

ESNEFT GENDER PAY GAP REPORT 2022/3

What is gender pay gap reporting?

Public sectors with 250 or more employees are required to publish data on their gender pay gap information every year. The gender pay gap is a comparison of the average earnings for men and women regardless of the work they do.

Why does it matter?

Gender Pay Gap data analysis assists organisations like ESNEFT to identify any gender inequalities experienced by staff within the workforce. Aside from revealing differences of pay between men and women, the gender pay reporting can additionally highlight where there are differences in representation within organisations. This report pertains to ESNEFT, and as a committed employer to equality and inclusion, it will utilise the data provided below to develop key actions around improving equal pay and equal opportunities in career progression within the Trust. The 2022-2023 data will enable the Trust to monitor and close the gap of inequalities experienced by women, who according to our data make up for 78% of the workforce. This particular report not only broadens our understanding but also captures the varied aspects of the Equality Diversity and Inclusion Agenda. Unequal pay provides a clear picture of the women's position within the Trust, which may infer that women's work, knowledge, skills are not as valued as that of their male colleagues. Therefore, it is instrumental that the Trust develops a robust action plan to tackle such an issue, and to ensure that it fulfils its ambitious goals as set out in its Strategic Objectives.

The Gender Pay Gap reporting brings to light the intersectionality existent across the wide range of our workforce, and helps to understand the relationships across protected characteristics i.e. within the female cohort we have staff members from ethnic diverse backgrounds and or female staff with disabilities or long-term health conditions and whether these have an impact on the pay gap. Whilst the Workforce Race Equality Standard (WRES) and Workforce Disability Equality Standard (WDES) present key measures to identify progress as well as set out key actions from the data assessed, likewise, the gender pay gap reporting gives the Trust the opportunity to be a champion in fostering positive relationships, in cultivating a work environment grounded on inclusion, equal opportunity, appreciation, respect and dignity for all.

The Trust is therefore committed to embedding key initiatives to support equality, diversity and inclusion in all we do and to tackle various forms of inequalities that may be experienced by our staff members including unequal pay for women.

The Data and Local Findings

The 2022/23 Report provides information based on the total number of ESNEFT's workforce of **11,437** people, which spans across two acute sites and community settings.

There are 6 indicators which are required to be published as follows:

- Average gender pay gap as a mean average
- Average gender pay gap as a median average
- Average bonus gender pay gap as a mean average
- Average bonus gender pay gap as a median average
- Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
- Proportion of males and females when divided into four groups ordered from lowest to highest pay.

As the snapshot date for analysis is 31 March 2023, the following sections provide a breakdown of the information to be reported.

For noting:

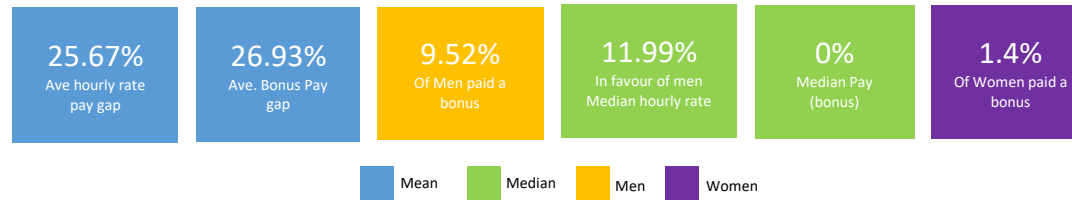
- For differences in rates of pay, a positive percentage indicates that more men occupy senior roles in the Trust and therefore receive a higher rate of pay due to incremental pay progression.
- Bonus pay for the purpose of this report relates to Clinical Excellence Awards for medical staff.
- Each part time worker counts as one employee for gender pay gap reporting purposes.



**Number of assignments | Q1 = Low, Q4 = High
(2022/3 and 2021/2 Comparison)**

Afc Pay Grade	Q1				Q2				Q3				Q4			
	Female		Male		Female		Male		Female		Male		Female		Male	
	2022/23	2021/22	2022/23	2021/22	2022/23	2021/22	2022/23	2021/22	2022/23	2021/22	2022/23	2021/22	2022/23	2021/22	2022/23	2021/22
Band 1	13	35	12	22	18	39	14	27	12	3	4	3	0	0	0	0
Band 2	1,238	1,240	273	279	422	379	151	139	13	11	6	8	0	2	0	0
Band 3	816	717	146	122	242	243	71	69	3	6	0	0	0	2	0	0
Band 4	268	219	59	56	526	536	81	78	5	10	0	0	0	1	0	0
Band 5	10	15	5	6	1,008	911	202	202	742	839	112	114	28	30	8	7
Band 6	1	0	0	1	27	27	7	5	1,251	1,115	232	216	296	306	57	52
Band 7	0	1	1	0	2	1	1	0	287	244	60	60	733	699	179	177
Band 8 - Range A	0	1	0	0	0	0	0	0	3	3	2	0	252	229	94	89
Band 8 - Range B	0	0	0	0	0	0	0	0	0	0	1	0	101	97	43	41
Band 8 - Range C	0	0	0	0	0	0	0	0	0	0	0	0	22	19	29	23
Band 8 - Range D	0	0	0	0	0	0	0	0	0	0	0	0	24	24	16	15
Band 9	0	0	0	0	0	0	0	0	0	0	0	0	8	6	6	4
Other	1	14	9	15	47	51	42	36	69	63	60	49	371	357	595	564
TOTAL	2,347	2,242	505	501	2,292	2,187	569	556	2,385	2,294	477	450	1,835	1,772	1,027	972

Hourly Pay Gap / Bonus Pay Gap / Bonus Pay Received



Details of our gender pay gap in terms of hourly rates, bonus pay, bonus ratio and employees by pay quartile can be found in **Appendix 1**.

Data Analysis

- The gender breakdown is 77.6% women and 22.4% men (previous year: 81.7% / 18.3%). Despite such a significant percentage of women in the workforce, when comparing Band 8B and above leadership roles they only hold 44.5% of these positions than men (55.5%). For Band 8C in particular, men outweigh the representation of women, 29 to 22
- Under 'Other' category, there is a significant difference between males and females in pay Quartile 4, the ratio being 595 men to 371 women (564 / 357 previous year). This category mainly includes doctors, executive and non-agenda for change staff.
- Our average hourly rate pay gap percentage is 25.67% an increase since last year, which was at 24.8%.
- Our median gender pay gap for 2022/23 was 11.99% whereas for 2021/22 it was 10.24%
- Male staff proportionately continue to be paid at higher rates than their female colleagues in all staff groups. Three in particular, Additional Prof Scientific and Technical £2.72 per hour more, Administrative and Clerical paid £5.17 higher, with the highest gap still remaining in Medical and Dental where the Gender pay gap difference is £6.07 higher.
- 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 2021/22 (64.60%). 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 increased. However this needs to be taken in context as there are a number of factors that contribute to this:

- There was a 5% increase in the number of men joining the organisation compared to the previous year;
- 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
- 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. All historical 'lifetime' awards remain in place.
- Under the Agenda for Change pay scales 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.

Benchmarking

According to the Office for National Statistics' Annual Survey of Hours and Earnings (ASHE) 2023, it revealed that the gender pay gap increased across all age groups between 2022 and 2023, except for those aged 18 to 21 years where it decreased from 1.1% to negative 0.2%. The largest increase was seen among employees aged 30 to 39 years, where the gender pay gap increased from 2.3% to 4.7%. This is the highest value of the gender pay gap for this age group since 2009. The gender pay gap for full-time employees aged 60 years and over is currently the largest of all age groups - between 2022 and 2023, the gender pay gap for this group increased from 13.5% to 14.2ⁱⁱ.

This year we will aim to benchmark against similar sized acute Trust's to determine whether ESNEFT is an outlier and how other Trusts have bridged the gap. In addition we will review the gender pay gap between part time and full time workers.

Gender Balance - Our Aims and Approach Going Forward

As one of the region's largest NHS Trusts we embrace our responsibility to drive gender equality change for our colleagues now, and for our future generations. We know that change takes time and that we cannot change everything by ourselves. That is why it is important we have committed, inclusive leaders and take appropriate action to start the change within our organisation. Our ambition is to:

- Improve the gender pay gap reporting across mean and median measures and achieve a more balanced representation of gender pay at higher bands within the organisation. It is essential we begin to focus on our opportunities for career development, progression and promotion through our Talent Management programmes, our support of flexible working and responding to concerns and issues raised by colleagues.
- Increase our focus on diversity and broadening our marketing activity around recruitment. This includes our ambition to increase recruitment from local communities who fall within a lower socio-economic group and continue to provide interview training session in deprived areas within this region. We are continuing to strengthen our focus on flexible, agile and part time working at all levels and roles and offer a wide range of flexible working options via our revised Flexible Working Policy. Since September 2021 we have been welcoming and considering applications for flexible working from day 1 of employment for all roles at all levels.

- We are expanding our work in recruitment through gender balanced hiring and the provision of bias awareness training for hiring managers. We are actively searching for a broader range of candidates, de-biasing job adverts and reviewed our interview guide to encourage diverse interviewer panels.
- We are working on increasing the number of women progressing into senior roles through the introduction of a Women's Group which will help to identify plans and campaigns to support progression. Key areas will include Coaching and Mentoring opportunities and a focus within the Talent Management and Succession Planning programmes. The introduction of 1:1 executive level coaching for women in senior and aspiring leadership roles and continued to expand this programme in 2023/24. This is also reflected in our Talent Management Strategy and Succession Planning.

Whilst there was an increase in both men and women entering pay Quartile 4 the ratio is not reflective in terms of trust wide staff numbers. We want to be known as an organisation where we value and embrace the diversity existent in our workforce, be known as a Trust that aims to fulfil key elements of the [People Promise](#) and to reflect the organisation's aim of being an Employer of Choice. Only through such means, can all members of the workforce reach their full potential and ultimately deliver better care for our patients and the communities we serve. To achieve this we will:

- Strengthen and promote flexible working opportunities to reduce the gender pay gap particularly in higher band/medical roles. We work closely with Health Education England to support applications for doctors in training who wish to work less than full time. We also support our locally employed doctors who also wish to work reduced hours. For senior medical posts there is now flexibility to retire and return with a reduction in the number of hours being worked which supports flexible working and ensuring that we return our highly skilled medical workforce.
- Establish our Women's Network within the Trust by supporting career progression in Bands 6 and above with a range of flexible working approaches, mentoring and coaching opportunities and health clinics, and work in partnership with other Women's Networks at ICS, region and national level.
- Actively engage with the Health & Care Women Leaders Network delivered by NHS Confederation and NHS Employers in place specifically to assist NHS organisations to best tackle such issues as unequal pay, lack of representation of women in leadership roles
- Establish a Faith and Belief forum to form a greater understanding of improvements needed within the current environment and facilities provision to better support our staff in terms of faith and spiritual practices and promoting an inclusive culture within the organisation.
- Following the implementation of our EDI Dashboard which incorporates gender pay, we will develop a more extensive report similar to that of WRES and WDES with specific metrics in place to enable us to measure our progress and identify underlying factors leading to inequalities beyond differences of pay between male and female staff members. Gender is one of the 9 protected characteristics under the Equality Act (2010), hence the importance of having in place a more robust approach to develop actions driven from data that ensure consistency in the Trust's commitment to tackling inequalities/disadvantage in the workplace.

- Grow our Talent for Care Team to raise awareness of careers in health and care for young people and those wishing to join the NHS workforce; with a focus on diversity, inclusion and widening participation from disadvantaged and/or underrepresented groups.
- Ensuring equal access to learning opportunities and resources for all of our staff measured through our Workforce Race Equality Standard and Workforce Disability Equality Standard assurance reports and the success of our EDI Strategy. Gender representation varies within the organisation and there are specific areas we need to focus where we would like to drive change. This remains a challenge and we know we still have work to do.
- In conjunction with the NHS EDI Improvement Plan - High Impact Action 3, we will undertake a 'Mend the Gap' review and recommendations for medical staff and if required develop a plan to apply those recommendations to senior non-medical workforce.
- Undertake a 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.

Our Culture

Our staff Networks and Employee Relations Team have been working hard over the past year to ensure our calendar of events, policies and processes promote equality and inclusion and celebrate our diverse workforce:

- We currently celebrate International Women's Day every year and will be reviewing our Events Calendar to continue raising awareness of important life events our people face through resources and information networks.
- We have continued our focussed clinics on the effects of the menopause.
- We aim to celebrate inspiring women and challenge the 'norm' by sharing colleague stories and successes.
- We celebrate International Parents Day in July and our Family Leave Policy is available to all employees providing leave to primary caregivers. Additionally, the updated policy is gender neutral, enabling new parents to take parental leave in a way that best suits their family situation.
- We will be launching a Women's Network in May through which we will develop a Terms of Reference and work plan with a focus on identifying and implementing practical ways to support women, raising understanding and awareness of the barriers they face, empowering women to develop their careers and challenging bias and current norms, and supporting the work needed to create pay parity.
- A small working group will be established to explore the details of this gender pay gap report and the key objectives we want to deliver to support the step changes we need to see to create parity, opportunity and succession plans which retain our talent within the organisation.
- Our Bullying and Harassment Policy was revised and awareness sessions will be co-delivered with a focus on raising concerns to include discussions on gender and harassment to ensure colleagues are signposted and supported where issues arise.

- The next cohort of our Reverse Mentoring Programme, which commenced in Q4 of 2021/22, will focus on all protected characteristics.

Our People

We want to be an organisation where everyone feels they belong and can thrive. Gender equality is just one aspect of the important work we do to attract a wide range of people to work with us, to create an inclusive workplace and to support all of our colleagues to be themselves and be their best.

Some other ways we are supporting inclusion and belonging:

LGBTQ+ Network

EMBRACE Network

ESNABLE Network

Armed Forces Network

Wellbeing Hub

Cultural Ambassadors

Assistant Freedom to Speak Up Guardians

Trade Union and Staff-side Colleagues



Empowering Women

Our commitment: To enhance gender balance in our workforce and empower women across the entire organisation.

The Women's Network, launching this year, will lead the way in identifying what colleagues would like in terms of providing greater opportunities for development, promotion and progression throughout the organisation. There will be focused coaching and mentoring support and our Talent Management and Succession Planning Programmes will also have key focus on empowering colleagues across the Trust.

Diversity and Inclusion

Our Equality, Diversity and Inclusion Strategy and Action Plan will be reviewed this year to ensure it remains fit for purpose and aligns with the national EDI agenda.

We have rolled out training in how to combat unconscious bias and reviewed our talent management approach to strengthen equality and support our decision making. We are also encouraging greater female representation on key development programmes.

Next Steps

Our action plan (Appendix 2) and a proposed programme of work to support the gender pay gap in response to the data provided within this report is in the process of being developed and will be shared with divisions during quarter 1 of 2024/25.

2022/23 Data

Average & Median Hourly Rates

Gender	Avg. Hourly Rate	Median Hourly Rate
Male	24.1249	18.9337
Female	17.9324	16.6620
Difference	6.1925	2.2718
Pay Gap %	25.6685	11.9986

Male	Avg. Hourly Rate	Median Hourly Rate	Female	Avg. Hourly Rate	Median Hourly Rate	Difference	Avg. Hourly Rate	Median Hourly Rate	Pay Gap %	Avg. Hourly Rate	Median Hourly Rate
2020 / 2021	22.6649	17.2747	2020 / 2021	16.4479	15.0811	2020 / 2021	6.217	2.1937	2020 / 2021	27.43	12.6988
2021 / 2022	23.1176	17.8865	2021 / 2022	17.158	16.055	2021 / 2022	5.9596	1.8315	2021 / 2022	24.8	10.2398
2022 / 2023	24.1249	18.9337	2022 / 2023	17.9324	16.662	2022 / 2023	6.1925	2.2718	2022 / 2023	25.6685	11.9986

Bonus Pay

Difference in bonus pay: Mean 26.93%

Difference in bonus pay: Median 0.00%

Men who received bonus pay: 9.52%

Women who received bonus pay: 1.40%

Male	Avg. Pay	Median Pay	Female	Avg. Pay	Median Pay	Difference	Avg. Pay	Median Pay	Pay Gap %	Avg. Pay	Median Pay
2020 / 2021	11,970.68	9,048.00	2020 / 2021	7,265.42	6,066.74	2020 / 2021	4,705.26	2,981.26	2020 / 2021	39.31%	32.95%
2021 / 2022	11,146.82	9,048.00	2021 / 2022	7,087.48	6,032.04	2021 / 2022	405.34	3,015.96	2021 / 2022	36.42%	33.33%
2022 / 2023	10,588.39	6,973.16	2022 / 2023	7,737.25	6,973.16	2022 / 2023	2851.14	0.00	2022 / 2023	26.93%	0.00%

Gender Pay Gap Bonus Ratio

2020 / 2021	Female	Male	2021 / 2022	Female	Male	2022 / 2023	Female	Male
Employees Paid Bonus	25	115	Employees Paid Bonus	25	104	Employees Paid Bonus	130	266
Total Relevant Employees	8445	2467	Total Relevant Employees	9005	2685	Total Relevant Employees	9305	2793
%	0.30%	4.66%	%	0.28%	3.87%	%	1.40%	9.52%

Gender Pay Gap by Staff Group

Staff Group	Female	Male	Difference	Pay Gap %
Add Prof Scientific and Technic	£19.88	£22.61	£2.72	12.04
Additional Clinical Services	£12.52	£12.58	£0.06	0.47
Administrative and Clerical	£15.02	£20.19	£5.17	25.62
Allied Health Professionals	£20.41	£20.75	£0.34	1.64
Estates and Ancillary	£12.07	£13.65	£1.58	11.57
Healthcare Scientists	£22.21	£22.34	£0.13	0.59
Medical and Dental	£33.66	£39.73	£6.07	15.28
Nursing and Midwifery Registered	£20.14	£20.23	£0.09	0.45
Students	£14.40		-£14.40	

Gender Pay Gap by Average Hourly Rates

AfC Pay Grade	Female	Male	Difference	Pay Gap %
Band 1	£13.78	£13.18	-£0.60	-4.54
Band 2	£11.76	£12.21	£0.45	3.66
Band 3	£12.07	£12.31	£0.24	1.93
Band 4	£13.14	£12.97	-£0.18	-1.36
Band 5	£16.64	£16.35	-£0.29	-1.77
Band 6	£20.34	£20.11	-£0.22	-1.12
Band 7	£23.51	£23.52	£0.01	0.05
Band 8 - Range A	£26.49	£26.36	-£0.12	-0.47
Band 8 - Range B	£30.78	£30.39	-£0.39	-1.30
Band 8 - Range C	£35.61	£37.27	£1.67	4.47
Band 8 - Range D	£47.15	£42.00	-£5.16	-12.28
Band 9	£50.71	£51.50	£0.78	1.52
Other	£33.80	£39.82	£6.03	15.13
TOTAL	£17.93	£24.12	£6.19	25.67

Employees by Pay Quartile

The data below ranks our whole-time equivalent employees from highest to lowest paid, divided into four equal parts (quartiles) and then works out the percentage of men and women in each. The lower quartile represents the lowest salaries in the Trust and the upper quartile represents the highest salaries.

Quartile																			
1	Female	Male	Female %	Male %	2	Female	Male	Female %	Male %	3	Female	Male	Female %	Male %	4	Female	Male	Female %	Male %
2020/2021	2079	454	82.08%	17.92%	2020/2021	2132	505	80.85%	19.15%	2020/2021	2147	442	82.93%	17.07%	2020/2021	1669	919	64.49%	35.51%
2021/2022	2239	498	81.80%	18.20%	2021/2022	2186	559	79.64%	20.36%	2021/2022	2296	450	83.61%	16.39%	2021/2022	1774	972	64.60%	35.40%
2022/2023	2347	505	82.29%	17.71%	2022/2023	2292	569	80.11%	19.89%	2022/2023	2385	477	83.33%	16.67%	2022/2023	1835	1027	64.12%	35.88%

GENDER PAY GAP ACTION PLAN

	ACTION	OWNER	TIMESCALE
1	Developing a programme of work to support our talent management initiatives designed for women from all backgrounds, ages and stages of their lives.	Assistant Director Organisational Development and Culture / Women's Network	30 April 2024
2	Ensure 1:1 executive level coaching for women in senior and aspiring leadership roles is reflected in our new Talent Management Strategy and Succession Planning.	Assistant Director of OD / Associate Director of Education	31 March 2024
	<p>Establish a small task and finish group in advance of the launch of the Women's Network to:</p> <ul style="list-style-type: none"> Develop a programme of work to support our Women's Network for both female and male colleagues to support the development of our GPG Action Plan. Explore details of this gender pay gap report and the key objectives we want to deliver to support the step changes we need to see to create parity, opportunity and succession plans which retain our talent within the organisation. Promote the launch of the Network event and membership Update the EDI Event Calendar with proposed network events 	Assistant Director Organisational Development and Culture / Women's Network / Communications Team	8 March 2024
3	Monitor the national clinical excellence award process which is due to change this year, and improve greater uptake from female staff.	Head of Medical Staffing / Revalidation Manager	July 2024
4	Monitor the number of gender related bullying and harassment cases and consider intervention requirements	Head of Employee Relations / Business Manager of People & OD	Monthly from March 2024
5	<p>Work with the Recruitment and Retention Team to monitor the success rate of:</p> <ul style="list-style-type: none"> Flexible working options Recruitment from local communities who fall within a lower socio-economic group Promotion of recruitment and retention training for all staff involved in recruitment processes Audit of recruitment appointments for senior roles and internal promotions 	Head of Recruitment / Head of Retention	June 2024
6.	National benchmarking against similar sized Trusts; review part time/full time worker pay gap	Business Manager of People & OD	June 2024

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

ⁱⁱ **ibid**