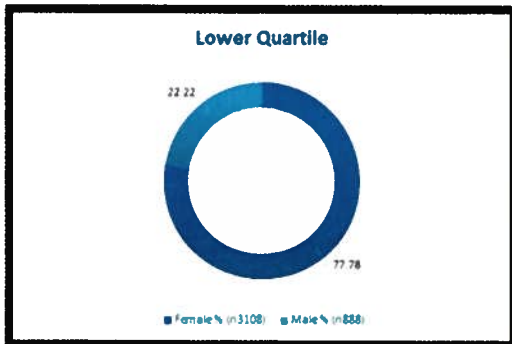
Bonus Type	Female	Male	Total
Clinical Excellence Awards	70	163	233
Excellence Award	40	24	64
Performance Related Pay	3	3	6
Performance	42	34	76
Long Service Awards	159	45	204
TOTALS	314	269	583

Bonus Pay Comparison – Region and Shelford (most recent data available is as-at 31 March 2022)



4.5 Pay distribution by quartiles

The data below is achieved by dividing the workforce into four equal parts (quartiles). All staff are ranked from the lowest hourly rate of pay to the highest. The rank order is then divided into four sections with an equal number of staff in each. With a female workforce of 78% they should ideally make up 78% of each quartile. However, females are under-represented in the upper quartile and over-represented in the lower and upper middle quartiles. The medical and dental workforce is predominantly in the upper quartile and has a higher percentage of males (706) compared to females (548).



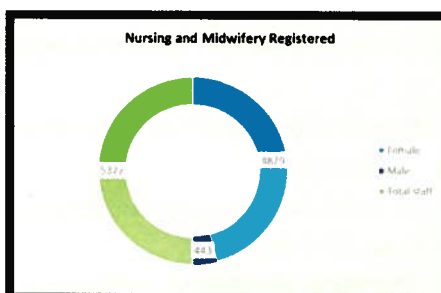
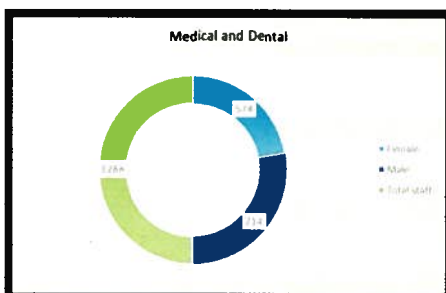
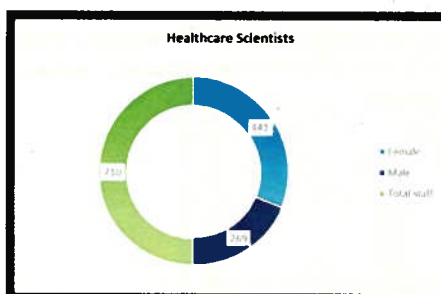
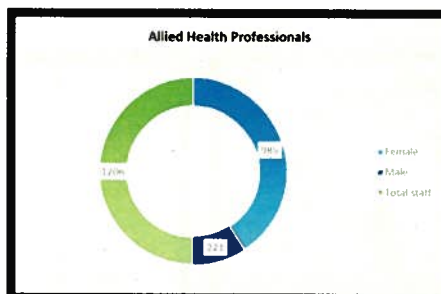
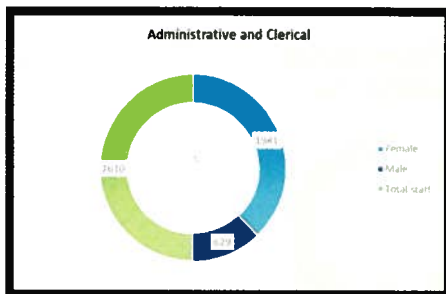
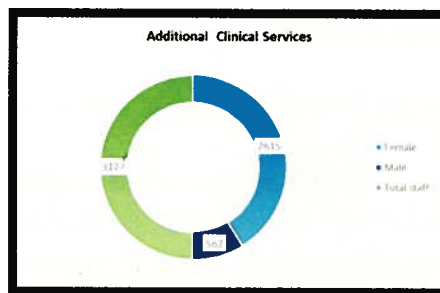
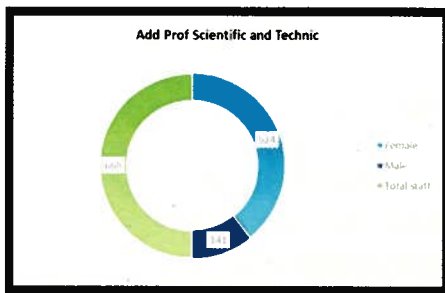
- 79.4% (6,228) of all staff in the lower and lower middle quartiles are female – a negative increase from 78% last year.
- 76.3% (6,229) of all staff in the upper middle and upper pay quartiles are female – a positive increase from 76% last year.
- 20.5% (1,613) of all staff in the lower and lower middle quartiles are male – a negative decrease from 22% last year.

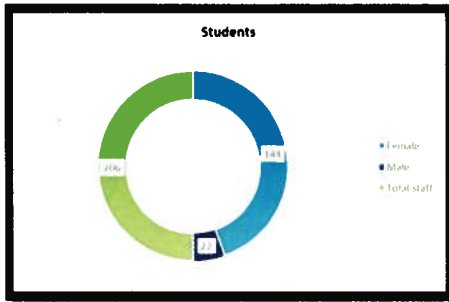
- 23.6% (1,934) of all staff in the upper middle and upper pay quartiles are male – a positive decrease from 24% last year.

Proportionally more males hold senior positions than females:

	Percentage of total male in upper quartile	Percentage of total female in upper quartile
March 2021	34.42%	22.24%
March 2022	34.70%	22.13%
March 2023	36.09%	22.54%

4.6 Gender profile by staff group





- The majority of females are in nursing and midwifery (4,879), additional clinical services (2,615) and admin and clerical (1,981).
- The majority of males are in medical and dental (714), admin and clerical (629) and estates/ancillary (617).

4.7 Percentage of the total female and male workforce (by staff group) in each of the quartiles

	lower quartile	lower quartile	lower middle quartile	lower middle quartile	upper middle quartile	upper middle quartile	upper quartile	upper quartile
staff group	male	female	male	female	male	female	male	female
Add Prof Scientific and Technic	0.08%	0.36%	0.72%	1.09%	1.24%	0.86%	1.85%	1.73%
Additional Clinical Services	10.97%	13.46%	3.65%	6.20%	0.86%	0.49%	0.06%	0.03%
Administrative and Clerical	6.12%	7.62%	3.57%	4.38%	3.46%	1.61%	4.15%	1.65%
Allied Health Professionals	0.08%	0.03%	1.22%	1.45%	2.85%	3.30%	1.96%	2.82%
Estates and Ancillary	7.46%	3.10%	6.83%	2.11%	1.88%	0.71%	0.88%	0.05%
Healthcare Scientists	0.19%	0.08%	0.80%	0.59%	2.35%	1.12%	4.09%	1.61%
Medical and Dental	0.03%	0.00%	0.08%	0.05%	0.11%	0.15%	19.51%	4.23%
Nursing and Midwifery Registered	0.06%	0.11%	3.15%	7.89%	5.69%	19.32%	3.34%	10.33%
Students	0.06%	0.16%	0.55%	1.22%	0.00%	0.04%	0.00%	0.00%

4.8 Gender pay gap by band/pay scale as-at March 2023

Payscale	Male	Female	Pay Gap
	mean average hourly rate	mean average hourly rate	
Band 1	£10.75	£12.72	-18.34%
Band 2	£12.01	£11.88	1.09%
Band 3	£12.18	£12.05	1.05%
Band 4	£13.16	£13.16	-0.05%

Band 5	£16.30	£16.91	-3.76%
Band 6	£19.09	£19.65	-2.94%
Band 7	£22.95	£23.29	-1.48%
Band 8a	£26.01	£25.95	0.21%
Band 8b	£31.39	£30.77	1.98%
Band 8c	£37.18	£37.08	0.26%
Band 8d	£46.94	£44.59	5.01%
Band 9		£55.79	-100%
Other	£46.50	£41.26	11.27%
M&D Consultant	£54.38	£51.37	5.54%
M&D SAS	£34.76	£34.54	0.64%
M&D Trainee	£29.83	£26.60	10.81%

5. ACTION TO REDUCE THE GENDER PAY GAP

We are committed to embedding diversity and inclusion in our People Strategy and in everything that we do. This includes ensuring women of all backgrounds have equal opportunity to develop and progress.

We are addressing the gender pay gap through a range of actions within workstreams, including:

- Creating an inclusive culture through our People Strategy.
- Ensuring delivery of the NHS EDI Improvement Plan.
- Including an EDI dashboard in our performance management framework with a focus on specific metrics, targets and disparity ratios to support the recruitment of a representative workforce and leadership, the likelihood of being appointed and promoted and flexible working.
- Ensuring fairness and equality of recruitment, including anonymised processes, diverse interview panels, availability of flexible working and an aim to achieve equal likelihood of appointment to senior positions at band 8 and above.
- Actions focussed on supporting equality in the workplace:
 - Disability Confident employer – working on providing the best offer possible
 - Carer Confident – work towards the employers for carers benchmarking scheme
 - Better Health at Work Award
 - Fair, consistent and inclusive ways of working supported by flexible working policies, including agile working, retire-return, self-rostering and shared parental leave
 - Reviewing our appraisal process
- Providing managers with people management skills, training and coaching to help embed fairness and equality in their approach to all matters relating to our workforce.
- Delivery of a talent management plan to improve the diversity of senior leadership, widen access to development programmes across a range of grades and for staff from diverse ethnic backgrounds as well as staff with disabilities.
- Improving our apprenticeship offer to widen access.
- Continuing to partner with key external stakeholders to increase diversity.

- Implementing a people plan that supports delivery of the NHS People Promise and addresses the findings from our annual Staff Survey and staff focus groups.
- Supporting our newly formed Clinical Boards through programmes covering people systems and data, HR business partnering and training and development needs.
- Equal distribution of CEAs for the 2022/23 round to all eligible consultants and reviewing the data by ethnicity and gender to ensure there is equal likelihood of application and award.

6. RECOMMENDATION

- a) To note the content of this paper and agree the contents for publication on the government's gender pay gap service website and the Trust's website before 30th March 2024.

Karen Pearce
Head of EDI (People)

Christine Brereton
Chief People Officer

28 March 2024

