

Gender Pay Gap Report 2023

1. Background

- 1.1 It became mandatory from 31 March 2017 for public sector organisations with over 250 employees to report annually on their gender pay gap. The results must be published on a government website, as well as the employer's own website (and remain there for 3 years).
- 1.2 Gender pay reporting presents data on the difference between men and women's average pay within an organisation. It is important to highlight the distinction between this and equal pay reporting, which is instead concerned with men and women earning equal pay for the same (or equivalent) work. Across the country, average pay of women is lower than that of men and this tends to be because there are fewer women in senior high earning positions in organisations than men. Whilst a workforce may be predominantly female, if the most senior positions are taken up by men, the average pay of women in that organisation could well be lower. The Regulations have been brought in to highlight this imbalance, the aim being to enable employers to consider the reasons for any inequality within their organisation and to take steps to address it. ([NHS Employers. Briefing Note: Gender Pay Gap Reporting retrieved 2021-06](#))
- 1.3 University Hospitals Dorset NHS Trust published reports in March 2021 and March 2023. This data was taken from a snapshot date of 31 March 2022.
- 1.4 The NHS terms and conditions of service handbook contain the national agreements on pay and conditions of service for NHS staff other than very senior managers and medical staff. Job evaluation (JE) enables jobs to be matched to national job profiles or allows Trusts to evaluate jobs locally, to determine in which Agenda for Change pay band a post should sit.

2. The Gender Pay Gap Six Indicators

- 2.1 An employer must publish six calculations showing their:
 - 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.

Under national guidance, medical staff clinical excellence awards are included within bonus pay.

3. Methodology

- 3.1 The statutory calculations have been undertaken at the snapshot date of 31 March 2022, using the national Electronic Staff Record (ESR) Business Intelligence standard report. In line with NHS Employers guidance Clinical Excellence Awards and the approach taken to award them at UHD have been categorised as bonuses.
- 3.2 Pay includes: basic pay, full paid leave including annual, sick, maternity, paternity, adoption or parental leave, bonus pay, area and other allowances and shift premium pay. **(Note: bonus pay is included, but only as a separate metric as one of the 6 key indicators we need to produce. The gender pay gap figure is calculated from hourly pay – which can only be ordinary pay, bonus pay is not hourly).**
- 3.3 Pay does not include: overtime pay, expenses (payments made to reimburse expenditure wholly and necessarily incurred in the course of employment, e.g. mileage for use of vehicle), remuneration in lieu of leave, the value of salary sacrifice schemes, benefits in kind (e.g. child care vouchers), redundancy pay and tax credits.

4. UHD Workforce Context

- 4.1 The gender split within the overall workforce is 75.5% female and 24.5% male. The breakdown of the proportion of females and males in each banding is as set out below:

| Pay Band | Female headcount | Male headcount | Total headcount | Female | Male |
|--------------------|------------------|----------------|-----------------|--------------|--------------|
| Band 1 | 22 | 29 | 51 | 43.1% | 56.9% |
| Band 2 | 1312 | 447 | 1759 | 74.6% | 25.4% |
| Band 3 | 943 | 204 | 1147 | 82.2% | 17.8% |
| Band 4 | 579 | 104 | 683 | 84.8% | 15.2% |
| Band 5 | 1330 | 297 | 1627 | 81.7% | 18.3% |
| Band 6 | 1255 | 232 | 1487 | 84.4% | 15.6% |
| Band 7 | 741 | 161 | 902 | 82.2% | 17.8% |
| Band 8a | 158 | 83 | 241 | 65.6% | 34.4% |
| Band 8b | 79 | 39 | 118 | 66.9% | 33.1% |
| Band 8c | 17 | 12 | 29 | 58.6% | 41.4% |
| Band 8d | 12 | 10 | 22 | 54.5% | 45.5% |
| VSM | 11 | 18 | 29 | 37.9% | 62.1% |
| Medical & Dental | 557 | 633 | 1190 | 46.8% | 53.2% |
| Other | 2 | 4 | 6 | 33.3% | 66.7% |
| Grand Total | 7018 | 2273 | 9291 | 75.5% | 24.5% |

5. Results for UHD - 31 March 2022 snapshot

5.1 Gender Pay Gap Results

- Our headcount has decreased by 82 to 9291 since last year with 149 less female and 67 more males across UHD (31st March 2021 vs. 31st March 2022).
- This year our Gender Pay Gap is 5.33%.
- This is an improvement on last year's reported figure of 6.62% and continues the positive trend following the organisational merger in 2020.
- There is an increase in representation at senior Manager level (8b, 8c and VSM) of female staff. This is a positive move towards equitable representation with our workforce demographics.

Mean and Median Pay Gap

- The gender pay gap for the Trust overall, is 5.33%. This has slightly decreased from 6.62% reported last year.
- The **mean gender pay gap** for the Trust overall is 20.95%. This has decreased by 0.86% from 21.81% reported last time.
- If the Medical and Dental workforce are excluded from the calculation, the Trust's mean gender hourly pay gap would be 0.41%, compared to 20.95%. The Trust's median gender pay gap would be 8.96% in favour of female staff.

a) Average gender pay gap as a mean average

Overall

| | Male | Female | % difference |
|------------------|--------|--------|--------------|
| Mean hourly rate | £22.20 | £17.55 | 20.93% |

Agenda for Change

| | Male (AFC) | Female (AFC) | % difference |
|------------------|------------|--------------|--------------|
| Mean hourly rate | £16.14 | £16.20 | 0.41% |

Medical

| | Male (medical) | Female (medical) | % difference |
|------------------|----------------|------------------|--------------|
| Mean hourly rate | £38.56 | £34.13 | 11.49% |

b) Average gender pay gap as a median average

Overall

| | Male | Female | % difference |
|--------------------|--------|--------|--------------|
| Median hourly rate | £16.95 | £16.07 | 5.19% |

(Note small variation from published overall GPG figure, due to recalculating with the staff group breakdown)

Agenda for Change

| | Male (AFC) | Female (AFC) | % difference |
|--------------------|------------|--------------|--------------|
| Median hourly rate | £13.80 | £15.16 | 8.96% |

Medical

| | Male (medical) | Female (medical) | % difference |
|--------------------|----------------|------------------|--------------|
| Median hourly rate | £37.93 | £28.62 | 24.54% |

5.2 Clinical Excellence Awards Bonus Payments

5.2.1 Local Clinical Excellence Award's (LCEA) recognise and reward NHS consultants in England, who perform over and above the standard expected of their role. Awards are given for quality and excellence, acknowledging exceptional personal contributions.

5.2.2 Overall, there is a large differential between the amount of CEA bonus pay for medical staff with 20.06% of male medics receiving CEA pay in comparison to 10.14% of female medics. The average annual CEA pay being just over £11,679 for male medics compared to £7,617 a slight increase for female medics.

The payment of existing CEA awards is pro-rata. However, agreement was reached with the Joint Local Negotiating Committee that non-consolidated payments would not be pro-rata. The lower payments received by some female medics relate to long term sick leave, maternity leave and leaving UHD part way through the year.

In the 2021 round of Local Clinical Excellence Awards which we implemented in February 2022 salaries, an agreement has been reached on the calculations for the minimum investment, and we expect that payment should be made to eligible consultants in February 2023. The amount (£3790.07) is not pro-rata and all eligible consultants should receive an equal share.

c) Average Clinical Excellence Awards bonus gender pay gap as a mean average (medical)

| | Male (Medical) | Female (Medical) | % difference |
|----------------|----------------|------------------|--------------|
| Mean bonus pay | £11,679 | £7,617 | 34.78% |

d) Average Clinical Excellence Awards bonus gender pay gap as a median average (medical)

| | Male (Medical) | Female (Medical) | % difference |
|------------------|----------------|------------------|--------------|
| Median bonus pay | £9048 | £4976.40 | 45.0% |

e) Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment

| Male proportion receiving bonus | Male medical staff overall | % | Female proportion receiving bonus | Female medical staff overall | % |
|---------------------------------|----------------------------|--------|-----------------------------------|------------------------------|--------|
| 126 | 628 | 20.06% | 56 | 552 | 10.14% |

5.3 Proportion of Males and Females in each Quartile Pay Band

5.3.1 At the time the snapshot was taken the percentage of female staff was 75.96% female and 24.04% male.

f) Proportion of males and females in all staff groups when divided into four groups ordered from lowest to highest pay

| | Male % | Female % |
|-----------------|--------|----------|
| 1. Lower | 22.57% | 77.43% |
| 2. Lower Middle | 21.89% | 78.11% |
| 3. Upper Middle | 17.13% | 82.87% |
| 4. Top | 34.57% | 65.43% |

g) Proportion of Agenda for Change males and females when divided into four groups ordered from lowest to highest pay

| | Male % | Female % |
|-----------------|--------|----------|
| 1. Lower | 22.77% | 77.23% |
| 2. Lower Middle | 21.75% | 78.25% |
| 3. Upper Middle | 16.98% | 83.02% |
| 4. Top | 18.43% | 81.57% |

h) Proportion of Medical staff males and females when divided into four groups ordered from lowest to highest pay

| | Male % | Female % |
|-----------------|--------|----------|
| 1. Lower | 47.18% | 52.82% |
| 2. Lower Middle | 45.10% | 54.90% |
| 3. Upper Middle | 55.75% | 44.25% |
| 4. Top | 64.69% | 35.31% |

For Medical and Dental staff, there are a higher proportion of males in the highest paid quartile.

i) Average (mean) Gender Pay Gap per quartile – Medical and Dental

| | Male | Female | % difference |
|-----------------|--------|--------|--------------|
| 1. Lower | £19.33 | £18.97 | 1.83% |
| 2. Lower Middle | £27.09 | £27.19 | -0.36% |
| 3. Upper Middle | £42.43 | £42.03 | 0.93% |
| 4. Top | £56.62 | £56.88 | -0.46% |

j) Median Gender Pay Gap per quartile – Medical and Dental

| | Male | Female | % difference |
|-----------------|--------|--------|--------------|
| 1. Lower | £20.92 | £19.87 | 5.02% |
| 2. Lower Middle | £26.99 | £27.66 | -2.49% |
| 3. Upper Middle | £43.90 | £43.48 | 0.97% |
| 4. Top | £54.66 | £53.10 | 2.86% |

6. Conclusion

- 6.1 The Trust is required to report on snapshot data as at 31 March 2022. This data demonstrates that there could be greater female representation in its senior clinical roles. The position is consistent with previous snapshot data taken from 31 March 2021 data. Similarly, the Trust acknowledges that there could be greater male representation in less senior clinical and non-clinical roles.
- 6.2 It should be noted that the 2020 data was first published in March 2021, and this latest data snapshot took place on 31 March 2022, as per the regulations. Therefore, it will take some time for the impact of any actions to reduce the gender pay gap
- 6.3 Separating the data for Agenda for Change and the Medical/Dental workforce gives a better understanding of where the greatest difference in pay and gender representation.
- 6.4 Comparing the median hourly pay gap, women earn 95p for every £1 that men earn. Their median hourly pay is 5.3% lower than men's.
- 6.5 Comparing the median bonus pay gap women earn 55p for every £1 that men earn. When comparing mean (average) bonus pay, women's mean bonus pay is 34.8% lower than men.

7. Update on Action Plan from 2021 and 2022

- 7.1 The following actions continue to support closing the gender pay gap:

| | Action Plan | Progress |
|----|---|--|
| 1. | Share Gender Pay Gap information across the Trust | Published on intranet and internet. Shared with Care Groups |
| 2. | Develop a values proposition for employee life cycle/support | This is part of a wider project, still in development phase |
| 3. | Commit to values based shortlisting and interview questions | Now embedded into the recruitment process |
| 4. | Refreshed recruitment and selection training to include values and more details unconscious bias content | Implemented in 2021, staff inclusion networks consulted and contributed to the training programme |
| 5. | Continue the Trust's commitment to an equitable workforce | Demonstrated in our Trust objectives and values and the wider EDI action plan |
| 6. | Continue equitable access to trust leadership training and development | On-going leadership programmes and additional capacity through the Dorset Integrated Care System for underrepresented groups |
| 7. | Support all staff in protected groups through living our Trust values and implementing our people strategy | Trust objectives and values. Staff inclusion networks People Strategy Flexible Working policy |
| 8. | Flexible working – Raising the profile of the benefits of Flexible Working across UHD through a range of methods, including communication briefings, inclusive leadership conversations | A new UHD Flexible Working Policy was created in January 2022 and is also being promoted via the Space Allocation Group to support the Reconfiguration strategy. |
| 9 | Career Progression - Accessible bite sized and online training will continue, to ensure development can be accessed by those working part time and flexible work patterns. Bias awareness is included in new leadership and development modules. | Increased access to online leadership training modules. These rotate so they are on different days and times to increase accessibility. More modules that can be worked on independently in own time. Managers' induction launched introducing compassionate, inclusive leadership and bias awareness. |
| 10 | A Women's network is being scoped, with interest from staff across the organisation. | Launched and working to expand reach and influence |

| | | |
|----|---|---|
| 11 | CEA awards – Once national guidance is received on the reform of LCEA’s a new award process will be developed for UHD. This will be more inclusive, transparent and fair and will reward excellence and improvement, underpinning the delivery of local priorities. | The National Guidance was received in late February and we are now in the process of arranging task and finish groups to outline the new LCEA process |
|----|---|---|

8. Next Steps

- 8.1 The following actions are in place to further support the gender pay gap during 2023:
- 8.1.1 We are increasing the internal leadership development opportunities and encouraging our managers to have values based appraisal and personal development discussions. This will impact the amount of UHD women who are ready for promotion to senior roles. We are recording and reporting on protected characteristics of delegates in all UHD programmes
- 8.1.2 Recruitment actions include more diverse recruitment panels for senior vacancies.
- 8.1.3 We will further develop and raise the profile of the UHD Women’s network.
- 8.2 The Chief People Officer and Director of OD will continue to work with the Executive team to support the identified actions. Delivery of these will be supported by the Trust’s Equality, Diversity and Inclusion Group (EDIG) and assured through the People and Culture Committee.

March 2023

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Useful Abbreviations;

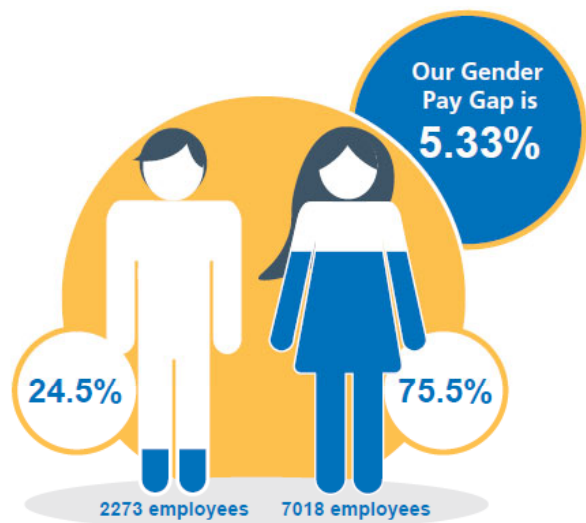
- BAME - Black, Asian and Minority Ethnic
- BME - Black Minority Ethnic
- EDI - Equality Diversity and inclusion
- EDIG - Equality Diversity and Inclusion Group
- WRES - Work Race Equality Standards
- WDES - Work Disability Equality Standards
- ICS – Integrated Care System

Appendix A

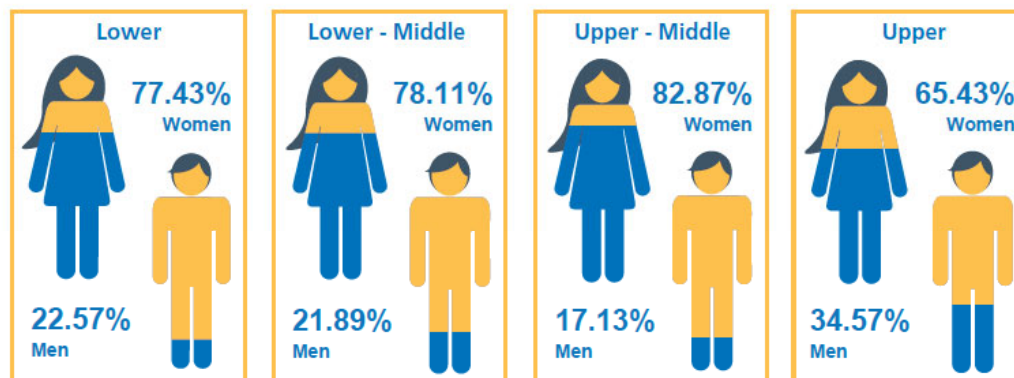
Figures taken as of 31 March 2022

Story of our Gender Pay Gap

We fully support the equality of opportunity and recognise that further work is needed to achieve this. Female staff are represented in many senior positions but we acknowledge there are still significant gaps e.g. in senior clinical roles, which drive the greatest variances in our results.



Proportion of males and females in each pay quartile



Our Workforce has an employee base that is predominantly female.

Senior agenda for change grades

