

Outstanding Care,
Compassionate People,
Healthier Communities



Sherwood Forest Hospitals
NHS Foundation Trust



Gender Pay Gap Report

March 2024

Best NHS Acute Trust in the Midlands
(2018 - 2023 NHS Staff Survey)

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Welcome to Sherwood Forest Hospitals, Gender Pay Gap Report 2023/2024

The Trust is committed to providing outstanding care and to support this the Trust ensures we have a diverse, talented and high performing workforce where gender equity is considered at all stages of employment.

Gender Pay Gap legislation was introduced in 2017 and requires employers with 250 or more employees to publish statutory calculations by 30th March each year.

Gender Pay Gap information aims to establish the pay gap between male and female employees as at 31st March the previous year. For example, 31st March 2023 pay information must be published by 30th March 2024 on the employer's website.

The Equality and Human Rights Commission defines the difference between equal pay and the gender pay gap as follows:

1. Equal pay means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010.
2. The gender pay gap is a measure of the difference between men's and women's average earnings across an organisation or the labour market. It is expressed as a percentage of men's earnings.

Our People

Every role at the Trust is evaluated through the national NHS job evaluation scheme (Agenda for Change roles). Panels of trained colleagues within the Trust conduct job evaluations through the review of a job description and person specification; the post holder is not evaluated and there is no reference to gender or any other personal characteristics of existing or potential job holders.

Once evaluated, a role is placed within a band following set national bands. Each band varies depending upon levels of responsibility and/or specialism. Bandings enable clinical and non-clinical staff to progress through the grades of pay within nationally set bands as they develop their careers and their years of service in the NHS.

The Trust has adopted and implemented national NHS pay schemes which have undergone equality analysis.

Gender Identity

Gender identity is often assumed from the sex assigned at birth. As a Trust, we acknowledge gender is more complex than 'men' and 'women' and there are people that don't fit into these binary categories, for example, people who identify as non-binary or intersex. We also recognise that a person's sex or gender identity doesn't always align to the sex and/or gender they were assigned at birth.

In producing this report, we have to follow the current statutory requirements for gender to be reported in a binary way, i.e. men and women and we use the words men and women in the knowledge this may not be a satisfactory description for some of the colleagues categorised in this way.

Analysis of our workforce data shows that 80% of our colleagues are women and 20% are men



Our Gender Pay Gap 2021-2023

This chart shows the change to our mean and median data over the last 3 - years.

The mean (average) and median (mid-point) hourly rate of pay is calculated from a specific pay period, in this case it is 31st March 2023. The hourly rate is calculated for each employee based on 'ordinary pay' which includes basic pay, allowances and shift premium pay.

The median rate is calculated by selecting the average hourly rate at the mid-point for each gender group.

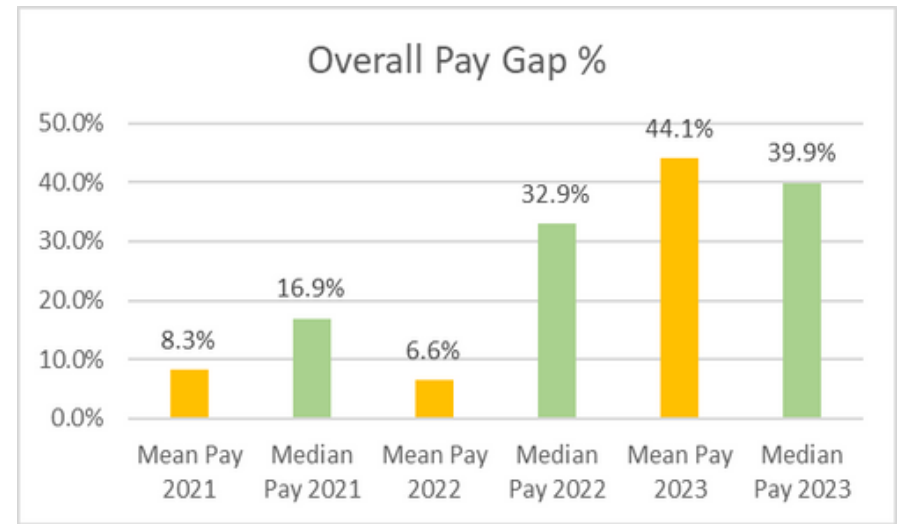
Why do we have a pay gap?

The reason for the gender pay gap is an imbalance in the numbers of men and women across the whole workforce with proportionately more men in higher paid roles. Our consultant workforce is predominately male and, as the highest paid staff group, will have an impact on the pay gap.

Consideration also has to be given to the types of roles that are traditionally held by women, for example, administration and clerical. Whilst these traditional roles are slowly changing the impact of this will take time.

A high proportion of women are also more likely to work part-time (approximately 86% of men work full time compared to approximately 61% of women*) and this will impact on the pay gap.

*Office for National Statistics.



MEDIAN

+7%

MEAN
+37.5%

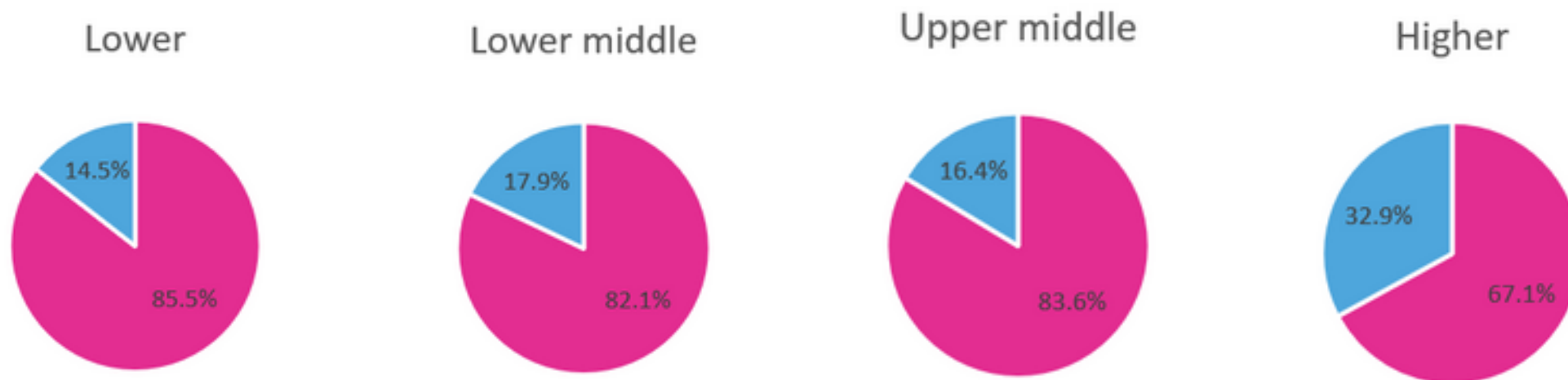


% difference from 2022

Pay Quartiles

Whilst our overall headcount has remained stable, in 2023, we saw a small decrease in the number of female staff numbers in the upper middle and higher quartiles and an increase in males. The decrease in the number of females overall and within the higher paid quartiles has contributed to the increase in our gender pay gap.

The breakdown of our workforce in each quartile is shown below.



The highest variances for the quartiles when compared to the overall Trust value are in the lower and lower middle quartiles. It is these quartiles which have the most pronounced gender split, where female staff are the predominant majority. This is driving the mean and median pay differences. Included in the lower quartiles for instance are administrative & ancillary staff groups (such as Health Care Support Workers) that traditionally have attracted a higher proportion of female staff.

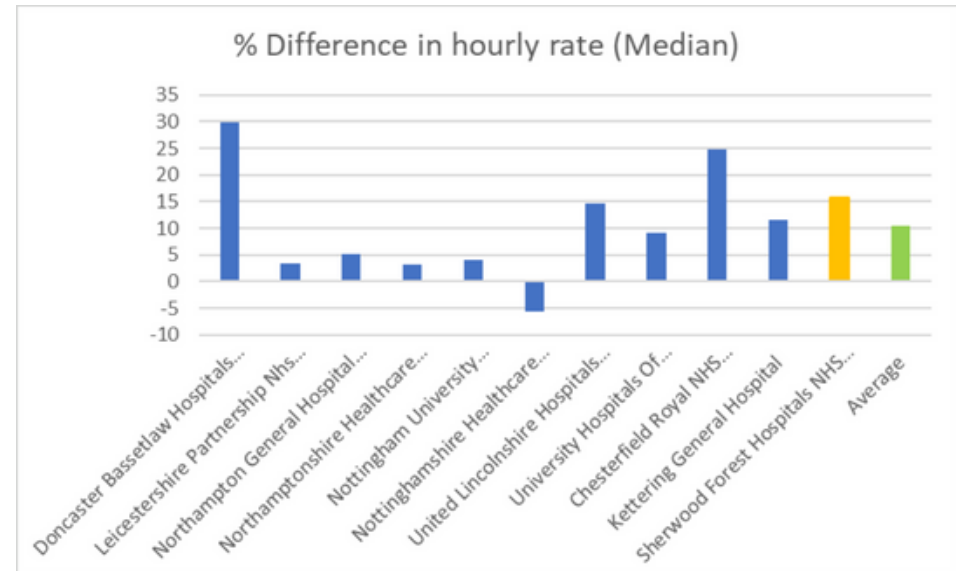
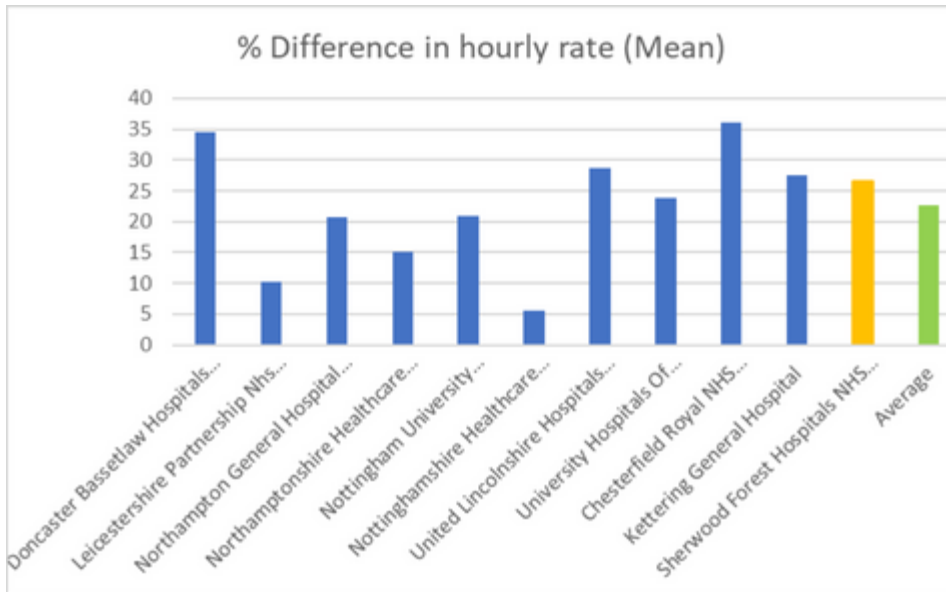
The upper quartile has a lower proportion of female staff than the other quartiles because of different gender splits in medical staffing and senior managerial roles in the Trust.

Benchmarking

The chart below shows our data (orange bar) compared with neighbouring NHS Trust's within the East Midlands who are required to submit gender pay gap data (blue bars). The green bar indicates the average pay gap across all organisations.

As seen in the charts, a gender pay gap is not exclusive to our Trust but it is also not exclusive to NHS organisations; the Office for National Statistics report the UK median pay gap* for all employees was 14.3% in 2023.

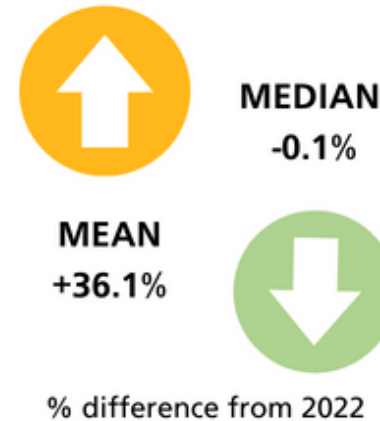
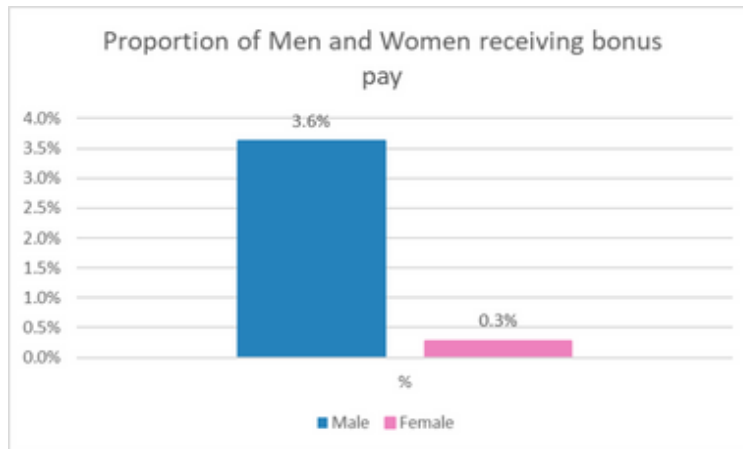
We acknowledge that our gender pay gap results are above average compared to our neighbouring Trusts and above the national average (for the median calculation). Throughout this report, we have provided narrative to explain the factors affecting our results and the actions we are taking to close the gap.



Bonus Pay Gap

Within Sherwood Forest Hospitals the Clinical Excellence Awards scheme is considered a 'bonus' scheme. This scheme is only open to eligible consultants within the Trust who meet specific criteria for the awards which are set nationally although the Trust is able to use its discretion when applying the award criteria. In 2023, as directed by NHS Employers and in agreement with the British Medical Association, the financial envelope for the awards was distributed evenly between eligible consultants.

The criteria for eligibility included substantive and fixed-term consultants who had been working for us for at least one year or more.



It is important to note that distributing monies available for the Clinical Excellence Awards equally between those who are eligible ensures equity for men and women but the amount of an award can be impacted by individual circumstances, for example; length of service, part-time working, absence due to maternity, paternity, adoption or shared parental leave or other absence from work which may impact pay (i.e. sickness). This in turn effects the gap between male and female colleagues.

Closing The Gap

We strive to achieve gender balance across all roles within our organisation and especially within senior roles. Achieving this will make a significant contribution to reduction in the gender pay gap. Annually, the Trust identifies actions for improvement for the following 12-18 months from our gender pay gap data reporting. The following is an update against our actions to close the gap from 2023/24:

What we said we would do	What we did
<p>Review our recruitment processes to ensure gender balance on assessment panels</p> <p>Review our medical workforce data by roles to identify any disparity with pay.</p> <p>Review our data in Divisions and by roles to identify any disparity in pay.</p> <p>Actively promote leadership development opportunities to those identified through our talent management programme.</p>	<p>Our guidance for recruiting managers has been updated and highlights the importance of gender diverse panels and our recruitment training contains education on bias to promote unbiased decision making in recruitment.</p> <p>We reviewed our medical workforce data and found that pay was equitable for men and women or had minor variance in the majority of roles. The gender pay gap for our medical workforce is impacted where we have specialist roles or teams where posts are currently all held by male medics and therefore the pay gap is 100% within that speciality or team.</p> <p>We undertook additional analysis of gender pay data and found that the biggest gap in pay is within Admin and Clerical roles at 23.6% and the biggest disparity is seen in middle and upper quartiles. Professional Scientific and Technical roles also have a large gap of 19.7% and the biggest disparity is within upper quartile roles. Imbalance of males v females in senior roles.</p> <p>Our Talent Management Programme is currently in development and is due to launch this year. We are also reviewing and refreshing our Coaching offer within the Trust and ensure equity of opportunity for those seeking career progression coaching.</p> <p>In the meantime, our Appraisal process has undergone significant review and provides the opportunity for development and talent conversations for colleagues.</p>

Ongoing Activity to Close the Gender Pay Gap

Our ongoing EDI work programme is committed to a culture in the Trust where women can succeed in our organisation and we will continue to provide the following support for our women.



Promotion of our staff networks and our new safe spaces (in particular our Women in Sherwood and Carers networks) which empower colleagues to share their concerns and challenges working here enabling us to take action for improvement. We also use encourage Staff Network members to share their positive experiences so we can build best practice examples into EDI training and also celebrate good news stories via our internal communications channels.

Ensuring all colleagues have access to flexible and agile working arrangements wherever possible to ensure a positive work/life balance whilst maintaining services to our patients. We recognise that for many of our colleagues, a flexible approach to work empowers them to be their best and ensures career development is not impacted by individual circumstances outside of the workplace.



Delivery of our successful Allyship in Sherwood training and associated EDI training programmes and our Leadership Development Programme to educate and raise awareness of bias and its impact on behaviour and decision making to support all individuals in taking personal responsibility for building and sustaining diverse, inclusive workplaces where everyone can expect equity of opportunity and experience.

Continue our positive work around menopause to reduce stigma and to ensure support is in place for women during perimenopause and post-menopause to continue to thrive in their careers despite the challenges they may face.



Celebrate our Women in Sherwood through events and awareness raising. By sharing the stories of inspirational women leaders in the organisation, we hope to inspire others to continue their career journey with the us.

Gender Pay Gap Actions 2024/25

- Complete the self-assessment checklist in the NHS Employers Gender Pay Gap Guide to ensure we are meeting the national guidance with our actions detailed below and through our EDI work programme.
- Ensure opportunities for career progression into senior roles is promoted for women in the Trust through our new Talent Management Plan and promotion of Career Coaching and our new Leadership Development Programme to support the development of our female managers to become leaders.
- Increase the number of female consultants receiving a Clinical Excellence Award by ensuring all eligible females are encouraged and supported to apply for an award.
- Continue to promote our Women in Sherwood staff network and facilitate safe spaces for women to share their challenges in career progression and work together with our other networks to support equity of opportunity.

These actions are aligned to our Trust People Strategy 2022-2025.



Staff Survey



Our gender pay gap data shows that we have work to do in closing the gap but we wanted to examine if the pay gap data and the negative assumptions that may be made are reflected in the satisfaction of our women in Sherwood from our Staff Survey (2023) results*.

*Respondents who disclosed their gender (2,780 women and 634 men).

QUESTION	RESPONSE FROM WOMEN	RESPONSE FROM MEN	RESPONSE BY GENDER
The organisation acts fairly on career progression	67%	63%	♀
Able to achieve a good balance between home and work life	63%	62%	♀
The organisation takes positive action on health and wellbeing	66%	66%	↔
Supported to develop to their full potential	64%	64%	↔
Not experienced discrimination from their line manager or team colleagues	94%	93%	♀
Satisfied with opportunities to work flexibly	61%	64%	♂

The results show that satisfaction of our female colleagues is greater than, or equal to our male colleagues against 5 of the 6 questions examined.

Conclusion

Since the Trust started reporting the Gender Pay Gap, our mean (average) and median (mid-point) data has fluctuated and the data in this report shows the highest gap since reporting began.

It is important when viewing the data that consideration is given to the reasons for the gap. The evidence provided within this report shows that one of the main contributory factors in our gap is the overrepresentation of men in senior roles in a workforce that is overrepresented by women.

Whilst our workforce overall is 80% women and 20% men, our medical workforce is 41% women and 59% men and within this, our consultant workforce (whose pay falls in the upper quartile) is made up of 70% men and 30% women.

We have more women coming into medical workforce roles. As at 31st March 2023, we had 88 Doctors in foundation year 1 and 2 and 59% of them were women. Whilst this is a positive, it will take some time for the impact of more women in these roles to affect the gender pay gap as the career journey for Doctor's is a long one and therefore women moving into senior medical roles will take time.

Within this report, we have noted considerations that need to be given to roles traditionally held by women and the fact that more women will work part-time than men.

Another consideration that should be given when reviewing our data is the unseen impact on the gap of length of service. NHS pay is incremental and colleagues can attain higher levels of pay depending upon their length of service so those who have worked for longer will achieve higher rates of pay than those starting their career in the NHS.

We are confident that the pay gap is not as a direct result of inequitable treatment of women and are pleased to be able to demonstrate through our Staff Survey results that women are reporting a positive experience working for Sherwood Forest Hospitals.

We acknowledge that we have work to do to close the gap as outlined within this report but it should be recognised that achievement of a 0% gender pay gap is not achievable because of the many factors outlined herein. What is achievable is a reduction in the pay gap and we are committed to this and are hopeful that the ongoing support and specific actions detailed within this report will support our achievement.

Report Author: Ali Pearson, People Equality, Diversity and Inclusion Lead, May 2024.

Contact us

If you would like this information in an alternative format, for example large print or easy read, or if you need help with communicating with us, for example because you use British Sign Language, please let us know.

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