



Gender Pay Gap Report 2022

Introduction

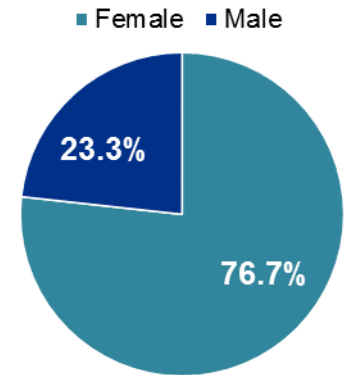
As at 31st March 2022, the Trust had 8,503 employees.

Like many other NHS hospitals, the female workforce makes up the majority of our total staffing at 76.7%, with the remaining 23.3% being male.

The Governments Equalities Office have asked each trust to report and publish the following metrics;

- Mean Gender Pay Gap
- Median Gender Pay Gap
- Mean Bonus Gender Pay Gap
- Median Bonus Gender Pay Gap
- Proportion of Males and Females receiving a bonus payment
- Proportion of males and females in each quartile pay-band

Total Workforce - By Gender



Ordinary Pay and Bonus Pay

For the purposes of Gender Pay Gap Reporting, all trusts have been instructed to split out all payments received by the workforce over the financial year into two defined categories:

1. Ordinary Pay
2. Bonus Pay

What is included?

- All pay gap data provided in this report was obtained through the national Gender Pay Gap dashboards via the Electronic Staff Record (ESR) Business Intelligence (BI) reporting suite.
- This data includes both staff on Agenda for Change and staff on non-Agenda for Change terms and conditions.
- Clinical Excellence Awards, Discretionary Points, 'Recruit and Retain' payments, Long Service Awards, and Long Term Pay Protection payments are included in bonus pay calculations.

What is excluded?

- Additional Programmed Activities (APA) are excluded from the data as APAs are classed as voluntary and are above the 10 PA basic consultant contract.

Mean Gender Pay Gap

The calculation

$$\frac{(A-B)}{A} \times 100$$

A is the mean hourly rate of pay of all male full-pay relevant employees.

B is the mean hourly rate of pay of all female full-pay relevant employees.

The result is expressed as a percentage.

The results

The result illustrates that the mean pay for males was 30.7% higher than that of females.

When analysing the data by staff groups, with the exception of Additional Professional Scientific & Technical, Allied Health Professionals and Registered Nursing & Midwifery, gender pay gaps exist across all other staff groups.

The staff group with the largest mean gender pay gap was Admin & Clerical management at 28.0%, followed by Medical & Dental at 12.1%.

Gender	Mean Hourly Rate
Male	£22.97
Female	£15.91
Difference	£7.06
Pay Gap %	30.7%

Staff Group	Mean Pay Gap
Add Prof Scientific and Technic	-3.8%
Additional Clinical Services	1.8%
Administrative and Clerical	28.0%
Allied Health Professionals	-11.5%
Estates and Ancillary	8.3%
Healthcare Scientists	2.1%
Medical and Dental	12.1%
Nursing and Midwifery Registered	-4.2%
Trust	30.7%

Median Gender Pay Gap

The calculation

$$\frac{(A-B)}{A} \times 100$$

A is the median hourly rate of pay of all male full-pay relevant employees.

B is the median hourly rate of pay of all female full-pay relevant employees.

The result is expressed as a percentage.

The results

The result illustrates that the median pay for males was 23.8% higher than that of females.

When analysing the data by staff groups, only the Admin & Clerical and Medical & Dental staff groups had significant median pay gaps.

Gender	Median Hourly Rate
Male	£17.19
Female	£13.10
Difference	£4.09
Pay Gap %	23.8%

Staff Group	Median Pay Gap
Add Prof Scientific and Technic	0.5%
Additional Clinical Services	-0.9%
Administrative and Clerical	15.1%
Allied Health Professionals	-15.0%
Estates and Ancillary	4.7%
Healthcare Scientists	-3.5%
Medical and Dental	16.5%
Nursing and Midwifery Registered	-8.2%
Trust	23.8%

Gender Pay Gap Report 2022

Mean Bonus Gender Pay Gap

The calculation

$$\frac{(A-B)}{A} \times 100$$

A is the mean bonus pay of all male relevant employees who were paid bonus pay during the 12 month period ending on 31st March 2022.

B is the mean bonus pay of all female relevant employees who were paid bonus pay during the 12 month period ending on 31st March 2022.

Female and male relevant employees who were not paid bonus pay during the 12 month period are not included.

The result is expressed as a percentage.

The results

The result illustrates that the mean bonus pay for males was 37.4% higher than that of females.

86.1% of bonus payments made were attributed to Clinical Excellence Awards. Only the Medical & Dental workforce received these types of bonus payments. For bonus payments attributed to Clinical Excellence Awards, the mean bonus pay for males was 30.4% higher than that of females.

Other forms of bonus payments include Discretionary Points, 'Recruit and Retain' payments, Long Service Awards, and Long Term Pay Protection payments.

Gender	Mean Bonus Pay
Male	£8,105.02
Female	£5,071.70
Difference	£3,033.31
Pay Gap %	37.4%

Median Bonus Gender Pay Gap

The calculation

$$\frac{(A-B)}{A} \times 100$$

A is the median bonus pay of all male relevant employees who were paid bonus pay during the

12 month period ending on 31st March 2022.

B is the median bonus pay of all female relevant employees who were paid bonus pay during the 12 month period ending on 31st March 2022.

Female and male relevant employees who were not paid bonus pay during the 12 month period are not included.

The result is expressed as a percentage.

The results

The result illustrates that the median bonus pay was the same for males and females.

For bonus payments attributed to Clinical Excellence Awards, the median bonus pay was also the same for males and females.

Gender	Median Bonus Pay
Male	£2,936.24
Female	£2,936.24
Difference	£0.00
Pay Gap %	0.0%

Proportion of Males & Females Receiving a Bonus Payment

First calculation

$$\frac{A}{B} \times 100$$

A is the number of male relevant employees who were paid bonus pay during the 12 month period ending on 31st March 2022.

B is the number of male relevant employees

C is the number of female relevant employees who were paid bonus pay during the 12 month period ending on 31st March 2022.

D is the number of female relevant employees

Second calculation

$$\frac{C}{D} \times 100$$

The results

The result illustrates that 14.7% of male relevant employees received a bonus payment and 3.2% of female relevant employees received a bonus payment.

For bonus payments are attributed to Clinical Excellence Awards, 84.7% of eligible males and 79.6% of eligible females received a bonus payment.

All Bonus Payments

Gender	Employees Paid Bonus	Total Relevant Employees	%
Male	290	1978	14.7%
Female	212	6525	3.2%

Clinical Excellence Awards Payments

Gender	Employees Paid Bonus	Total Relevant Employees	%
Male	271	320	84.7%
Female	164	206	79.6%

Proportion of Males & Females in Each Quartile Band

First calculation

$$\frac{A}{C} \times 100$$

A is the number of male full-pay relevant employees in the quartile

B is the number of female full-pay relevant employees in the quartile

C is the total number of employees in the quartile

Second calculation

$$\frac{B}{C} \times 100$$

Quartile	Female %	Male %
1	82.4%	17.6%
2	84.8%	15.2%
3	77.7%	22.3%
4	63.8%	36.2%

The results

All female staff and all male staff are ranked separately according to their pay (ordinary and bonus pay combined). They are then put in to four quartiles with;

- Quartile 1 being lowest paid staff
- Quartile 2 being lower middle – paid staff
- Quartile 3 being upper middle – paid staff and;
- Quartile 4 being highest paid staff.

Males are under-represented in Quartile 1, 2 and 3, while Quartile 4 shows a higher proportion of males.

Quartile 4 has a higher number of male, Medical & Dental workforce who receive a large number of bonus payments.

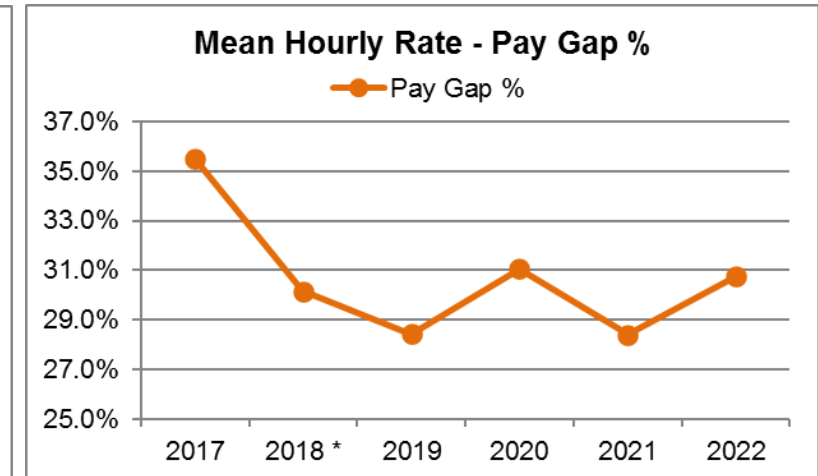
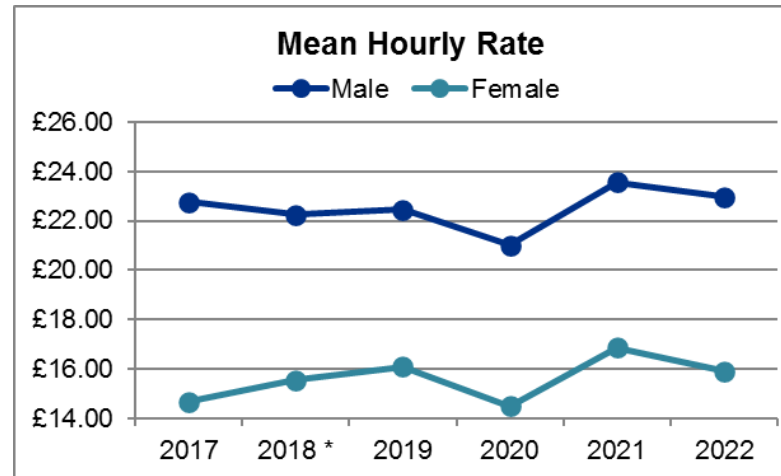
Gender Pay Gap Report 2022

Comparison – Gender Pay Gap

Mean Hourly Rate

Mean Hourly Rate			
Gender	2017	2018 *	2019
Male	£22.76	£22.25	£22.47
Female	£14.68	£15.54	£16.08
Difference	£8.08	£6.71	£6.39
Pay Gap %	35.5%	30.2%	28.4%

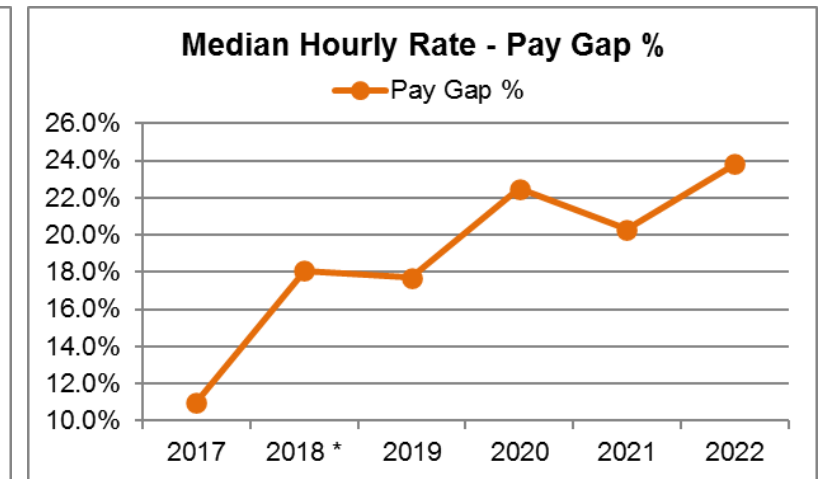
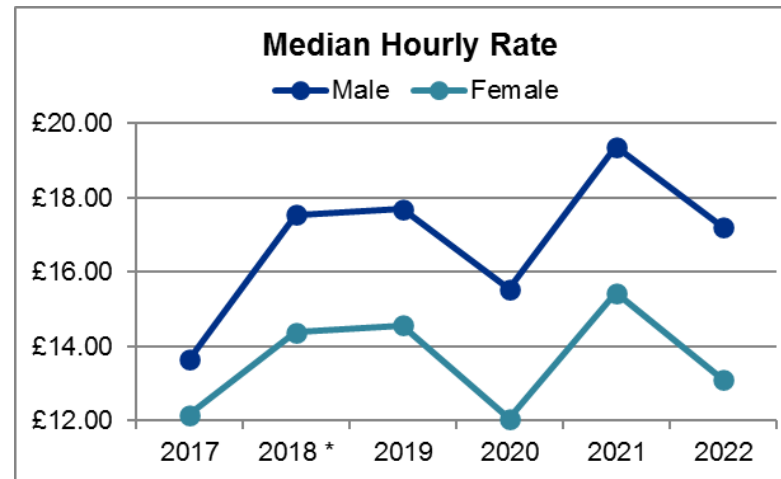
Gender	2020	2021	2022
Male	£21.01	£23.56	£22.97
Female	£14.48	£16.87	£15.91
Difference	£6.53	£6.69	£7.06
Pay Gap %	31.1%	28.4%	30.7%



Median Hourly Rate

Median Hourly Rate			
Gender	2017	2018 *	2019
Male	£13.65	£17.54	£17.70
Female	£12.15	£14.37	£14.57
Difference	£1.50	£3.17	£3.13
Pay Gap %	11.0%	18.1%	17.7%

Gender	2020	2021	2022
Male	£15.55	£19.38	£17.19
Female	£12.05	£15.44	£13.10
Difference	£3.50	£3.94	£4.09
Pay Gap %	22.5%	20.3%	23.8%



* Please note that the calculations used in the published 2018 Gender Pay Gap report were incorrect. These have been amended in the tables above.

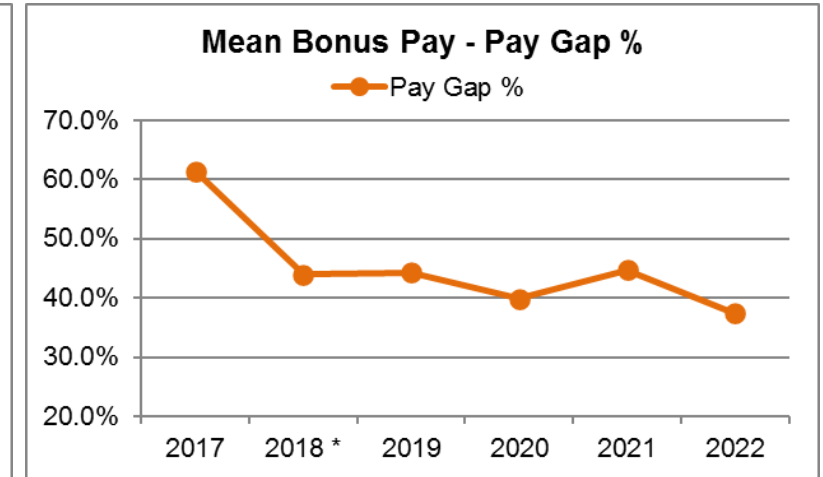
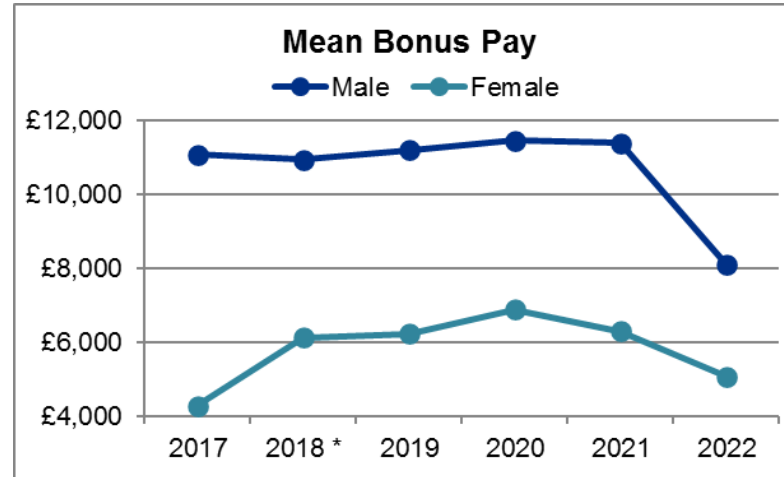
Gender Pay Gap Report 2022

Comparison – Bonus Gender Pay Gap

Mean Bonus Pay

Mean Bonus Pay			
Gender	2017	2018 *	2019
Male	£11,075.00	£10,929.88	£11,188.95
Female	£4,276.00	£6,124.59	£6,232.29
Difference	£6,799.00	£4,805.29	£4,956.66
Pay Gap %	61.4%	44.0%	44.3%

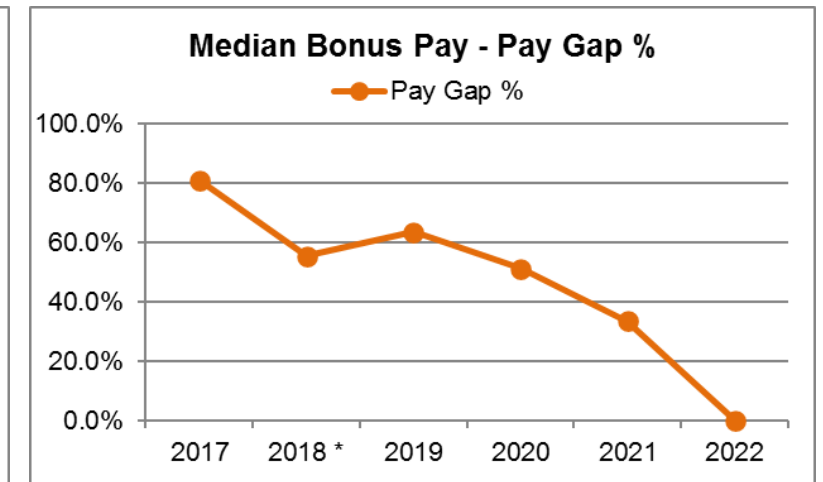
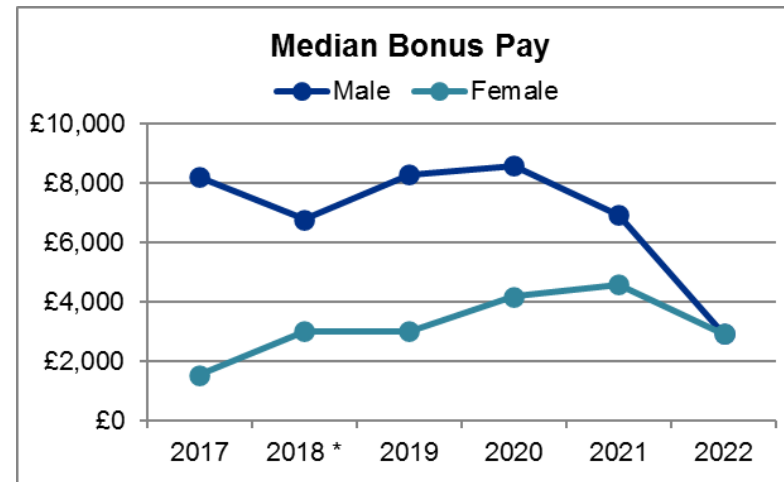
Mean Bonus Pay			
Gender	2020	2021	2022
Male	£11,443.72	£11,379.37	£8,105.02
Female	£6,878.27	£6,290.93	£5,071.70
Difference	£4,565.44	£5,088.44	£3,033.31
Pay Gap %	39.9%	44.7%	37.4%



Median Bonus Pay

Median Bonus Pay			
Gender	2017	2018 *	2019
Male	£8,212.00	£6,781.03	£8,294.03
Female	£1,550.00	£3,013.47	£3,015.96
Difference	£6,662.00	£3,767.56	£5,278.07
Pay Gap %	81.1%	55.6%	63.6%

Median Bonus Pay			
Gender	2020	2021	2022
Male	£8,595.60	£6,926.52	£2,936.24
Female	£4,190.40	£4,599.36	£2,936.24
Difference	£4,405.20	£2,327.16	£0.00
Pay Gap %	51.2%	33.6%	0.0%



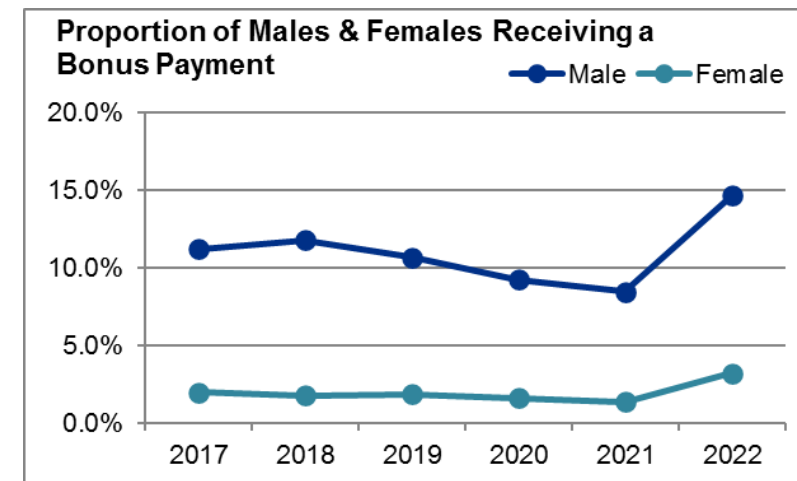
* Please note that the calculations used in the published 2018 Gender Pay Gap report were incorrect. These have been amended in the tables above.

Comparison

Proportion of Males & Females Receiving a Bonus Payment

Gender	2017			2018 *			2019		
	Employees Paid Bonus	Total Relevant Employees	%	Employees Paid Bonus	Total Relevant Employees	%	Employees Paid Bonus	Total Relevant Employees	%
Male	154	1369	11.2%	186	1574	11.8%	172	1610	10.7%
Female	114	5690	2.0%	107	5938	1.8%	113	6024	1.9%

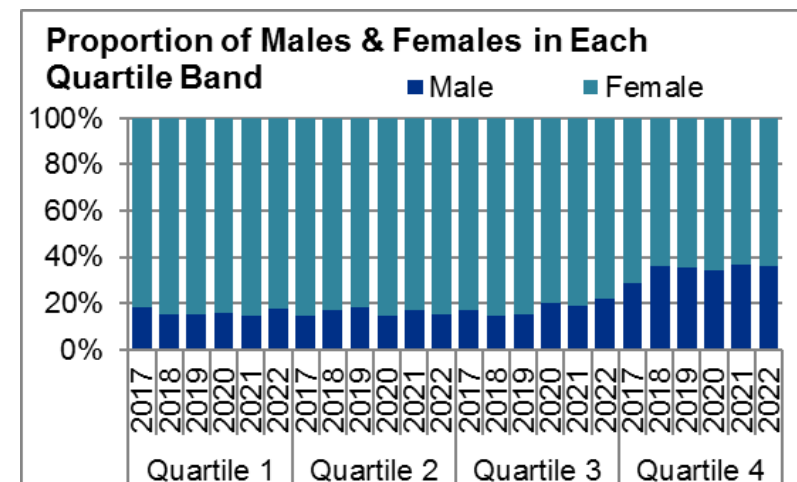
Gender	2020			2021			2022		
	Employees Paid Bonus	Total Relevant Employees	%	Employees Paid Bonus	Total Relevant Employees	%	Employees Paid Bonus	Total Relevant Employees	%
Male	161	1741	9.2%	148	1741	8.5%	290	1978	14.7%
Female	102	6295	1.6%	92	6495	1.4%	212	6525	3.2%



Proportion of Males & Females in Each Quartile Band

Quartile	2017			2018 *			2019		
	Female %	Male %	%	Female %	Male %	%	Female %	Male %	%
1	81.6%	18.4%		84.8%	15.2%		84.5%	15.6%	
2	85.1%	14.9%		83.2%	16.8%		81.8%	18.2%	
3	82.7%	17.3%		84.8%	15.2%		84.4%	15.6%	
4	71.3%	28.7%		63.5%	36.5%		64.2%	35.8%	

Quartile	2020			2021			2022		
	Female %	Male %	%	Female %	Male %	%	Female %	Male %	%
1	84.2%	15.8%		85.2%	14.8%		82.4%	17.6%	
2	85.2%	14.8%		83.2%	16.9%		84.8%	15.2%	
3	79.7%	20.3%		81.1%	18.9%		77.7%	22.3%	
4	65.7%	34.3%		63.6%	36.5%		63.8%	36.2%	



* Please note that the calculations used in the published 2018 Gender Pay Gap report were incorrect. These have been amended in the tables above.

Improvement Actions

Improvement actions to address the gender pay gap are continuous and ongoing...

- Review the language, images and branding used to promote and advertise roles and careers within PHU to ensure gender neutrality – **an ongoing review for all recruitment.**
- Introduce and embed Values Based Recruitment - **the Trust has been successful in acquiring a new recruitment system, this is in the very early stages however once in place will be much more agile than NHS jobs. The system is one part of a series of actions including improving the training for recruiting managers.**
- Actively promote the range of opportunities for flexible working to all staff - **'Flexperts' and a Flexible Working Policy have been introduced. Process for flexible working is now on ESR and the working group continues to work on improvements.**
- Encourage senior leaders to role model working flexibly and to champion flexible working – **ongoing work led by the Workforce Transformation Team and the flexible working group.**
- Identify and support aspiring women leaders within our organisation by providing them with opportunities for development and career progression – **ongoing action with support from the newly formed PHU Women's Network.**
- Introduce and embed a Talent Management framework – **ongoing work in the Organisational Development Team.**
- Introduce a women's network which offers staff the opportunity to access mentoring and coaching from colleague and peers – **a PHU Women's Network launched in September 2022 and providing opportunities for mentoring and coaching is a key focus for the network.**
- Actively support female staff in considering and applying for clinical excellence awards – **the PHU Women's Network plan to partner with the medical team to proactively support and empower female staff in considering and applying for clinical excellence awards.**
- Review pay policies to ensure there is no disadvantage for women who have chosen to balance family or social responsibilities – **action for the PHU Women's Network to review policies.**

Improvement Actions

In collaboration with PHU Women's Network, 2 priorities have been identified as a focus for this year...

1. To address the difference in 'bonus pay' specifically 'Clinical Excellence Awards':
 1. A focus group will unpick the process of applying for Clinical Excellence Awards and identify any barriers and challenges that may exist
 2. Work with the Medical Director and others to overcome any barriers identified and work towards a higher number of female staff applying for the award
 3. Partner with the medical team to proactively support and empower female staff in considering and applying for clinical excellence awards

2. To increase female representation in senior roles:
 1. Conduct an analysis of senior roles, specifically 8d and above where the gender balance starts to show a much higher proportion on males in the roles
 2. Identify trends and any gaps in gender balance
 3. Work with the senior leadership team to ensure proactive steps are taken to ensure gender balance is reflected in our most senior roles

Working together To drive excellence in care for
our patients and communities
