

# Hull University Teaching Hospitals NHS Trust

## Gender Pay Gap Reporting

### 1 BACKGROUND

Gender Pay Gap legislation requires all employers of 250 or more employees to publish their gender pay gap as at 31 March each year. This forms part of the Trust's public sector equality duty under the Equality Act 2010. The Equality and Human Rights Commission has the power to enforce any failure to comply with the regulations.

Hull University Teaching Hospitals NHS Trust employs 9714 staff in a range of roles, including administrative, medical, nursing, allied health professionals and managerial roles (figures at 31 March 2022 including casual workers/bank).

The Trust uses the national job evaluation framework for Agenda for Change staff to determine appropriate pay bandings; this provides a clear process of paying employees equally for the same or equivalent work.

The national pay grades used in the Trust have a set of points for pay progression, linked to length of service and performance. Therefore, the longer the period of time that someone has been in a grade the higher their salary is likely to be, irrespective of their gender.

This report includes the statutory requirements of the Gender Pay Gap legislation, but also provides further context.

The gender pay gap shows the difference between the average (mean or median) earnings of all male and all female employees. It is expressed as a percentage of men's earnings. It is a measure of disadvantage.

The gender pay gap is not the same as equal pay. Equal pay is about ensuring men and women doing similar work or work that is different but of equal value (in terms of skills, responsibility, effort) are paid the same. A gender pay gap could reflect a failure to provide equal pay but it usually reflects a range of factors, including a concentration of women in lower paid roles and women being less likely to reach senior management levels.

### 2 GENDER PAY GAP DATA 2022

The figures set out below have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, utilising the national NHS Electronic Staff Record Business Intelligence report functionality.

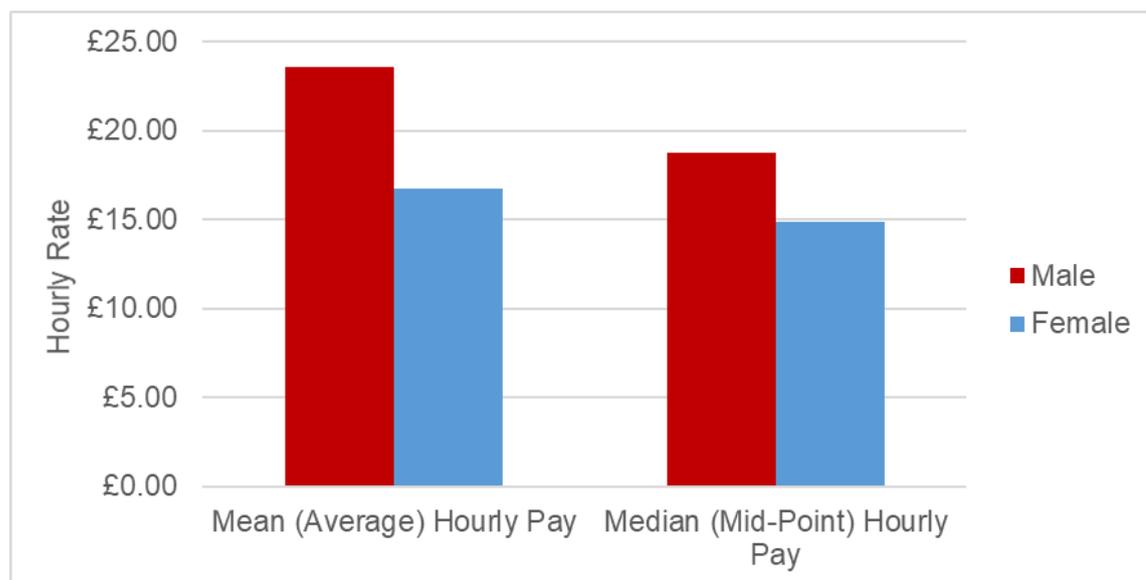
The analysis does not look at whether there are differences in pay for men and women in equivalent posts. Therefore, the results will be affected by differences in the gender composition across the Trust's various professional groups and job grades.

National reporting requirements require the Trust to report the six gender pay gap measures to one decimal point (these six measures are shown in bold italics throughout the document), however to assist the Trust better analyse the data and progress made, the data is also shown to two decimal places.

Hull University Teaching Hospitals NHS Trust's Gender Pay Gap Data for the snapshot date of 31 March 2022 is as follows:

## 2.1 Mean and Median Gender Pay Gap

Gender	Mean (Average) Hourly Pay	Median (Mid-Point) Hourly Pay
Male	£23.61	£18.76
Female	£16.73	£14.89
£s difference	£6.88	£3.87
% difference	29.14% <b>(29.1%)</b>	20.63% <b>(20.6%)</b>



- The mean gender pay gap is 29.14% (i.e. this means that women's average earnings are 29.14% less than men's). This reduction of 0.36% or £0.19 on the previous reporting period shows a small but improving picture.
- The median gender pay gap is 20.63% (i.e. this means that women's average median earnings are 20.63% less than men's). This is an increase of 0.78% or £0.34 on the previous reporting period.

Note; Gender pay gap calculations are based on ordinary pay which includes; basic pay (including for Medical and Dental staff Additional Programmed Activities), allowances (including shift premiums), extra amounts for on-call, pay for leave but excludes; overtime, expenses, payments into salary sacrifice schemes (even though employees opted into the schemes voluntarily, as they provide a benefit in kind), Clinical Excellence Awards (CEAs) and pensions.

### 2.1.2 Key Findings

- The Trust has an overall gender split of 76.58% female and 23.42% male staff. The mean and median gender pay gap can be explained by the fact that while men make up only 23.42% of the workforce, there are a disproportionate number of males, 39.32% in the highest paid (upper) quartile, (predominantly medical staff) with 60.68% being female.
- The mean gender pay gap for the whole economy, based on April 2022 data, (according to the Office for National Statistics Annual Survey of Hours and Earnings figures is 13.9% while the Trust's mean gender pay gap is 29.14% in favour of males. The median gender pay gap for the whole economy is 14.9%, compared to the Trust average of 20.63%. Medical staff pay has a strong impact on the mean and median data.
- If Medical staff were *excluded* from the data above, the mean (average) hourly pay gap is 4.41% or £0.71 (a 0.73% or £0.14 increase since the previous reporting

- period). There is now no hourly pay gap based on the median (mid-point), (a reduction of 0.72% or £0.10 since the previous report).
- The mean gender pay gap for medical staff is 14.54% (an increase of 0.6% or £0.27 since the previous reporting period). The median gender pay gap for medical staff is 12.48% (a reduction of 2.62% or £0.94 since the last return). Nationally the Consultant workforce is predominately male.
  - In the current reporting period (2022) the male mean pay (£23.61) falls in the upper quartile, and the female mean pay (£16.73) falls in the upper middle quartile.
  - The median pay for males (£18.76) falls in the upper middle pay quartile and female median pay (£14.89) falls in the lower middle quartile.
  - The Trust operates a number of salary sacrifice schemes. The overall percentage of staff who pay into salary sacrifice schemes (76.32% female/23.68% male) closely reflects the Trust's gender split.
  - This headline (female/male split) disguises the impact on the Trust's gender pay gap data, including the mean and median female averages and also where females fall in pay quartiles (i.e. they might otherwise fall into a higher quartile).
  - The percentage of female staff in the lower/lower middle and upper middle quartiles who pay into salary sacrifice schemes is disproportionate (83.52%, 80.97% and 83.81% respectively). Within the upper quartile the percentage of males who pay into salary sacrifice schemes is disproportionate (42.48%). 79.41% of females pay into two or three salary sacrifice schemes, compared to 20.59% of males.
  - This is because the gender pay gap calculations are based on pay *excluding* the value of payments made into salary sacrifice schemes (even though employees opt into the schemes voluntarily, as they provide a benefit in kind). Payment into these schemes therefore reduces the basic salary and hourly rate of pay.

## 2.2 Pay Quartiles by Gender

Quartile	Male			Female			Total
	Headcount	% Headcount	Mean (Average) Hourly Pay	Headcount	% Headcount	Mean (Average) Hourly Pay	
Lower	375	16.11%	£10.06	1953	83.89%	£10.20	2328
Lower Middle	445	19.12%	£13.23	1883	80.88%	£13.27	2328
Upper Middle	446	19.16%	£17.92	1882	80.84%	£17.92	2328
Upper	915	39.32%	£36.46	1412	60.68%	£27.67	2327
<b>Total</b>	<b>2181</b>	<b>23.42%</b>	<b>£23.61</b>	<b>7130</b>	<b>76.58%</b>	<b>£16.73</b>	<b>9311</b>

### 2.2.1 Key Findings

- The table above shows that in the lower quartile female employees are paid more than male employees giving a gender pay gap of -1.39% or -£0.14p. In the lower middle quartile female employees are paid more than male employees giving a gender pay gap of 0.30% or -£0.04p (**a change from the previous return when males were paid more**). In the upper middle quartile both male and female employees are paid the same so there is no gender pay gap (**a change from the previous return when males were paid more**). In the upper quartile the gender pay gap increases to 24.11% or £8.79.
- Based on the Trust's overall gender split (76.58% female and 23.42% male), there is no significant gender pay gap in the lower, lower middle and upper middle quartiles. Whilst there remains a disproportionate number of males (39.32%) in the upper quartile compared with females (60.68%), the percentage of males in the upper pay quartile has decreased from 40.16% in 2021 to 39.32% in 2022, a 0.84% decrease. The mean hourly pay gap for the upper quartile has risen from £8.51 to £8.79, a £0.28 increase on the previous reporting period.

### 2.3 Mean and Median Gender Bonus Gap including Long Service Awards and Percentage of Male/Females Receiving a Bonus Payment

Gender	Mean (Average) Yearly Bonus Pay	Median (Mid-Point) Yearly Bonus Pay	% Receiving Bonus
Male	£8,293.79	£6,575.02	16.51% <b>(16.5%)</b>
Female	£5,208.96	£6,575.02	2.61% <b>(2.6%)</b>
<b>£s difference</b>	£3,084.83	£0.00	
<b>% difference</b>	37.19% <b>(37.2%)</b>	0.00% <b>(0.0%)</b>	

#### 2.3.1 Key Findings

- The mean gender bonus gap is 15.46% when Long Service Awards<sup>1</sup> are excluded from the data (a decrease of 17.36% since the previous reporting period), rising to 37.19% (a decrease of 16.86% since the last report) when they are included in line with national guidance.
- The median gender bonus gap is 0% (the same as the last reporting period). This is because the median bonus pay for males and females this reporting period, both including or excluding Long Service Awards, is £6575.02 (a CEA).
- The improvements in the nationally reported mean and median bonus gap figures (i.e. including Long Service Awards) compared to the two previous reporting periods need to be treated with caution as they are largely due to changes in the allocation of local CEAs in light of the COVID-19 pandemic.
- The changes meant local CEAs did not run for the financial year 2021/22. As was the case in 2020/21, the award money was distributed equally amongst eligible consultants who chose to opt in to receive a share of this money. These consultants received the payment as a one-off, non-consolidated payment in place of normal local CEA rounds, due to exceptional circumstances.
- The distribution of male employees receiving a bonus is 16.05% excluding Long Service Awards (up 3.91% since the last reporting period) and 16.51% when Long Service Awards are included (up 3.74% on the previous reporting period).
- The proportion of female employees receiving a bonus is 1.88% excluding Long Service Awards (up 0.31% compared to the last reporting period) and 2.61% when included (up 0.19%).

### 2.4 Bonus Type by Gender

Bonus Type	Male		Female		Total Headcount
	Headcount	%	Headcount	%	
CEA / Discretionary	351	72.22	135	27.78	486
Long Service Awards	10	16.13	52	83.87	62
<b>Total</b>	361	65.88	187	34.12	548

#### 2.4.1 Key Findings

- This year the Trust has two types of bonus that meet reporting requirements. The first is Long Service Awards, which accounts for 11.31% (a reduction of 5.06%) of payments. The second is CEAs, which account for 88.69% (an increase of 5.06% of payments (CEAs are awarded based on the performance of Consultant Medical

<sup>1</sup> The Long Service Award scheme is applicable to any employee, whether male or female, who has achieved 25 years substantive service within the NHS. Staff are invited to attend an awards ceremony to be presented with a certificate and a token gift to the value of £50 in recognition of their contribution and commitment.

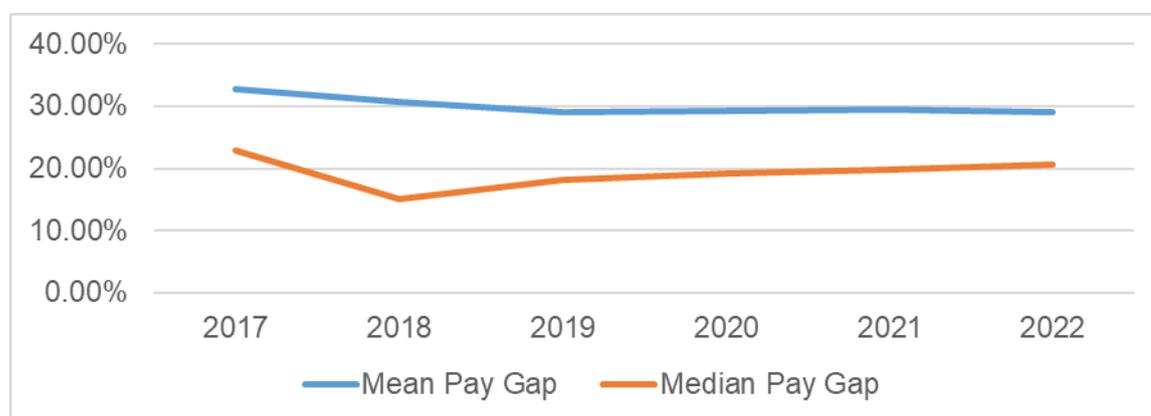
- staff subject to national and local eligibility criteria in recognition of excellent practice over and above contractual requirements).
- The Trust's gender bonus data is distorted by the Trust's Long Service Award scheme as, given the gender makeup of our workforce, more females receive an award. Calculations have therefore been made both including and excluding this data.
  - The gender split for all bonus pay is 34.12% female and 65.88% male (a 3.49% increase on the gender split, in favour of males, since the last reporting period). However as 27.81% of female bonus pay is the £50 Long Service Award (a reduction of 7.48% since the last reporting period) and only 2.77% for men (a reduction of 2.19%), this results negatively on mean bonus pay.
  - If Long Service Awards are excluded, the mean bonus pay gap reduces from 37.19% (£3,084.83) to 15.46% (£1,318.38).
  - The gender split for those receiving a CEA/discretionary payment has increased by 1.32% since the last reporting period and is 27.78% female and 72.22% male.
  - CEA and discretionary points payments range from £1,508.04 to £59,477.04.
  - Nationally agreed changes to the local CEA scheme effective from 1 April 2018 are starting to gradually impact on the Trust's gender pay gap data.

### 3 SUMMARY OF RESULTS AND ACTIONS

The Trust is committed to ensuring all staff are treated and rewarded fairly irrespective of gender.

The Trust has compared the mean and median gender pay gap since statutory reporting began.

#### Gender Pay Gap 2017 to 2022



	2017	2018	2019	2020	2021	2022
<b>Mean Pay Gap –</b>	32.85%	30.74%	29.04%	29.21%	29.50%	29.14%
<b>Median Pay Gap –</b>	22.89%	15.12%	18.18%	19.21%	19.85%	20.63%

This demonstrates that the Trust is gradually making inroads to tackle its gender pay gap, albeit with fluctuations along the way.

The Trust is using the workforce gender pay gap figures to help understand the underlying causes for its gender pay gap and to identify suitable steps to minimise it.

Some elements of the Trust's gender pay gap have a historical/national context which will take a period of time to resolve.

The Trust's gender pay gap data, which shows the difference in average pay between men and women in the workforce, reflects that the Trust has a majority of men in higher paid roles, predominantly medical staff.

The mean and median hourly pay gap percentages across the health sector and bonus pay gaps are significantly affected by the presence of the Medical Consultant body, due to both their high base wage and the historical differences in bonuses awarded under the CEA scheme.

The Trust's mean gender pay gap at 29.14% is 0.36% lower than the previous reporting period. The median gender pay gap at 20.63% is 0.75% higher. These are above the national averages of 13.9% (mean) and 14.9% (median). Excluding medical and dental staff the Trust figures would be 4.41% and 0.00% respectively.

Payment into salary sacrifice schemes continues to impact on the Trust's gender pay gap data. Whilst the overall percentage of staff who pay into the schemes closely reflects the Trust gender split this headline figure disguises the impact on mean and median female pay averages, and where females fall in pay quartiles (i.e. they might have otherwise fallen into a higher quartile).

The mean gender bonus gap has reduced in this last reporting period, with the median gender bonus gap remaining at 0%.

The Trust's gender bonus data remains distorted by three main factors; the Trust's Long Service Award scheme, payment of higher (accumulated) bonuses under the old pre-April 2018 CEA scheme for Consultant Medical staff (where there is a greater proportion of men), and the current national requirement (with the exception of the local CEAs for 2020/21 and 2021/22) to pro-rata CEA bonus payments for part-time Consultants (the large majority of whom are female).

#### **4 NEXT STEPS**

The Trust is committed to addressing the gender pay gap and is undertaking a range of actions and initiatives to reduce this including:

- The Trust has been working in partnership with staff side colleagues to achieve the Menopause Workplace Pledge as part of its commitment to supporting staff experiencing menopause symptoms. Research indicates approximately 10% of staff actually give up their jobs, cut their hours or pass up promotion because they struggle with what can be varied and often long-lasting symptoms. Guidance and practical resources to help staff and their managers understand the Trust's approach to the menopause are being developed which will include establishing support networks, special drop-in clinics and safe spaces to share views and ideas.
- 'Itchy Feet Clinics' will be launched in 2022/23. These will serve as a first port of call for staff who are wanting a change or who are considering leaving the Trust. The clinics take the form of a personal discussion to explore what is making staff feel this way with a view to finding solutions. These could take the form of more flexible working options, additional training or some other kind of personal support, depending on staff's circumstances. The aim is to give staff the support they need to feel valued in their role, to enjoy coming to work, and to avoid losing highly experienced and skilled colleagues (potentially staff who are higher paid) from the Trust altogether.
- Future changes to the national CEA scheme and local CEA schemes has the potential to improve the Trust's gender pay gap bonus indicators moving forward. New contractual provisions for local CEAs took effect from 1 April 2022. HUTH, as have many other NHS Trusts, are continuing equal distribution during 2022/23 to

take the opportunity to design and develop a local system for the future payment of CEAs, with a key focus on equality, diversity and inclusion and minimising any potential bias linked to specific protected characteristics including gender.

Therefore the new local scheme will be effective from 1 April 2023. The impact of the new local system will begin to show in the gender pay gap 'snapshot' data as at 31 March 2024, given awards are paid in arrears.

Solutions to the gender pay gap lie in culture changes both in society and organisations. Closing the gap will take time, and progress will not be linear.

Nationally most of the issues driving gender pay gaps require a longer term view.

The Trust believes, however, that over time, its commitment to fostering inclusion, fairness and flexibility will be reflected in its gender pay gap figures, building a strong foundation for individual and organisational growth.

The Trust will continue to take steps to reduce its pay gap and continue to explore best practise across the sector and beyond.