

# ELHT WORKFORCE

# GENDER PAY GAP

# Report 2022

Safe | Personal | Effective

# WHAT IS THE GENDER PAY GAP?

## The gender pay gap

is a measure of the UK labour market or workplace disadvantage, expressed in terms of a comparison between men's and women's average hourly rates of pay (total earnings) and bonus.

The gender pay gap should not be confused with equal pay.

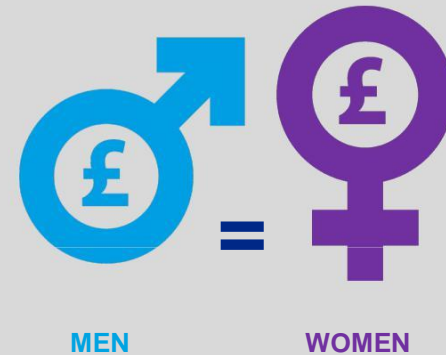
## THE GENDER PAY GAP...

is a measure of the **difference** in the average hourly rate of pay of **men** and **women**.



## EQUAL PAY...

is **men** and **women** being paid the **same** for the same work.

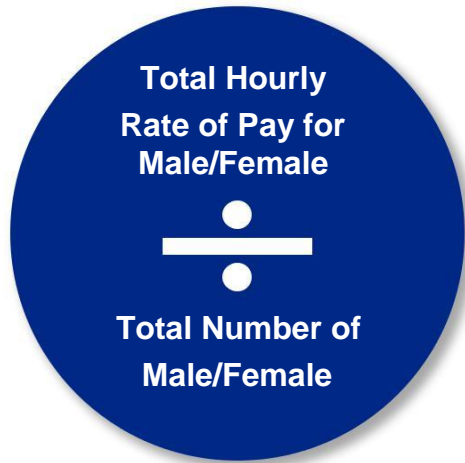


# UNDERSTANDING THE GENDER PAY GAP

## HOW ARE THE MEDIAN AND MEAN GAPS CALCULATED?

### Mean

The mean gender pay gap looks at the percentage difference in average hourly pay of the women at ELHT as compared with the men.



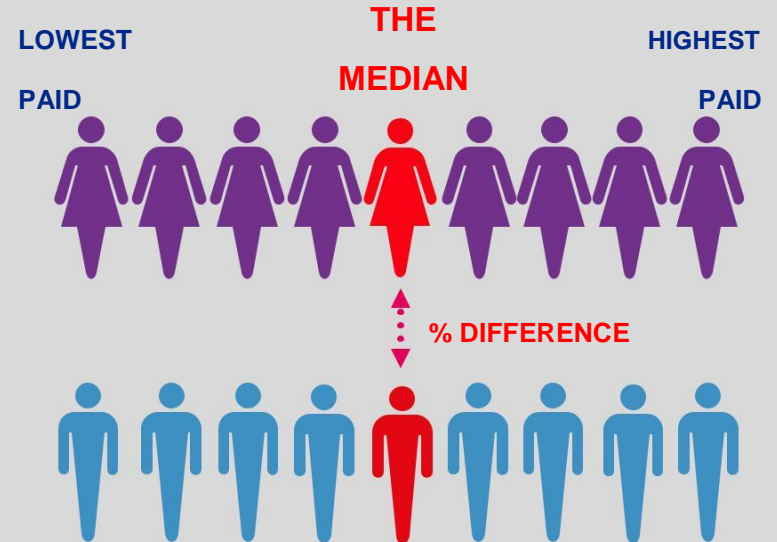
*The median and mean calculations have also been used to calculate the percentage difference of bonus payments made over a twelve month period to both female and male employees.*

### Median

The median gender pay gap reflects the percentage difference in pay between the middle person in a ranking of highest to lowest paid women and men, respectively.

One way of looking at this is lining up all **female employees** in order of their hourly rate of pay and then doing the same for all **male employees**.

Then taking the female employee who is in the middle of their line and the male in their line and calculating the percentage difference between the two.



# 1. Percentage of men and women in each hourly pay quarter

	2017		2018		2019		2020		2021	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Upper hourly pay quartile	27 %	73 %	27 %	73 %	18 %	82 %	18 %	82 %	80 %	20%
Upper middle hourly pay quartile	14 %	86 %	15 %	85 %	16 %	84 %	17 %	83 %	81 %	19%
Lower middle hourly pay quartile	15 %	85 %	15 %	85 %	16 %	84 %	15 %	84 %	86 %	14%
Lower hourly pay quartile	19 %	81 %	19 %	81 %	26 %	74 %	27 %	73 %	73 %	27%

The lower quartile represents the lowest salaries in the Trust and the upper quartile represents the highest salaries. The Trust employs more women than men in every quartile

## 2. Average (mean) and median gender pay gap using hourly pay

	2017 to 2018	2018 to 2019	2019 to 2020	2020 to 2021	2021-2022
Average (mean) gender pay gap using hourly pay	26.8 %	26.8 %	25.92%	25.69%	22.84%
Median gender pay gap using hourly pay	6.0 %	7.6 %	7.05%	9.47%	3.29%

A **mean** average involves adding up all of the numbers and dividing the result by how many numbers were in the list. Mean averages are useful because they place the same value on every number they use, giving a good overall indication of the gender pay gap, but very large or small pay rates can ‘dominate’ and distort the answer.

For both mean and median the downward trend is continuing.

A **median** average involves listing all of the numbers in numerical order. If there is an odd number of results, the median average is the middle number. If there is an even number of results, the median will be the mean of the two central numbers. Median averages are useful to indicate what the ‘typical’ situation is i.e. in the middle of an organisation and are not distorted by very large or small pay rates.

### 3. Bonus pay gap

	2017 to 2018		2018 to 2019		2019 to 2020		2020 to 2021		2021 to 2022	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Percentage of employees who received bonus pay	5.35 %	0.37 %	4.81 %	0.30 %	4.39%	0.32%	4.47%	0.46%	3.72%	0.36%

The only bonus payments made by the Trust are to eligible Medical Consultants who apply for the Clinical Excellence Awards (CEAs) which can be awarded nationally or locally. The above figures include the Clinical Excellence Awards payments that are paid to eligible medical staff, which is a section of the workforce with a higher proportion of males

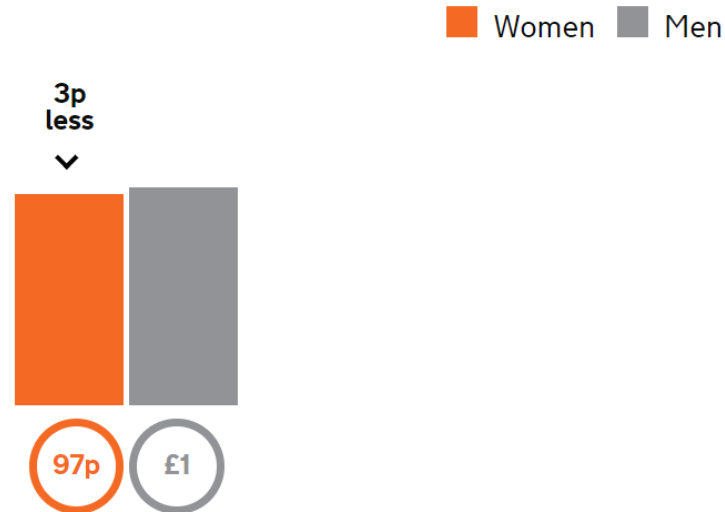
#### 2021 figures

Mean (average) gender pay gap using bonus pay 33%

Median gender pay gap using bonus pay 33%

## Hourly pay gap

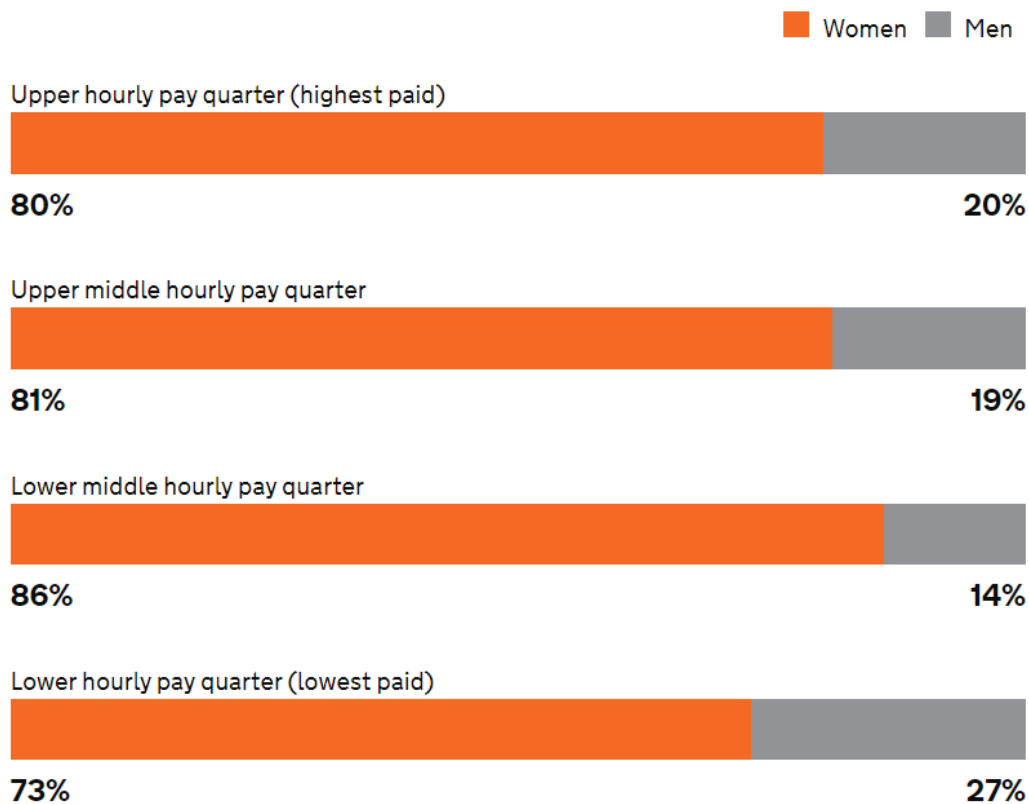
In this organisation, women earn 97p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 3.3% lower than men's.



When comparing mean (average) hourly pay, women's mean hourly pay is 22.8% lower than men's.

## The percentage of women in each pay quarter

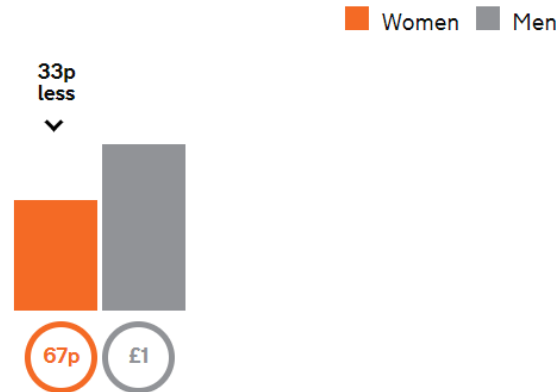
In this organisation, women occupy 80% of the highest paid jobs and 73% of the lowest paid jobs.





## Bonus pay gap

In this organisation, women earn 67p for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 33.3% lower than men's.



When comparing mean (average) bonus pay, women's mean bonus pay is 32.3% lower than men's.

## Who received bonus pay

0.4% of women

3.7% of men

## 4. Action Plan

Metric	Analysis	Implications/Action	Lead	Timescales
Average gender pay gap as a median average	Women earn 93p for every £1 that men earn comparing median hourly rate. The gap is attributable to the fact that the majority of the higher earners are Senior Executives and Doctors and Consultants and of these 57% and 62% are male respectively. If we exclude our Medical & Dental Workforce, then the mean gap drops to £0.03pence or 0.22%.	Review of progression and under-representation in senior roles	EDI Lead	Ongoing
		Develop talent management programme to support employees to progress	OD Consultant	Nov 2022
		Raise awareness of shared parental leave entitlements and flexible working opportunities through our training and communications.	Head of HR Head of Communications	April 2022
Average gender pay gap as a mean average	Womens mean hourly pay is 23% lower than men's. There is no significant difference in agenda for change between males and females average mean pay.	Review of work-life balance, flexible and family-friendly policies.	HR Project manager	Mar 2022
		Senior leaders need to role-model – and champion – flexible working.	Execs	Ongoing

	Agenda for change pay gap is in favour of women -2.83% mean average	Active promotion of flexible working policies	Communications Specialist	April 2022
Average bonus gender pay gap as a median average	Women earn 67p for every £1 men earn. Their bonus pay is 33% less than men's.	Analysis of CEAs over last 3 years indicated a gender balance in terms of applications, awards and awarding panel composition. Further work to be done to ensure women doctors are encouraged and supported to apply for local and national CEAs to address historical pay differences.	Medical Director	Annually
Average bonus gender pay gap as a mean average				
Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment	Higher proportion of males 3.7% receiving Clinical Excellence Awards than females 0.4%.	Unconscious Bias Training for all panel members  All Consultants to be written to by the Medical Director to be encouraged to apply for CEA if eligible. Support to be offered to all doctors in submitting their applications by Medical Director / Medical Staffing Lead.	EDI Lead  Medical Director	Annually  Annually

<p>Proportion of males and females when divided into four groups ordered from lowest to highest pay</p>	<p>Women occupy 80% of the highest paid jobs and 73% of the lowest paid jobs.</p>	<p>Review of talent management approach to strengthening career pathways across both clinical and non-clinical professions for women and men to provide better career progression, development and opportunity across all professions, with clear pathways of development from lower bands 3 to 6 into senior management bands 7 and up.</p>	<p>Associate Director of OD</p>	<p>Sep 2022</p>
	<p>The Gender Pay Gap increases towards the male employees in the medical workforce and is particularly noticeable in the higher Agenda for Change pay bandings and senior executive teams.</p>	<p>Use the NHS Leadership Academy Leadership programmes and local talent management to encourage women to progress more quickly into leadership roles.</p>	<p>EDI Lead</p>	<p>Ongoing</p>
	<p>The variance is mainly due to significantly different gender splits in medical staffing and managerial roles in the trust; this is countered by a greater proportion of female staff in the scientific and nursing staff groups.</p> <p>There is a higher proportion of female staff in the lower</p>	<p>Review the equality diversity &amp; inclusion policy to ensure there is dignity and respect at work, and highlighting that there is zero tolerance of any form of discrimination and harassment.</p>	<p>EDI Lead</p>	<p>May 2022</p>

	<p>quartile; included in this quartile are admin &amp; ancillary staff groups that have a higher proportion of female staff which is reflected in the calculation.</p>	<p>Train all managers to manage people effectively, including on the importance of leading by example, proactively tackling conflict or inappropriate behaviour, and taking formal disciplinary action (where necessary).</p> <p>Interrogate our data at every stage of the employee lifecycle to ensure that people management practices are fair and inclusive. For example, ascertain the number of men and women applying for each role and who gets the job, and look for any 'cliff-edge' points in careers when women tend to leave the Trust.</p>	<p>Associate Director of OD</p> <p>EDI Lead</p>	<p>From Aug 2022</p> <p>Quarterly</p>
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## 5. Next Steps

Next steps will be to undertake further analysis and engage with the Trust's Womens Network Group to understand underlying issues and potential interventions. Ensure that women doctors are fully involved in this further work. Paper to the Trust's inclusion Group once complete setting out further interventions.