

Gender Pay Gap Report
0. Reference Information

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1. Purpose of Paper

1.1. Why is this paper going to Trust Board and what input is required?

To provide Trust Board with our Gender Pay gap report for final approval for its publication on our website and on the online government services to ensure SCHAT is compliant with its statutory obligations.

2. Executive Summary

2.1 Context

Our gender pay gap report has to be published on our website by 30 March 2023, the publication of this report must be approved by our Trust Board.

2.2 Summary

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 set out a public authority’s gender pay gap reporting duties, which form part of its public sector equality duty under the Equality Act. Our gender pay data is at a snapshot date of 31 March 2022.

Key points from our gender pay gap data

- Our gender profile has remained relatively static for 6 years at 88% women and 12% men. On 8 March 2021 it was reported that the gender profile of the NHS workforce was 77.6% women and 22.4% men.
- Our mean gender pay gap has reduced to 3.82.% (a reduction of **10.22%** since first reporting in 2017).
- Our Median Gender Pay Gap remains in favour of women by -6.7665%. The Office of National Statistics (ONS) reports a 14.9% gender pay gap for 2022 for all employees.

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- Compared to our organisational gender profile there are proportionately more men than women in our lower pay quartile and our upper pay quartile (this has remained the case for the last six years).
- Our bonus pay gap which is made up of only clinical excellence awards is 72.87%. Over the last six years the **mean** bonus pay gap has decreased by 15.67% and the **median** bonus pay gap has decreased by 19.7%.

Gender pay gap priorities for 2023/24

Our data demonstrates an improved gender pay gap position, and the Trust compares favourably according to ONS data.

The largest disparity in gender pay exists in the clinical excellence awards; it is recommended that this is investigated further to understand the cause.

The actions arising from the Recruitment & Retention, Wellbeing and Equality Diversity & Inclusions workstreams will continue to support pay equality in the Trust.

2.3. Conclusion

The Trust Board are asked to:

1. Receive assurance and approve the publication of our gender pay gap report on the SCHAT website and government online services to ensure we are compliant with legislative requirements.
2. Agree the key priorities for the gender pay gap

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3.0 Main Report

3.1 INTRODUCTION

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 set out a public authority's gender pay gap reporting duties, which form part of its public sector equality duty under the Equality Act.

These duties mean that we are obliged to publish information about:

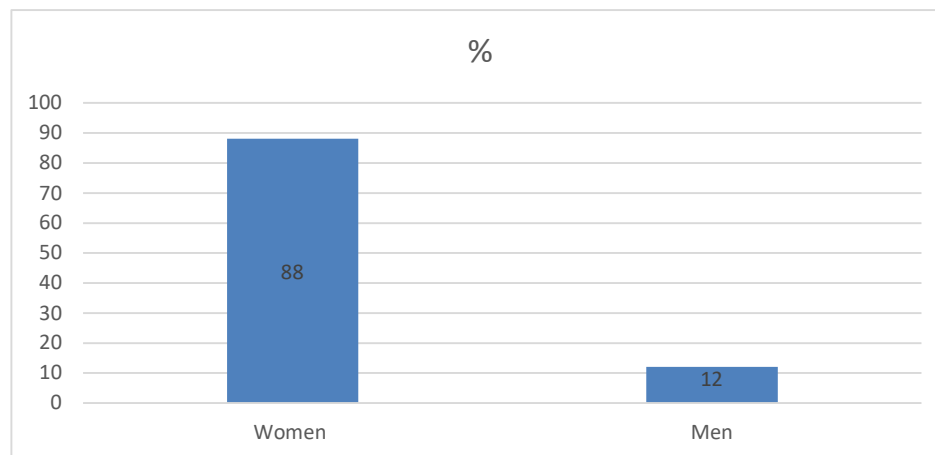
- the gender split of our workforce;
- the differences in mean and median hourly pay rates between genders;
- the gender profile of the organisation split into quartiles;
- the differences in bonus pay between genders.

The data must be published by 30 March 2023 and is at a snapshot date of **31 March 2022**. We are required to publish the information on the Gov.uk website and on our own webpages. We are intending to use the data and explanatory narrative set out in this report.

3.2 GENDER PAY GAP STATISTICS FOR PUBLISHING ON GOV.UK

We must publish the following data by law on the gov.uk site.

Gender Profile: The number of men and women employed by Shropshire Community Health Trust on 31 March 2022:



In terms of headcount the above data equates to 1510 women and 201 men. The workforce gender profile has remained relatively static since 2017.

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Measuring the Gender Pay: The mean and median hourly rates of pay for males and females in our workforce. The gender pay gap is expressed as a % of male earnings.

Gender	Mean Hourly Rate	Median Hourly Rate
Male	£17.50	£15.10
Female	£16.83	£16.13
Difference	£0.67	- £1.02
Pay Gap %	3.82	- 6.77



Mean Gender Pay Gap = 3.82%

Median Gender Pay Gap = - 6.77%



The **mean** hourly pay for males is 3.82% more than females (this equates to 0.67p per hour). In March 2021 the mean hourly pay for males was 8.47% more than females so we have seen a reduction of 4.65%. The **median** hourly pay for females is £1.02 higher than males.

Pay Quartiles: The gender profile of Pay Quartiles (blocks of 25%) for 31 March 2022:

Lower Pay Quartile

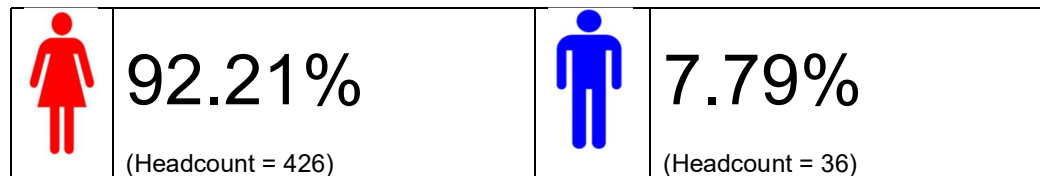
	85.30% (Headcount = 383)		14.70% (Headcount = 66)
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Lower Middle Pay Quartile

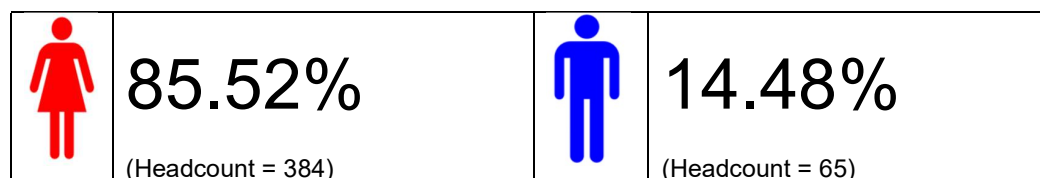
	89.45% (Headcount = 390)		10.55% (Headcount = 46)
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Upper Middle Pay Quartile



Upper Pay Quartile



When comparing the Pay Quartile gender split to the Trust's organisational gender profile, there were proportionally more males in the lower and upper pay quartiles.

Bonus Pay

Four people in the Trust received a bonus payment between 1 April 2021 to 31 March 2022. As this equates to less than 5 individuals in each gender category individual employees could be identifiable, therefore, the gender breakdown has not been included but is available.

Bonus pay for the Trust consists only of the Consultant Clinical Excellence Awards (CEA). CEAs are awarded as a result of recognition of excellent practice over and above contractual requirements to Consultants – we can see that **as at 31st March 2022, there was a mean pay gap of 72.87% and a median pay gap of 70% in favour of males.**

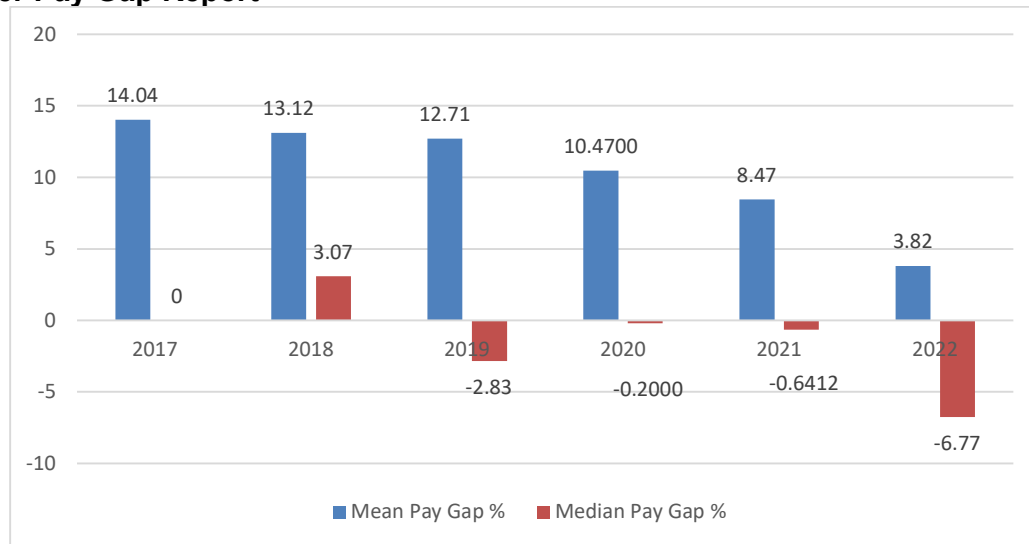
The process for awarding Clinical Excellence Awards is carried out in accordance with national guidelines and supported by a local policy.

3.3 OUR GENDER PAY GAP JOURNEY

Measuring the Gender Pay

Since 2017 the mean pay gap has decreased and the median reversed in favour of women in 2019 which has continued in 2022 but at a higher %.

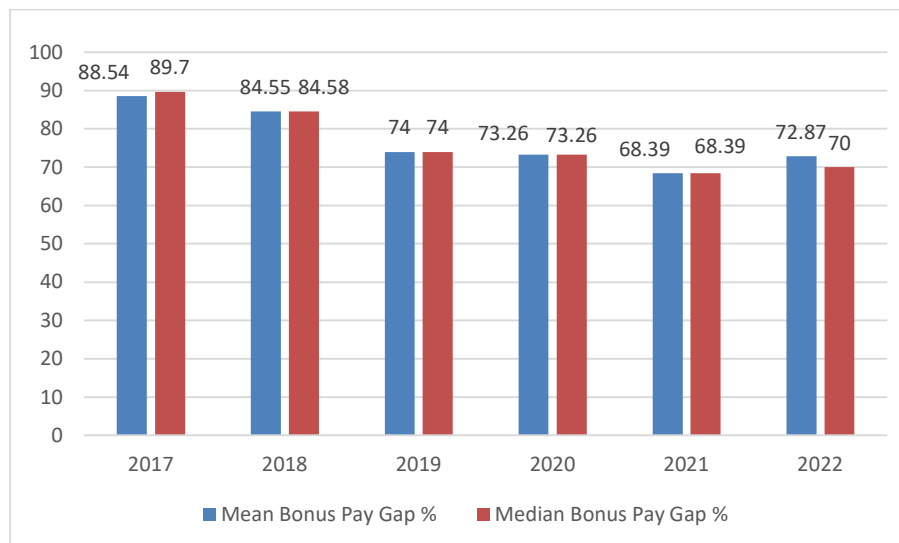
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Measuring the Pay Quartiles

In the last six years of reporting there have been proportionately more males in Quartile 1 and Quartile 4. When comparing the Quartiles there are only small changes in the percentage.

Measuring the Bonus Pay



The mean and median bonus pay gap is on a downward trend, although we have seen a slight increase in 2022.

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3.4 Additional Information

The quartile figures in section 5 show that there is a higher percentage of males in both the upper and the lower quartile than in the others, it is helpful to look at the gender composition and pay gaps in each individual band. This is set out in the table below (for ease of reference highlighted in green are where females on average (hourly rate of pay) earn more than males):

	No of Female Staff	No of Male Staff	Total Staff	Female Average Hourly Pay	Male Average Hourly Pay	Difference
Band 2	307	51	358	11.16	11.29	0.13
Band 3	196	32	228	11.49	11.30	-0.19
Band 4	141	14	155	12.37	11.92	-0.45
Band 5	307	25	332	16.48	15.15	-1.33
Band 6	377	35	412	19.42	19.14	-0.28
Band 7	138	21	159	23.00	22.59	-0.41
Band 8 and VSM	70	20	90	28.63	26.31	-2.32
Medical and dental	30	14	44	43.26	37.61	-5.65

** the negative values mean that the difference and gap are favourable to females*

*** band 8's and VSM have been categorised together due to the small numbers as individuals could be identified this excludes our Non-Executive Directors*

***** the payments for bed fund Local Pay Agreements are not included in the medical and dental element due to these not being an hourly rate of pay but for numbers of beds managed*

The above table shows that in 7 pay categories females earn more than males and in 1 pay category males earn more than females.

3.5 Actions taken

In 2022/23 the Trust undertook the following actions to continue to narrow the gender pay gap: -

- Offered apprenticeship programmes to a range of staff
- Offered additional unconscious bias training
- Where possible, ensured our selection panels are not gender biased
- Used recruitment campaigns to target advertising for areas/professions including the use of social media

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3.6 Next steps

In 2023/24 the following actions have been identified from the People Workstreams which will continue to support gender pay equality at the Trust.

- Continue to grow and expand our leadership offer internally and as an Integrated Care System
- Develop a marketing strategy for recruitment to include branding, advertising and unique selling points
- Enhance our flexible working offer for the workforce
- Develop a talent management strategy to include succession planning and links to development plans and squiggle maps
- Carry out further detailed analysis of workforce data to identify patterns and trends within areas in relation to gender representation and work with divisions to address any gaps
- Carry out further investigation and review of process for Clinical Excellence Awards

4.0 Conclusion

The Trust Board are asked to:

1. Receive assurance and approve the publication of our gender pay gap report on the SCHAT website and government online services to ensure we are compliant with legislative requirements.
2. Agree the key priorities for the gender pay gap