

Board of Directors Meeting in Public

Subject:	Gender Pay Gap Report		Date: 1st April 2021	
Prepared By:	Ali Pearson – EDI Manager Rob Simcox – Deputy Director of HR			
Approved By:	Clare Teeny – Executive Director of People			
Presented By:	Clare Teeny – Executive Director of People			
Purpose				
This document provides an overview of work undertaken associated with the Trusts requirements in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.			Approval	
			Assurance	x
			Update	
			Consider	
Strategic Objectives				
To provide outstanding care	To promote and support health and wellbeing	To maximise the potential of our workforce	To continuously learn and improve	To achieve better value
Overall Level of Assurance				
	Significant	Sufficient	Limited	None
		x		
Risks/Issues				
Financial	Improving productivity and workforce utilisation and impact			
Patient Impact	Maintain safe staffing levels and a good patient experience			
Staff Impact	Improve working lives			
Services	Staffing levels impact service and bed availability			
Reputational	SFH recommended as a great place to work			
Committees/groups where this item has been presented before				
People, Diversity and Inclusion sub-cabinet and People, Culture and Improvement Committee both in March 2021.				
Executive Summary				
<p>In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, employers with 250 or more employees are required to publish statutory calculations no later than 30th March each year.</p> <p>The enclosed Gender Pay Gap report was published on 30 March 2021 and the data is captured for a specific time period; in this case, March 2020.</p> <p>Report highlights:</p> <ul style="list-style-type: none"> • Average hourly rate variance reduced by 1.7% • Median hourly rate variation is 14%, down from 23.48% in 2019 • Excluding medical staff, the average hourly variance is 6.75%, a reduction of 2.83% from 2019 • Bonus pay variance increased in 2020; it should be noted that, due to the Covid-19 pandemic, the Clinical Excellence Awards did not take place in 2020. The financial 				

envelope for the awards was shared between all consultant colleagues who would have been eligible for an award; a flat payment was made to all eligible consultants to recognise all consultants during this difficult time. This was a directive from NHS employers.

Actions to Note

- Gender analysis of the Trusts training and talent development programmes by the end of June 2021.
- Use the information within this report to inform the Trust's Equality, Diversity and Inclusion strategy and work plan for 2021-22.

Recommendation

The Trust Board are asked to take assurance from the report and the highlights noted herein where improvements have been made from 2019 to 2020.