

**Trust Board
Report Summary**

Date of Meeting: March 2024	
Title of Document: Gender Pay Gap Annual Report 2023	
To be presented by:	Author:
Kate Read, Director of People & OD	Clare Harper, Business Manager – People & OD
1. Status: For Approval	
2. Purpose: Statutory Reporting	
Relates to:	
Strategic Objective	SO4
Operational performance	
Quality	
Legal/Regulatory/Audit	
Finance	
Governance	
NHS policy/public consultation	
Accreditation/inspection	
Anchor institutions	
ICS/ICB/Alliance	
Board Assurance Framework (BAF) Risk	
Other	

3. Summary:

It is a mandatory requirement for all public sector employers with more than 250 employees to measure and publish their gender pay gap information. Employers are required to publish their data annually, on both their own and on the government's websites, with a subsequent Action Plan to support and develop a set of measurable actions to tackle any pay gaps.

This report provides the Board with our workforce gender pay gap (GPG) data for the period Apr 2022 to Mar 2023 and summary together with assurance of compliance through the GPG action plan.

Areas to be highlighted to the Committee/Board are:

- Gender breakdown: 22.4% men and 77.6% women, a 5.1% rise from 20/21 (17.3% / 81.7%)
- Our mean gender pay gap is 25.67%, an increase since last year (21/22) which was at 24.8%.
- Our median gender pay gap for 21/22 was 10.24% whereas for 22/23 this increased to 11.99%.
- Male staff proportionately continue to be paid at higher rates than their female colleagues in all staff groups. Three in particular:

Professional Scientific and Technical		Administrative and Clerical		Medical and Dental	
2021/22	2022/23	2021/22	2022/23	2021/22	2022/23
£2.18	£2.72	£4.73	£5.17	£6.60	£6.07

- Female staff proportionately continue to have lower representation in the highest earning quartile and there is a slight reduction in 2022/23 to 64.12% when compared to 21/22 (64.60%). This data should be seen in the context that female staff represent 77.6% of the overall workforce.

In summary, whilst we ensure that national pay terms and conditions are adhered to, the gender pay gap has slightly increased. However this needs to be taken in context as there are a number of factors that contribute to this:

- There was a 5.1% increase in the number of men joining the organisation compared to the previous year;
- Historically there has been a higher number of men than women in the higher pay bands i.e. senior medical and career grade roles therefore we will continue to report a disproportionate number and the impact of pay progression for this cohort will be reflected in the increase in the gender pay gap.
- Whilst the median pay bonus percentage improved significantly from 33.33% to 0%, this was mainly due to the changes in distribution of Clinical Excellence Award payments. NB: The payment of Clinical Excellence Awards is under review by the national team and this will continue to be monitored in-house.
- Under the Agenda for Change payscales there are only 2 spines in higher pay bands therefore length of service is also a key factor to consider, particularly where career breaks or more than one maternity leave break is taken.

- In age groups where it is nationally reported that there has been an increase in the Gender Pay Gap, we have seen an increase in the number of women who have fallen in to these age groups. Notably; an 11.9% increase in women who are aged over 60 years, and an increase in the number of women aged between 30-39 of 5.8%. The ONS reports that the gender pay gap has grown most notably in these two age groups.ⁱ

Proposed programmes of work to support the reduction of the gender pay gap will include:

- Improve monitoring of gender pay gap reporting with the newly produced EDI Dashboard.
- Gender balanced recruitment/internal promotional moves into higher banding roles.
- Implement a programme of work to support our talent management initiatives designed for women from all backgrounds, ages and stages of their lives.
- Developing a Women's Network for both female and male colleagues to support the development of our GPG Action Plan i.e. promotion of flexible/agile/part time working opportunities, coaching and mentoring, and Talent Management and Succession Planning programme.
- Monitoring the changes to the national guidance for clinical excellence award process and improve greater uptake from female staff.
- Staff pulse survey to determine to what extent a career break makes in terms of career progression, how many staff are holding more than one job, and whether there is further work needed around long term paternal care plans to encourage staff to consider more equitable leave taken.

This report was reviewed by the POD Committee on 27 February 2024 and endorse for Trust Board approval at its meeting on 7 March. Once approved, the reports will be submitted to NHS England, the Trust's local commissioners and published on the Trust's Website.

4. Recommendations / Actions

The Board is asked to review and approve this report.

ⁱ [Gender pay gap in the UK - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)