

## ESNEFT GENDER PAY GAP REPORT 2020/21

### What is gender pay gap reporting?

Every year organisations with 250 or more employees must publish data on their gender pay gap. 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 reporting can highlight where there are differences in representation in organisations. For instance, if an organisation has more men than women in well paid senior roles and more women than men in less well paid junior roles, then the average pay for men will be higher than for women and there will be a gender pay gap in favour of men.

We want to be known as an organisation where we value and embrace diversity in our workforce in a positive, inclusive work environment which allows us all to reach our full potential and ultimately deliver better care for our patients and the communities we serve. To achieve this we will:

- 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 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 Equality, Diversity and Inclusion (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.

### The Data and Local Findings

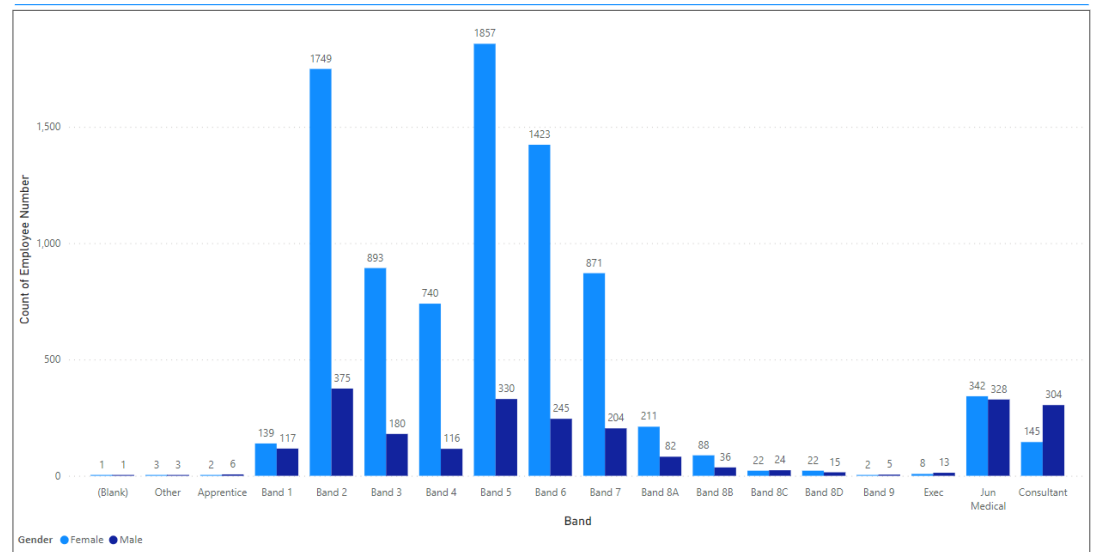
The 2020/21 report covers approximately **10,809** people across two acute sites and community settings.

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

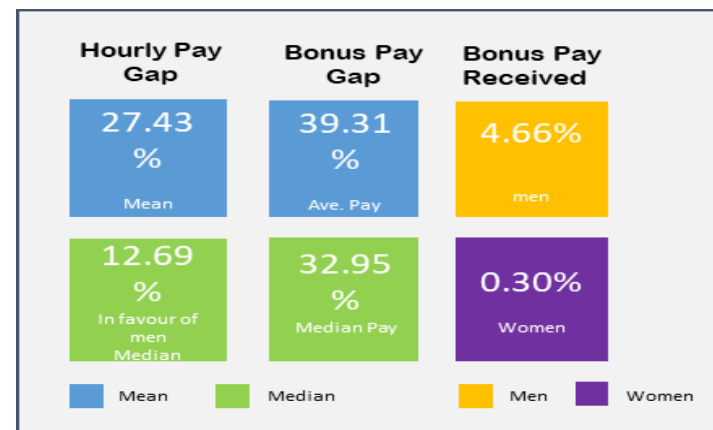
- Average gender pay gap as a mean average
- Average gender pay gap as a median average
- Average bonus gender pay gap as a mean average
- Average bonus gender pay gap as a median average
- Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
- Proportion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

As the snapshot date for analysis is 31 March 2021, the following sections provide a breakdown of the information to be reported. For differences in rates of pay and bonuses, a positive percentage indicates that men in the Trust receive a higher rate than women in the Trust. Bonus pay for this purpose relates to Clinical Excellence Awards for medical staff. Each part time worker counts as one employee for gender pay gap reporting purposes. We have strong representation of women in senior positions across the organisation, however on average male colleagues are earning more.

- The gender breakdown is 78%% female and 22% male, which shows significantly more female than male employees.
- The proportion of male colleagues at Bands 8a+ is disproportionately higher than in lower bands
- Trust Medical & Dental workforce is 39% female and 61% male
- Our mean gender pay gap is 27.5% compared to 29.08% in 2020. This means on average male colleagues earn £6.21 more per hour than their female counterparts.
- Our median gender pay gap for 2021 is 12.69%, an increase on last year when it was 11.2%.



- Male staff proportionately continue to be heavily constituted within the highest earning quartile at 35.1% within quartile A key factor is due to the medical & dental workforce being predominantly male and this staff group are predominantly constituted within the highest earning quartile.
- Female staff proportionately continue to have lower representation in the highest earning quartile at 64.4% compared with female staff representing 78% of the overall workforce, with little change from 2020 figures.



### Hourly rate of pay: Mean and Median

Average hourly rate of pay (male): £22.66

Average hourly rate of pay (female): £16.45

Difference in hourly rate of pay: Mean £27.43

Difference in hourly rate of pay: Median £12.69

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
Mar 2019	21.6851	16.1593	Mar 2019	15.6454	14.3449	Mar 2019	6.0398	1.8144	Mar 2019	27.8521	11.2283
Mar 2020	22.5253	17.0341	Mar 2020	15.9746	14.7694	Mar 2020	6.5507	2.2646	Mar 2020	29.0816	13.2947
Mar 2021	22.6649	17.2747	Mar 2021	16.4479	15.0811	Mar 2021	6.2170	2.1937	Mar 2021	27.4300	12.6988

### Gender Pay Gap by staff group:

Staff Group	Female	Male	Difference	Pay Gap %
Add Prof Scientific and Technic	18.12	20.44	2.31	11.31
Additional Clinical Services	11.39	11.55	0.16	1.41
Administrative and Clerical	13.62	18.89	5.28	27.94
Allied Health Professionals	18.97	19.20	0.23	1.18
Estates and Ancillary	10.55	12.11	1.56	12.86
Healthcare Scientists	19.97	20.16	0.19	0.95

### Gender Pay Gap by average hourly rates:

AfC Pay Grade	Female	Male	Difference	Pay Gap %
Band 1	10.97	11.67	0.70	5.97
Band 2	10.64	10.96	0.32	2.94
Band 3	11.04	11.23	0.19	1.73
Band 4	12.17	11.90	-0.26	-2.22
Band 5	15.60	15.29	-0.31	-2.01
Band 6	19.10	18.58	-0.52	-2.78

Medical and Dental	31.40	38.70	7.30	18.86
Nursing and Midwifery Registered	18.60	18.49	-0.11	-0.60
Students	12.00	12.21	0.21	1.75

Band 7	22.26	22.04	-0.23	-1.03
Band 8 - Range A	25.11	24.86	-0.25	-1.02
Band 8 - Range B	28.80	29.86	1.06	3.56
Band 8 - Range C	31.86	36.95	5.09	13.79
Band 8 - Range D	41.55	41.91	0.36	0.86
Band 9	46.69	50.38	3.68	7.31
Other	31.04	38.67	7.63	19.73

### **Bonus Pay**

Difference in bonus pay: Mean 39.31%

Difference in bonus pay: Median 32.95%

Males who received bonus pay: 4.66%

Females who received bonus pay: 0.30%

Male	Avg. Pay	Median Pay	Female	Avg. Pay	Median Pay	Difference	Avg. Pay	Median Pay	Pay Gap %	Avg. Pay	Median Pay
Mar 2019	12,547.76	9,048.00	Mar 2019	7,690.33	6,032.04	Mar 2019	4,857.43	3,015.96	Mar 2019	38.71%	33.33%
Mar 2020	12,223.66	9,048.00	Mar 2020	7,607.49	6,032.04	Mar 2020	4,616.17	3,015.96	Mar 2020	37.76%	33.33%
Mar 2021	11,970.68	9,048.00	Mar 2021	7,265.42	6,066.74	Mar 2021	4,705.26	2,981.26	Mar 2021	39.31%	32.95%

### **Gender Pay Gap Bonus Ratio**

Mar 2019	Female	Male	Mar 2020	Female	Male	Mar 2021	Female	Male
Employees Paid Bonus	27.00	131.00	Employees Paid Bonus	26.00	122.00	Employees Paid Bonus	25.00	115.00
Total Relevant Employees	7669.00	2293.00	Total Relevant Employees	7989.00	2324.00	Total Relevant Employees	8445.00	2467.00
%	0.35%	5.71%	%	0.33%	5.25%	%	0.30%	4.66%

## 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 %
2019	1905	481	82.32	17.68	2019	1835	481	79.23	20.77	2019	1941	374	83.84	16.16	2019	1493	823	64.46	35.54
2020	2004	429	82.37	17.63	2020	1956	475	80.46	19.54	2020	2039	392	83.87	16.13	2020	1570	865	64.48	35.52
2021	2079	454	82.08	17.92	2021	2132	505	80.85	19.15	2021	2147	442	82.93	17.07	2021	1669	919	64.49	35.51

Staff Group	1		2		3		4	
	Female	Male	Female	Male	Female	Male	Female	Male
Add Prof Scientific and Technic	10	7	54	16	111	37	67	43
Additional Clinical Services	930	166	776	166	16	4	3	2
Administrative and Clerical	946	143	464	81	145	78	184	153
Allied Health Professionals	5	1	103	17	284	44	220	41
Estates and Ancillary	178	131	70	120	7	33		2
Healthcare Scientists	2	3	30	15	84	46	76	55
Medical and Dental			42	20	56	46	346	542
Nursing and Midwifery Registered	33	6	507	60	1475	158	795	81

## Gender Balance - Our Approach Going Forward

As one of the region's largest NHS Trust 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 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 development, progression and

promotion through our Talent Management programmes, our support of flexible working and responding to concerns and issues raised by colleagues.

- We are increasing 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 with the enrolment of 9 people onto the national Kickstart programme. We are continuing to strengthen our focus on flexible, agile and part time working at all levels of roles and offer a wide range of flexible working options via our revised Flexible Working Policy and from 13th September 2021, we will welcome and consider 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, piloting anonymised recruitment and training our hiring managers in bias awareness. We are actively searching for a broader range of candidates, de-biasing job adverts and reviewing our interview guide to encourage diverse interviewers.
- 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 will continue to expand this programme in 2021/22. This will also be reflected in our Talent Management Strategy and Succession Planning.

## Our Culture

- 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. Most recently we have rolled out a series of 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.
- Our Family Leave Policy is available to all employees and provides 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 introducing a Women's Network at the Trust through which we will develop a Terms of Reference and work plan. We will focus on identifying and implementing practical ways to support women, raising understanding and awareness of the barriers they face, supporting the work to create pay parity, empowering women to develop their careers and challenging bias and current norms.
- A small working group will be established in advance of the launch of the Women's Network exploring 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.

- Bullying and Harassment Awareness sessions will include discussion on gender and harassment to ensure colleagues are signposted and supported where issues arise.

## 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:

LGBT+ Network

EMBRACE Network

ESNABLE 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 Group 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

We are revising our Equality, Diversity and Inclusion Strategy and Action Plan to ensure it is fit for purpose.

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

An action plan (Appendix 1) in response to the data provided within this report is in the process of being developed and will be shared with divisions during quarter 3 of 2021/22. Proposed programmes of work to support the gender pay gap will include:

- Benchmarking our performance against other NHS organisations of similar size and gender profile.
- Developing 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.
- Reviewing the clinical excellence award process to improve greater uptake from females.