

We are WHH & We are  
**PROUD**  
to make a difference

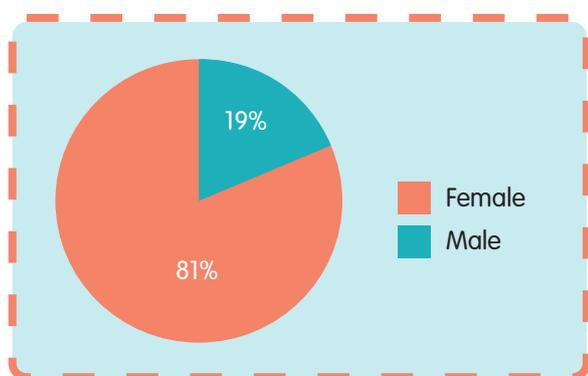
# Gender Gap Pay Report 2020

The Equality Act 2010 (Gender Pay Gap Information Regulations 2017) requires all organisations with over 250 employees to report on and publish their gender pay gap annually. This report details the data for Warrington & Halton Teaching Hospitals Foundation Trust (WHH) as at the year ending 31st March 2019.

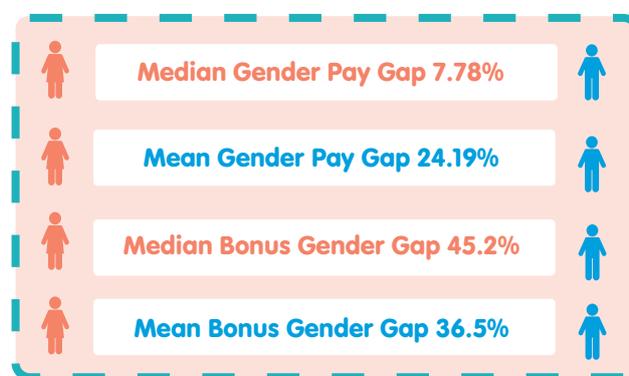
We employ over 4,000 staff across many staff groups, including medical, nursing allied health roles and administration staff. With the exception of medical and very senior managers, all staff are employed on evaluated pay scales called Agenda for Change which provide a clear process for paying equally, irrespective of gender.

As with most NHS Trusts, WHH has a higher proportion of women in its workforce than men. The gender split is as follows:

### Percentage Gender Split



### Our Gender Pay Gap Data



### Our figures show us:

Our figures are split into two categories. The median means the middle point and the mean is the average.

The median hourly pay for men is £1.11 higher for men than it is for women resulting in a **median pay gap** of 7.78% in favour of men. This is an increase on last year's figure of 5.96%.

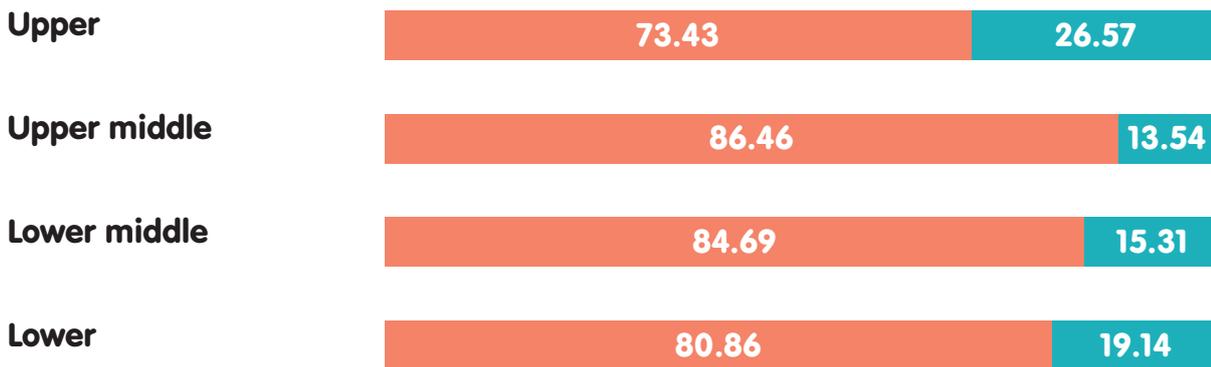
The mean hourly pay for men is £4.86 higher for men than it is for women, resulting in a **mean pay gap** of 24.19% in favour of men. This is a slight reduction in last year's figure of 24.27%.

The median bonus pay for women is £2,726 higher for women than it is for men, resulting in a **median bonus pay gap\*** of 45.2% in favour of women. This is a decrease of last year's figure of 50%.

The mean bonus pay for women is £3,670 higher for women than it is for men, resulting in a **mean bonus pay gap** of 36.5% in favour of women. This is an increase of last year's figure of 11.25%.

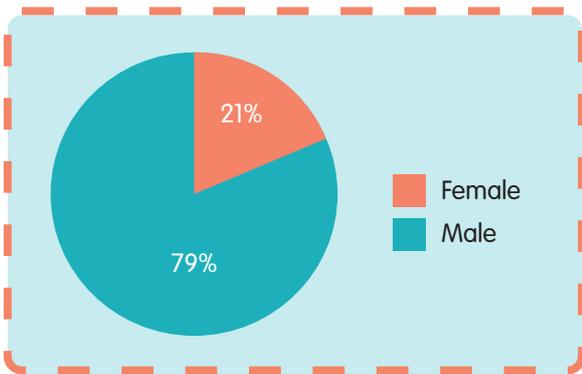
\*Bonus pay within our organisation relates to Clinical Excellence Awards which are available to our Consultants.

## Pay Quartile Split



The proportion of males and female employees receiving bonus pay was as follows:

## Percentage Gender Split



## What do our figures tell us?

- Although we employ many more women than men in our workforce as a whole, a slightly larger proportion of our female employees work in lower pay bands.
- The median pay gap is generally considered to be the measure that is representative of the gender pay gap across the whole workforce. However, it does not take account of small numbers of highly paid employees who could be skewing the average data level.
- Although we employ many more women than men in our workforce as a whole, a bigger proportion of men than women receive bonus payments. These are solely made up Clinical Excellence Awards.
- The smaller number of female employees in receipt of bonus payments, tend to receive higher awards.
- Our spread of males and females across all 4 pay quartiles is fairly even although there is a slightly lower proportion of women in the upper pay quartile.

## Here are some of the things we are doing about Equality at WHH:

- We are implementing our Equality, Diversity & Inclusion Strategy published in 2019
- We are rolling out a comprehensive Equality, Diversity and Inclusion training programme for all our managers
- We are reviewing our 2019 staff survey results to understand the experience of our workforce from a gender perspective and identify barriers to career progression for women
- We are analysing our Clinical Excellence Award applications to understand the reasons for our relative proportions
- We are refreshing our recruitment processes to ensure that inequalities are considered and addressed
- We are examining the take up of flexible working amongst senior staff to ensure that this is being accessed fairly