

**Board of Directors Meeting in Public**

<b>Subject:</b>	<b>Gender Pay Gap Report</b>		<b>Date: 7<sup>th</sup> April 2022</b>	
<b>Prepared By:</b>	Ali Pearson – EDI Lead			
<b>Approved By:</b>	Clare Teeney - Director of People			
<b>Presented By:</b>	Clare Teeney - Director of People			
<b>Purpose</b>				
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.			<b>Approval</b>	
			<b>Assurance</b>	<b>X</b>
			<b>Update</b>	
			<b>Consider</b>	
<b>Strategic Objectives</b>				
<b>To provide outstanding care</b>	<b>To promote and support health and wellbeing</b>	<b>To maximise the potential of our workforce</b>	<b>To continuously learn and improve</b>	<b>To achieve better value</b>
<b>X</b>	<b>X</b>	<b>X</b>	<b>X</b>	<b>X</b>
<b>Overall Level of Assurance</b>				
	<b>Significant</b>	<b>Sufficient</b>	<b>Limited</b>	<b>None</b>
		<b>X</b>		
<b>Risks/Issues</b>				
<b>Financial</b>	Improving productivity and workforce utilisation and impact			
<b>Patient Impact</b>	Maintain safe staffing levels and a good patient experience			
<b>Staff Impact</b>	Improve working lives			
<b>Services</b>	Staffing levels impact service and bed availability			
<b>Reputational</b>	SFH recommended as a great place to work			
<b>Committees/groups where this item has been presented before</b>				
People, Culture and Improvement Committee People, Diversity and Inclusion sub-cabinet				
<b>Executive Summary</b>				
<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 30<sup>th</sup> March each year.</p> <p>The enclosed Gender Pay Gap Data Summary was published on 30 March 2022 and the data is captured for a specific time period; in this case, 31<sup>st</sup> March 2021. The full Gender Pay Gap Report will be published on 5<sup>th</sup> April 2022.</p> <p>Report highlights:</p> <ul style="list-style-type: none"> <li>The percentage variance overall for the average hourly rate of pay is 34.2%, an increase of 3.7% from 2020; it should be noted that the Gender Pay Gap report data was taken as at 31<sup>st</sup> March 2021, but from 31<sup>st</sup> March 2019 to 31<sup>st</sup> March 2022, our workforce increased by 34.6% in predominately in lower to lower middle quartile roles in response to the Covid-19 pandemic.</li> <li>The average hourly rate of pay excluding medics reduces to 4.9% evidencing the gap between our male and female consultants. The bonus pay gap for Consultants however has reduced by 2.7% compared to 2020.</li> </ul> <p><b>Priority Actions</b></p> <ul style="list-style-type: none"> <li>Identify and address the gap in the female medical workforce</li> </ul>				

- Address gender pay gaps in Divisions where gaps are evident
- Introduction of a women's network
- Identify an Executive Lead for gender equality

**Recommendation**

The Board are asked to take assurance from the report and the highlights noted herein and the priority actions identified to address closing the gaps identified.