

Board of Directors Cover Sheet

Subject:	Gender Pay Gap Report		Date: 6 th April 2023	
Prepared By:	Ali Pearson – People EDI Lead			
Approved By:	Jacqueline Read – Head of People Partnering			
Presented By:	Rob Simcox – 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
X	X	X	X	X
Identify which principal risk this report relates to:				
PR1	Significant deterioration in standards of safety and care			
PR2	Demand that overwhelms capacity			X
PR3	Critical shortage of workforce capacity and capability			X
PR4	Failure to achieve the Trust's financial strategy			
PR5	Inability to initiate and implement evidence-based Improvement and innovation			X
PR6	Working more closely with local health and care partners does not fully deliver the required benefits			
PR7	Major disruptive incident			
PR8	Failure to deliver sustainable reductions in the Trust's impact on climate change			
Committees/groups where this item has been presented before				
People Cabinet on 21 st March 2023 Paper to People, Culture and Improvement Committee on 28 th March 2023				
Acronyms				
None				
Executive Summary				
Background				
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 th March each year.				
The enclosed Gender Pay Gap Data Summary will be published on 30 th March 2023 and the data is captured for a specific time period; in this case, 31 st March 2022.				

Report highlights:

- Slight difference in the female to male split across the Trust (1.5% reduction in females, therefore the same percentage increase in males)
- The percentage for the average hourly rate of pay has reduced by 5.4% and the median hourly rate has reduced by 6.7% from 2021.
- We have seen an increase from 2021 to 2022 in the number of female colleagues in the Upper Middle and Upper quartiles. This increase in female employees in more senior roles has contributed to the reduction in our overall gender pay gap
- Criteria for bonus payments for consultants was broadened this year resulting in more consultants receiving an equal share of the Clinical Excellence Awards funds.
- The median pay gap for consultants has reduced for the first time since 2019 and is currently at 29.26%. It is worth noting that when the awards began in 2018 the gap was 66.6%

Actions

The following actions were discussed and agreed at the trusts People forums in March:

- Ensure gender balance on recruitment panels are in place
- Continued approach to identify and address the gap in the female medical workforce
- Address gender pay gaps in Divisions where gaps are evident
- Actively promote leadership development opportunities to those identified through our talent management programme

Recommendation

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