



Gender Pay Gap Analysis Report

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2021/22 Gender Pay Gap (31 March 2022 snapshot)

1.0 What is the gender pay gap report?

Gender pay reporting legislation requires all employers with 250 or more employees from April 2017 to publish statutory calculations every year showing how large the pay gap is between male and female employees within their organisations.

There are two sets of regulations. The first is primarily for the private and voluntary sectors (taking effect from 5th of April 2017) and the second is primarily for the public sector (taking effect from 31st of March 2017).

Under both sets of regulations, employers will have up to 12 months to publish their gender pay gaps. A snapshot of data was taken using the NHS Electronic Staff Records system, a specific update (update 39) was completed in December 2017 to allow trusts to produce the data required by the legislation.

The results must be published on both our trust website and a government run website. This data must be uploaded no later than the 31st of March. Organisations must, where applicable, have results confirmed in a written statement by an appropriate person, such as a chief executive.

While employers may already be taking steps to improve gender equality and reduce or eliminate their gender pay gap, this process will support and encourage action.

Gender pay reporting is different to equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

The gender pay gap shows the difference in the average pay between all men and women in our workforce. If a workforce has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with, and the individual calculations may help to identify what those issues are.

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.

2.0 The gender pay gap indicators

The Trust must publish six calculations showing our:

- 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.

2.1 As you see the calculations use two types of averages;

The **Mean**, commonly known as the average, is calculated when you add up the wages of all employees and divide the figure by the number of employees. The mean gender pay gap is the difference between mean male pay and mean female pay. For example, if the hourly gender pay gap at a company is 32%, then for every £100 earned by a man a woman would earn £68.

The **Median** is the figure that falls in the middle of a range when everyone's wages are lined up from smallest to largest. The median gap is the difference between the employee in the middle of the range of male wages and the middle employee in the range of female wages.

The **Median** is typically a more representative figure as the mean can be skewed by outlying figures. A large difference between the mean and the median can be indicative of inequality at either end of the pay spectrum.

2.2 The results from the above calculations must be displayed on the Trust's website and be maintained for a minimum of three years, although the Trust could decide to maintain it for longer than this in order to demonstrate long-term progress.

This reports sets out the above calculations as at the snapshot date of 31st March 2022. In line with the Trust's ongoing commitment to equality, diversity and inclusion the pay gap has also been analysed by the protected characteristics; age, ethnicity, disability and sexuality for the first time this year.

3.0 Our workforce context

At the time of the snap shot was taken we had 7,739 employees, the gender split within the overall workforce at that time consisted of 1,633 (21.1%) male colleagues and 6,106 (78.9%) female colleagues.

In terms of the Gender Pay Gap for all staff, the mean and median figures for the reporting periods 2018/19, 2019/20, 2020/21 and 2021/22 are shown in the table below. We did not officially report Until 2018 (overall employer compliance with the regulations at 100% by Aug 1st 2018 –Government Equalities Office)

2018/19		2019/20		2020/21		2021/22	
Mean	Median	Mean	Median	Mean	Median	Mean	Median
24.55%	20.55%	27.22%	9.51%	27.09%	13.67%	26.11%	17.99%

Mean and Median Pay Gap for 2018 – 2020

This table above shows that the mean pay gap widened by 2.67% from 2018/19 to 2019/20, it closed by 0.13% from 2019/20 to 2020/21 and has further closed by 0.98% from 2020/21 to 2021/22. The median pay gap closed by 11.04% from 2018/19 to 2019/20 but widened by 4.16% from 2019/20 to 2020/2, it further widened by a further 4.32% from 2020/21 to 2021/22.

Mean Hourly Rates for 2021/22

All Staff	Mean Hourly Rate	Pay Gap	Lower		Lower Middle		Higher Middle		Higher	
			No.	%	No.	%	No.	%	No.	%
Female	17.97	26.11%	1604	82.94%	1598	82.58%	1635	84.54%	1269	65.55%
Male	24.32		330	17.06%	337	17.42%	299	15.46%	667	34.45%

Mean Gender Pay Gap for All Staff

AfC	Mean Hourly Rate	Pay Gap
Female	19.08	-3.51%
Male	18.44	

Mean Gender Pay Gap for AfC Staff

Medical Staff	Mean Hourly Rate	Pay Gap
Female	32.27	15.81%
Male	38.33	

Mean Gender Pay Gap for Medical Staff

Median Hourly Rates for 2021/22

All Staff	Median Hourly Rate	Pay Gap	Lower		Lower Middle		Higher Middle		Higher	
			No.	%	No.	%	No.	%	No.	%
Female	16.13	17.99%	1604	82.94%	1598	82.58%	1635	84.54%	1269	65.55%
Male	19.66		330	17.06%	337	17.42%	299	15.64%	667	34.45%

Median Gender Pay Gap for All Staff

In order to calculate the pay quartiles used in the table above we must show the percentage of men and women full-pay relevant employees in four equal sized groups of employees based on their hourly pay.

AfC	Median Hourly Rate	Pay Gap
Female	16.13	-5.37%
Male	15.30	

Median Gender Pay Gap for AfC Staff

Medical Staff	Median Hourly Rate	Pay Gap
Female	28.14	23.64%
Male	36.85	

Median Gender Pay Gap for Medical Staff

Bonus Pay Rates for 2021/22 these relate to the Clinical Excellence Awards

	Mean Bonus Rate	Pay Gap
Female	£7,260	49.35%
Male	£14,333	

Mean Bonus pay gap

	Median Bonus Rate	Pay Gap
Female	£6,032	33.33%
Male	£9,048	

Median Bonus pay gap

4.0 Our Results using 31st March 2022 as a snap shot

a) Average Gender Pay Gap – as a mean average

Overall

	Female Staff	Male Staff	% Difference
All Staff	£17.97	£24.32	26.11%
AfC Staff	£19.08	£16.13	-3.51%
Medical Staff	£32.27	£38.33	15.81%

b) Average Gender Pay Gap – as a median average

Overall

	Female Staff	Male Staff	% Difference
All Staff	£16.13	£19.66	17.99%
AfC Staff	£16.13	£15.30	-5.37%
Medical Staff	£28.14	£36.85	23.64%

c) Average Bonus Gender Pay Gap - as a mean average

Female Staff	Male Staff	% Difference
£7,26000	£14,333.00	49.35%

d) Average Bonus Gender Pay Gap - as a median average

Female Staff	Male Staff	% Difference
£6,032.00	£9,048.00	33.33%

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

All Staff	Female	Male
Lower	82.94%	17.06%
Lower Middle	82.58%	17.42%
Upper Middle	84.54%	15.46%
Upper	65.55%	34.55%

5.0 Pay Gap by Age

5.1 One of the reasons for differences in the gender pay gap between age groups is that women over 40 years are more likely to work in lower-paid occupations and, compared with younger women are less likely to work as managers, directors or senior officials. This is evidenced by the Government Equalities Office report 'Reducing the gender pay gap and improving gender equality in organisations: Evidence-based actions for employers'

5.2 The Trust's gender pay gap across employee age cohorts was thus calculated. The results are set out below.

2020/21

All Staff	Mean	Median
Male	£22.09	£16.80
Female	£16.11	£14.50
Difference	£5.99	£2.30
Pay Gap %	27.09%	13.67%

Mean and Median pay gap for all staff

2020/21

Headcount						
Gender	16-20	21-30	31-40	41-50	51-60	61-80
Male	26	302	389	408	349	98
Female	81	1099	1256	1439	1404	338

Staff headcount for all ages

2021/22

All Staff	Mean	Median
Male	£24.32	£19.66
Female	£17.97	£16.13
Difference	£6.35	£3.54
Pay Gap %	26.11%	17.99%

Mean and Median pay gap for all staff

2021/22

Headcount						
Gender	16-20	21-30	31-40	41-50	51-60	61-80
Male	13	340	426	381	352	121
Female	47	1114	1441	1517	1511	476

Staff headcount for all ages

Mean and Median pay gap by age 2020/21

16-20	Mean	Median
Male	£10.06	£10.42
Female	£8.51	£9.62
Difference	£1.55	£0.80
Pay Gap %	15.45%	7.69%

Mean and Median pay gap for age 16-20

21-30	Mean	Median
Male	£15.57	£14.99
Female	£14.38	£13.99
Difference	£1.19	£0.99
Pay Gap %	7.66%	6.63%

Mean and Median pay gap for age 21-30

31-40	Mean	Median
Male	£21.09	£19.21
Female	£16.86	£15.59
Difference	£4.23	£3.63
Pay Gap %	20.04%	18.87%

Mean and Median pay gap for age 31-40

41-50	Mean	Median
Male	£25.65	£20.45
Female	£17.68	£15.55
Difference	£7.96	£4.90
Pay Gap %	31.05%	23.97%

Mean and Median pay gap for age 41-50

51-60	Mean	Median
Male	£23.85	£16.14
Female	£15.89	£12.84
Difference	£7.96	£3.29
Pay Gap %	33.37%	20.41%

Mean and Median pay gap for age 51-60

61-80	Mean	Median
Male	£28.26	£15.31
Female	£14.88	£12.15
Difference	£13.38	£3.15
Pay Gap %	47.34%	20.61%

Mean and Median pay gap for age 61-80

Mean and Median pay gap by age 2021/22

16-20	Mean	Median
Male	£12.48	£12.90
Female	£10.81	£10.46
Difference	£1.68	£2.44
Pay Gap %	13.43%	18.89%

Mean and Median pay gap for age 16-20

21-30	Mean	Median
Male	£16.94	£15.73
Female	£15.77	£15.04
Difference	£1.77	£0.69
Pay Gap %	6.93%	4.37%

Mean and Median pay gap for age 21-30

31-40	Mean	Median
Male	£22.84	£20.50
Female	£19.02	£17.27
Difference	£3.81	£3.23
Pay Gap %	16.70%	15.76%

Mean and Median pay gap for age 31-40

41-50	Mean	Median
Male	£27.40	£22.95
Female	£19.18	£17.37
Difference	£8.22	£5.58
Pay Gap %	30.01%	24.33%

Mean and Median pay gap for age 41-50

51-60	Mean	Median
Male	£27.97	£20.40
Female	£17.96	£14.21
Difference	£10.01	£6.28
Pay Gap %	35.79%	30.65%

Mean and Median pay gap for age 51-60

61-80	Mean	Median
Male	£31.20	£19.96
Female	£16.81	£12.94
Difference	£14.39	£7.02
Pay Gap %	46.12%	35.17%

Mean and Median pay gap for age 61-80

6.0 Pay Gap by Ethnicity

6.1 For the purposes of this analysis staff were extracted from the sample if their ESR code for ethnic origin was recorded as either 'not stated' or 'undefined'. The results are set out below;

Mean and Median pay gap by Ethnicity 2020/21

	Mean	Median
White	£16.93	£15.23
BAME	£18.15	£15.10
Difference	-£1.22	£0.13
Pay Gap %	-7.20%	-0.87%

Headcount by Ethnicity 2020/21

Headcount	
White	3640
BAME	2847

Mean and Median pay gap by Ethnicity 2021/22

	Mean	Median
White	£18.76	£16.52
BAME	£20.27	£16.52
Difference	-£1.51	£0.00
Pay Gap %	-8.08%	-0.00%

Headcount by Ethnicity 2021/22

Headcount	
White	3370
BAME	3123

7.0 Pay Gap by Disability

7.1 In order to calculate the disability pay gap, the calculations were completed for non-disabled staff and disabled staff, the results are set out below;

Mean and Median pay gap for by Disability 2020/21

	Mean	Median
Non-Disabled	£17.34	£15.18
Disabled	£15.45	£13.92
Difference	£1.89	£1.26
Pay Gap %	10.92%	8.31%

Headcount by Disability 2020/21

Headcount	
Non-Disabled	5578
Disabled	197

Mean and Median pay gap for by Disability 2021/22

	Mean	Median
Non-Disabled	£19.34	£16.52
Disabled	£17.42	£15.90
Difference	£1.93	£0.62
Pay Gap %	9.97%	3.75%

Headcount by Disability 2021/22

Headcount	
Non-Disabled	5492
Disabled	217

8.0 Pay Gap by Sexuality

8.1 In order to calculate the sexuality pay gap, the calculations were completed for heterosexual staff and lesbian, gay or bisexual staff. The results were as follows. These should be interpreted with some action due to the relatively small sample size being observed.

Mean and Median pay gap by Sexuality 2020/21

	Mean	Median
Heterosexual	£16.82	£15.25
LGB	£15.89	£15.41
Difference	£0.93	-£0.16
Pay Gap %	5.55%	-1.07%

Headcount by Sexuality 2020/21

Headcount	
Heterosexual	4588
LGB	108

Mean and Median pay gap by Sexuality 2021/22

	Mean	Median
Heterosexual	£18.96	£16.52
LGB	£18.47	£17.18
Difference	£0.49	-£0.66
Pay Gap %	2.59%	-4.01%

Headcount by Sexuality 2021/22

Headcount	
Heterosexual	4993
LGB	133

9.0 Recommendations for further consideration:

- 9.1 Identify individuals to form a 'Task and Finish' group to carry out further analysis of the data to identify where the biggest improvement to the gender pay gap can be made.
- 9.2 Robust action plan to be developed in response to the findings and reported to the People and OD Committee

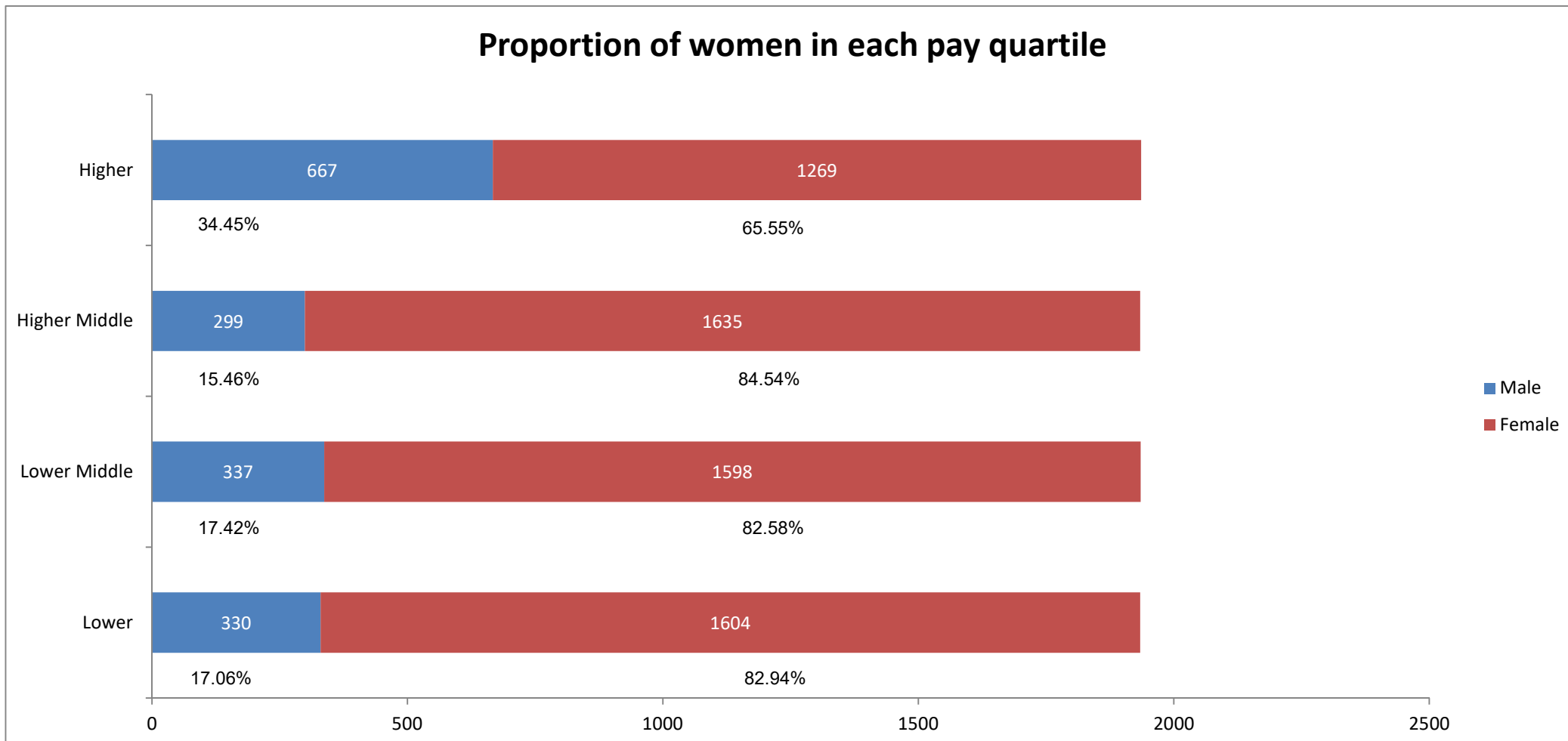
Appendix 1 - Our Gender Pay Gap Report Data 2019/20, 2020/21 and 2021/22

Our Trust Gender Pay Gap Data	2019/20	2020/21	2021/22			
Difference in mean hourly rate of pay	27.2%	27.09%	26.11%			
Difference in median hourly rate of pay	9.5%	13.67%	17.99%			
Difference in mean bonus pay	42.7%	48.72%	49.35%			
Difference in median bonus pay	34.3%	33.3%	33.3%			
Employees by pay quartile	2019/20 Male	2019/20 Female	2020/21 Male	2020/21 Female	2021/22 Male	2021/22 Female
Upper Quartile	34.2%	65.8%	19.39%	80.61%	34.45%	65.55%
Upper Middle Quartile	15.4%	84.6%	17.70%	82.30%	15.46%	84.54%
Lower Middle Quartile	17.4%	82.6%	14.73%	85.27%	17.42%	82.58%
Lower Quartile	19.9%	80.1%	35.61%	64.39%	17.06%	82.94%
Size of your organisation						
Number of employees within your organisation	1487	1572	1661	5999	1633	6106

The table above shows that in the last year whilst our mean pay gap has decreased by 0.98% the median gap has increased by 4.32%. Our mean bonus pay gap has increased by 0.63% and the median gap has remained the same. The Percentage of females in the upper quartile pay bracket has increased by 15.06%.

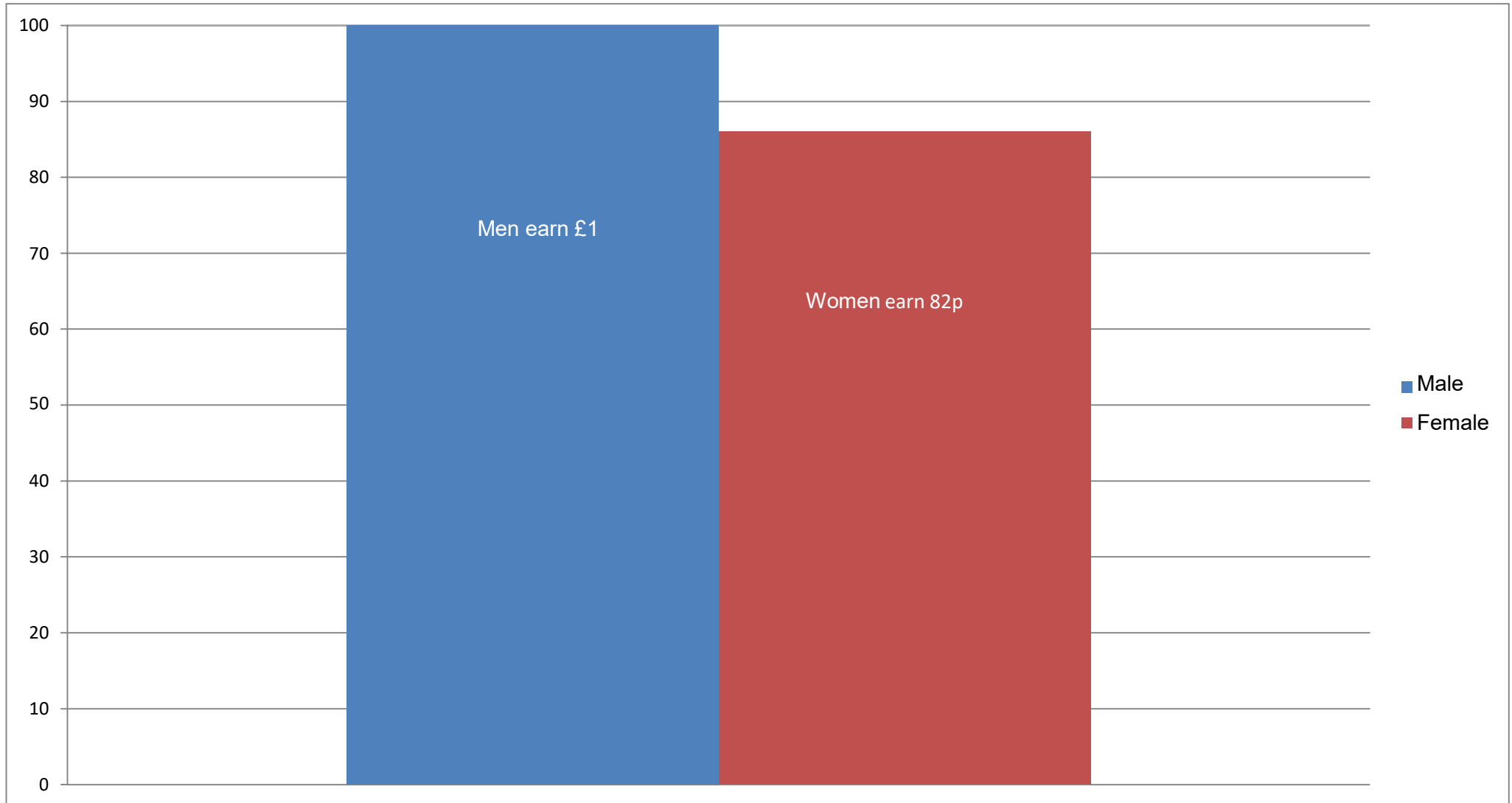
Appendix 2 – Proportion of women and men in each pay quartile

In our organisation women occupy **65.55%** of the highest paid jobs and **82.94%** of the lowest paid jobs



Appendix 3 – Median hourly pay gap

In our organisation, women earn **82p** for every **£1** that men earn when comparing median hourly wages. Their median hourly rate is **17.99%** lower than men's



Appendix 4 – Mean hourly pay gap

In our organisation, women earn **74p** for every **£1** that men earn when comparing mean hourly wages. Their mean hourly rate is **26.11%** lower than men's

