



Gender Pay Gap 2024

Purpose of the paper	The purpose of the paper is to provide a detailed analysis of the Trust's gender pay gap, ensure compliance with national diversity and inclusion mandates, and outline next steps for addressing any pay disparities.					
	For decision		For assurance	X	For information	X
Sponsor/Author	Sponsor: Steve Aumayer – Deputy Chief Executive and Chief People Officer Author: Sarah Feather – Workforce Equality Diversity and Inclusion Lead.					
Governance overview	The report is part of the Trust's legal requirement to publish gender pay gap data annual and additionally an effort to comply with NHS England's Equality, Diversity, and Inclusion (EDI) Improvement Plan, which mandates the analysis of pay gap data by protected characteristics starting with sex (gender), then race by 2024, and disability by 2025). The Gender Pay Gap has already been noted by the People and Organisational Development Committee as part of the wider annual equality report (August 2024).					
Strategic objectives	Quality		People		Sustainability	
			X			
Our values	Kindness		Inclusivity		Integrity	
			X			
Recommendation	Recommendation for Approval: The paper seeks approval for publication on the Trust's website as part of its transparency and accountability efforts.					
Executive summary	<p>This report provides a comprehensive analysis of the Trust's gender pay gap, fulfilling the legal requirement to publish annual pay gap data. It aligns with NHS England's Equality, Diversity, and Inclusion (EDI) Improvement Plan, which mandates the analysis of pay disparities by gender, with future requirements for race and disability.</p> <p>Key Findings</p> <ul style="list-style-type: none">• Overall Pay Gap Reduction:<ul style="list-style-type: none">○ The mean gender pay gap across all Trust staff has decreased from 18.8% in 2023 to 18.3% in 2024.○ The median gender pay gap has similarly decreased from 4.9% to 4.4%.• Medical Staff Disparity:<ul style="list-style-type: none">○ The mean gender pay gap among medical staff decreased from 19.7% to 17.6%, but the median gap worsened, increasing from 29.6% to 32.8%.• Agenda for Change Staff:<ul style="list-style-type: none">○ Both mean and median pay gaps have decreased significantly, with the mean gap falling to 1.2% and the median gap to 2.9%.• Bonus Pay Gap:<ul style="list-style-type: none">○ The mean bonus gender pay gap decreased from 26.3% to 18.6%.○ The median bonus pay gap reversed from 32.2% in favour of men to 0.3% in favour of women.					
Next steps	Actions set out are within the overarching equality, diversity and inclusion plan for the Trust. The results will be published on the Trust's website.					

Gender Pay Gap

1 Background

- 1.1 The gender pay gap is the difference in the average hourly wage of all men and women across a workforce. If women do more of the less well-paid jobs within an organisation than men, the gender pay gap is usually bigger.
- 1.2 Since spring 2017, employers with 250 or more employees in England, Wales and Scotland have been legally required to report annually on the gender pay gap within their organisation both on their own website, and via a dedicated Governmental reporting portal.
- 1.3 This report is based on a snapshot of ordinary pay differences on 31 March 2024, bonus payments made between 1 April 2023 and 31 March 2024, and a workforce profile of 76.2% female and 23.8% male.

2 Considerations

2.1 Mean gender pay gap

The mean gender pay gap for all Trust staff has decreased from 18.8% to 18.3%. This has been driven by an increase in the mean gender pay gap for medical staff.

The mean hourly rate for women is £18.59 and the mean hourly rate for men is £22.76

Mean gender pay gap by year	2023	2024
All Trust staff	18.8%	18.3%
Agenda for Change staff	1.7%	1.2%
Medical staff	19.7%	17.6%

2.2 Median gender pay gap

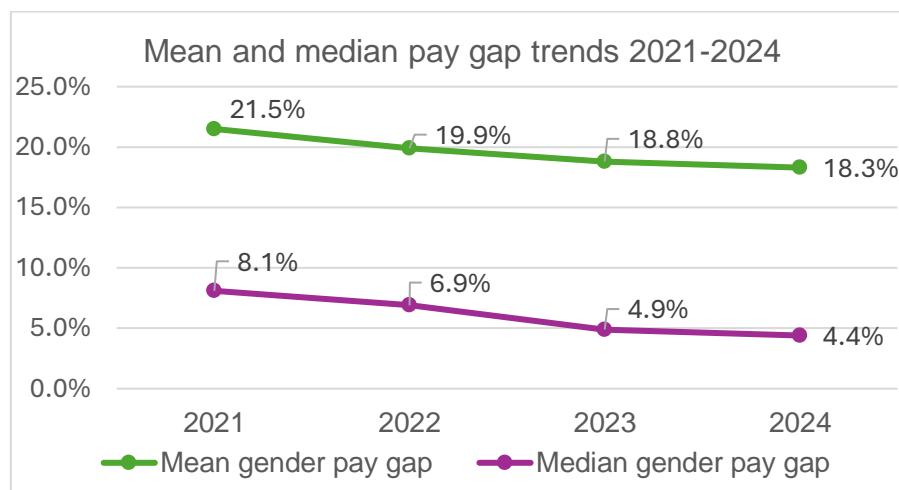
The Trust's median gender pay gap for all staff has decreased from 4.9% to 4.4%.

The median hourly rate for women is £16.50 and the median hourly rate for men is £17.27.

Median gender pay gap by year	2023	2024
All Trust staff	4.9%	4.4%
Agenda for Change staff	5.3%	2.9%
Medical staff	29.6%	32.8%

2.3 Mean and median pay gap trends

Both the mean and median pay gaps have decreased since 2020.



2.4 Mean bonus gender pay gap

The only bonuses paid to Trust staff are the Clinical Excellence Awards, which are awarded across eligible consultants in the medical staff group. The mean bonus gender pay gap has decreased from 26.3% to 18.6%

The gender pay gap, in respect of mean average, has reduced by 7.7% since last year as the average bonus for female staff has increased (along with a slight drop for male staff).

Mean bonus pay gap by year	2023	2024
Mean	26.3%	18.6%

2.5 Median bonus gender pay gap

The gender pay gap, in respect of median average, reversed to 0.3% in favour of female staff.

Median bonus pay gap by year	2023	2024
Median	32.2%	0.3%

The percentage shown in the table below reflects the male and female split against the overall Trust staff in that gender. The bonuses all relate to Clinical Excellence awards.

Date	Gender	Trust %	No. receiving bonus	% of those receiving bonus	% medical staff overall
31/3/22	Male	3.0%	66	74.2%	57.5%
31/3/22	Female	0.3%	23	25.8%	42.5%
31/3/23	Male	2.7%	61	73.5%	57.2%
31/3/23	Female	0.3%	22	26.5%	42.8%
31/3/24	Male	3.0%	60	77.9%	54.7%
31/3/24	Female	0.3%	17	22.1%	45.3%

2.6 Gender distribution by pay quartiles

Quartiles are calculated by ranking the hourly pay rates for each member of staff from lowest to highest, before splitting the ranking into four equal-sized groups and calculating the percentage of men and women in each group.

The upper quartile (Q4) includes the highest earners, and the lower quartile (Q1) includes the lowest earners.

Based on the Trust's overall workforce gender profile of 76.2% female and 23.8% male, women are over-represented in Q1, and Q3, slightly under-represented in Q2, and more noticeably under-represented in Q4.

	31/3/22		31/3/23		31/3/24	
	Male	Female	Male	Female	Male	Female
Lower	22.1%	77.9%	21.9%	78.1%	21.3%	78.7%
Lower middle	22.8%	77.2%	24.0%	76.0%	25.4%	74.6%
Upper middle	17.9%	82.1%	18.4%	81.6%	18.3%	81.7%
Upper	33.1%	66.9%	32.6%	67.4%	32.6%	67.4%
TOTAL	23.5%	76.5%	23.7%	76.3%	23.8%	76.2%

2.7 Highlights of actions from the past 12 months

- Launching a Women's Network aimed at fostering support and development opportunities for female employees. This is now ESHT's fastest growing network.
- Successfully organising and hosting an engaging event in celebration of International Women's Day.
- Commemorating South Asian Heritage Month with a thought-provoking presentation by Jaspreet Kaur, highlighting her experiences growing up as a South Asian female in the UK.

3. Implications

3.1 Gender pay gap action plan 2024-2026

The actions planned are part of the Trust's Equality, Diversity and Inclusion Improvement Plan 2024-26. The table below sets out each action alongside its responsible lead.

Action	Responsible lead
Deliver Trust-wide communications to raise awareness of the Equality, Diversity, Inclusion and Human Rights Policy and the Equality, Diversity and Inclusion Improvement Plan 2023-25	Workforce Equality, Diversity and Inclusion Lead
Ensure women as well as men sit on the SAS doctors group meetings.	Workforce Equality, Diversity and Inclusion Lead
Investigate leaver rate between men and women.	Retention Manager
Strengthen support systems to reduce harassment and discrimination against all genders, with particular focus on those identifying as non-binary and women, who report higher rates of abuse	Asst Director, People Engagement Team
Host regular events and workshops to promote gender inclusivity and raise awareness about gender equality issues.	Women's Network and Workforce Equality Diversity and Inclusion Team

4. Conclusion/Recommendations

4.1 In conclusion, while the report shows progress in narrowing the gender pay gap, particularly in mean pay, there is still significant work to be done, especially in addressing pay disparities and increasing representation of women in higher-paid roles.

The actions planned, outlined in section 3, are part of the Trust's overarching Equality, Diversity and Inclusion Improvement work 2024-2026. They support high impact action 3 of the NHS England Equality, Diversity and Inclusion Improvement Plan on developing and delivering improvement plans to eliminate pay gaps.

The Committee are asked to approve publication for the Trust's website.