

ESNEFT GENDER PAY GAP REPORT 2021/22

What is gender pay gap reporting?

As of 2018, 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 inequalities experienced of female 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 utilize the data provided below to develop key actions around improving equal pay, equal opportunities in career progression within the Trust. The 2021-2022 data will enable the Trust to close the gap of inequalities experienced by women, who according to our data make up for 81.7% 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 provide 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, in that within the female cohort we have staff members from ethnic diverse backgrounds and or female staff with disabilities or long-term health conditions. WRES and WDES present key measures to identify progress as well as set out key actions from the data assessed. Likewise, the gender pay gap 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 committed to embedding the EDI Agenda in all we do to tackle various forms of inequalities experienced by our staff members including unequal pay for women. There appears to be a consistent issue where females are paid less compared to their fellow male colleagues who hold the same position, either that being at senior level or lower.

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](#), 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:

- Further establish our Women's Network within the Trust

- 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
- Work in partnership with other Women’s Networks at ICS, region and national level
- Development of a more extensive report, similar to that of WRES and WDES, a goal already established in the 2019-2024 EDI Strategy. Having specific metrics in place, will enable us to measure our progress, 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 at 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 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 2021/22 Report provides information based on the total number of ESNEFT’s workforce of **11,635** 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

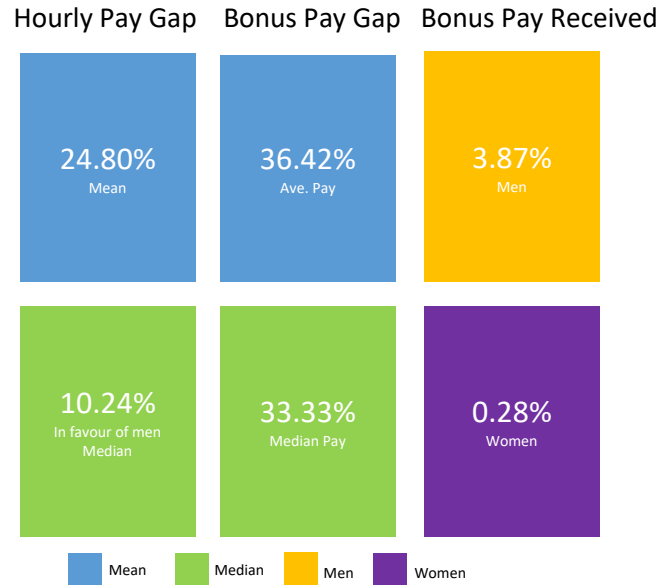
As the snapshot date for analysis is 31 March 2022, the following sections provide a breakdown of the information to be reported. For differences in rates of pay and bonuses, a positive percentage indicates that men in the Trust receive a higher rate than women in the Trust. Bonus pay for this purpose 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 81.7% women and 18.3% men, a slight rise from 77% in 20/21. Despite such significant percentage of women in the workforce, they still hold a small number of positions in leadership roles. Looking at Band 8B and above men are well represented at these senior levels of employment. For Band 8C in particular, men outweigh the representation of women, 23 to 19.
- Under 'Other' category, there is a significant difference between males and females, the ratio being 564 male staff to 357 females.

Number of assignments | Q1 = Low, Q4 = High

AfC Pay Grade	1		2		3		4	
	Female	Male	Female	Male	Female	Male	Female	Male
Band 1	35	22	39	27	3	3	0	0
Band 2	1,240	279	379	139	11	8	2	0
Band 3	717	122	243	69	6	0	2	0
Band 4	219	56	536	78	10	0	1	0
Band 5	15	6	911	202	839	114	30	7
Band 6	0	1	27	5	1,115	216	306	52
Band 7	1	0	1	0	244	60	699	177
Band 8A	1	0	0	0	3	0	229	89
Band 8B	0	0	0	0	0	0	97	41
Band 8C	0	0	0	0	0	0	19	23
Band 8D	0	0	0	0	0	0	24	15
Band 9	0	0	0	0	0	0	6	4
Other	14	15	51	36	63	49	357	564
TOTAL	2,242	501	2,187	556	2,294	450	1,772	972

- Our mean gender pay gap is 24.8% a reduction since last year (20/21), which was at 27.5%.
- Our median gender pay gap for 20/21 was 12.69% whereas for 21/22 is at 10.24%, a visible drop in one year.
- Male staff proportionately continue to be paid at higher rates than their female colleagues in 6 out of the 9 staff groups. Three in particular, Additional Professional Scientific and Technical are paid £2.18 per hour, Administrative and Clerical paid £4.73 higher, with the highest gap still remaining in Medical and Dental where the Gender pay gap difference is £6.60 higher.
- Female staff proportionately continue to have lower representation in the highest earning quartile, however there is a slight increase to 64.60% when compared to 20/21 (64.4%). This still presents a concern as **female staff** represent 81.7% of the overall workforce.



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.

Gender Balance - Our 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 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.
- 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, continue to provide interview training session in deprived areas within this region and participation in national initiatives such as the Kickstart Programme (2021/22). 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, piloting anonymised recruitment and trained our hiring managers in bias awareness. We are actively searching for a broader range of candidates, de-biasing job adverts and reviewed 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 continued to expand this programme in 2021/22. This is also 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. In the past year 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.
- The next cohort of our Reverse Mentoring Programme, which commenced in Q4 of 2021/22, will focus on gender, age and disability.

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 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 revised 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 2) in response to the data provided within this report is in the process of being developed and will be shared with divisions during quarter 2 of 2022/23. 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.

Average & Median Hourly Rates

Gender	Avg. Hourly Rate	Median Hourly Rate
Male	23.0262	17.8865
Female	17.3149	16.0550
Difference	5.7113	1.8315
Pay Gap %	24.80%	10.24%

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
2019 / 2020	22.5253	17.0341	2019 / 2020	15.9746	14.7694	2019 / 2020	6.5507	2.2646	2019 / 2020	29.0816	13.2947
2020 / 2021	22.6649	17.2747	2020 / 2021	16.4479	15.0811	2020 / 2021	6.2170	2.1937	2020 / 2021	27.4300	12.6988
2021 / 2022	23.1176	17.8865	2021 / 2022	17.1580	16.0550	2021 / 2022	5.9596	1.8315	2021 / 2022	25.7796	10.2398

Gender Pay Gap by staff group:

Staff Group	Female	Male	Difference	Pay Gap %
Add Prof Scientific and Technic	£18.97	£21.15	£2.18	10.3%
Additional Clinical Services	£11.81	£11.80	-£0.02	-0.1%
Administrative and Clerical	£14.23	£18.95	£4.73	24.9%
Allied Health Professionals	£19.41	£20.21	£0.80	4.0%
Estates and Ancillary	£11.19	£12.70	£1.51	11.9%
Healthcare Scientists	£20.20	£20.55	£0.34	1.7%
Medical and Dental	£32.15	£38.75	£6.60	17.0%
Nursing and Midwifery Registered	£19.18	£19.07	-£0.11	-0.6%
Students	£12.81	£10.69	-£2.12	-19.8%

Gender Pay Gap by average hourly rates:

AfC Pay Grade	Female	Male	Difference	Pay Gap %
Band 1	£12.15	£11.91	-£0.23	-2.0%
Band 2	£10.96	£11.26	£0.30	2.7%
Band 3	£11.44	£11.57	£0.13	1.1%
Band 4	£12.54	£12.27	-£0.26	-2.1%
Band 5	£16.02	£15.64	-£0.38	-2.4%
Band 6	£19.74	£19.34	-£0.40	-2.1%
Band 7	£22.75	£22.69	-£0.06	-0.2%
Band 8 - Range A	£25.75	£25.81	£0.06	0.2%
Band 8 - Range B	£29.94	£30.33	£0.40	1.3%
Band 8 - Range C	£35.37	£37.44	£2.08	5.5%
Band 8 - Range D	£42.29	£42.02	-£0.27	-0.6%
Band 9	£50.71	£49.23	-£1.48	-3.0%
Other	£31.79	£38.62	£6.84	17.7%
TOTAL	£17.31	£23.03	£5.71	24.8%

Bonus Pay

Difference in bonus pay: Mean 36.42%

Difference in bonus pay: Median 33.33%

Men who received bonus pay: 3.87%

Women who received bonus pay: 0.28%

Male	Avg. Pay	Median Pay	Female	Avg. Pay	Median Pay	Difference	Avg. Pay	Median Pay	Pay Gap %	Avg. Pay	Median Pay
2019 / 2020	12,223.66	9,048.00	2019 / 2020	7,607.49	6,032.04	2019 / 2020	4,616.17	3,015.96	2019 / 2020	37.76%	33.33%
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%

Gender Pay Gap Bonus Ratio

2019 / 2020	Female	Male	2020 / 2021	Female	Male	2021 / 2022	Female	Male
Employees Paid Bonus	26.00	122.00	Employees Paid Bonus	25.00	115.00	Employees Paid Bonus	25.00	104.00
Total Relevant Employees	7989.00	2324.00	Total Relevant Employees	8445.00	2467.00	Total Relevant Employees	9005.00	2685.00
%	0.33%	5.25%	%	0.30%	4.66%	%	0.28%	3.87%

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 %
2019/2020	2004	429	82.37%	17.63%	2019/2020	1956	475	80.46%	19.54%	2019/2020	2039	392	83.87%	16.13%	2019/2020	1570	865	64.48%	35.52%
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%

Appendix 2

GENDER PAY GAP ACTION PLAN

	ACTION	OWNER	TIMESCALE
1	Benchmarking our performance against other NHS organisations of similar size and gender profile.	Associate Director of OD	December 2022
2	Developing a programme of work to support our talent management initiatives designed for women from all backgrounds, ages and stages of their lives.	Associate Director of OD / Associate Director of Education	February 2023
3	The introduction of 1:1 executive level coaching for women in senior and aspiring leadership roles. This will also be reflected in our Talent Management Strategy and Succession Planning.	Associate Director of OD / Associate Director of Education	Embedded in BAU
4	Developing a Women's Network for both female and male colleagues to support the development of our GPG Action Plan.	Associate Director of OD	January 2023
5	Establish a small task and finish group 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.	Associate Director of OD	November 2022
6	Review the clinical excellence award process to improve greater uptake from female staff.	Associate Director of OD / Head of Medical Staffing / Revalidation Manager	April 2023
7	Review and update where necessary the event calendar on the intranet.	Associate Director of OD / Associate Director of Engagement & Communications	November 2022
8	Bullying and Harassment Awareness sessions will include discussion on gender and harassment to ensure colleagues are signposted and supported where issues arise and will be rolled out from November.	Associate Director of OD	November 2022
9	Work with the Recruitment Team to monitor the success rate of: <ul style="list-style-type: none"> • flexible working options • recruitment from local communities who fall within a lower socio-economic group • revised interview guide to encourage diverse interviewers 	Associate Director of OD / Head of Recruitment	Embedding in BAU