

Gender Pay Gap Report (2022/23)



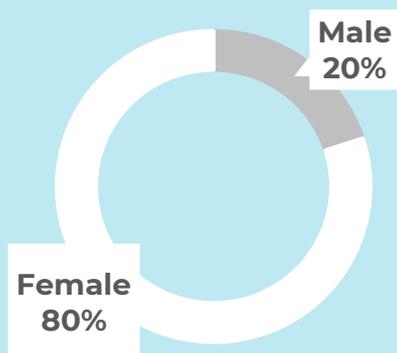
Warrington and Halton Teaching Hospitals NHS Foundation Trust (WHH) is committed to promoting, championing and advancing equality, diversity and human rights. We aim to make WHH the best place to work, creating a culture of belonging for all.

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, requires all public sector organisations with over 250 employees to report and publish their Gender Pay Gap annually.

The gender pay gap is defined in the Act as the difference between the average hourly earnings of males and those of females.

Gender pay reporting highlights any imbalance of average pay across the Trust. For example, if the Trust's workforce is predominantly female yet the majority of senior positions are held by males, the average female salary would be lower than the average male salary.

WHH Gender Profile



What does this tell us?

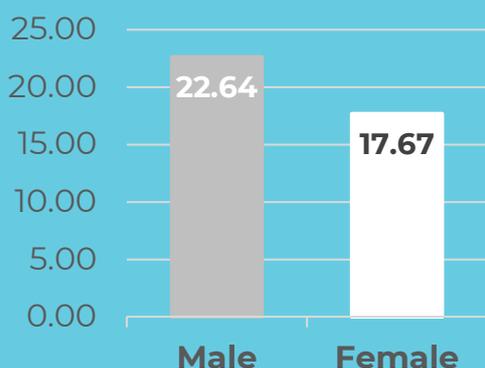
Of the 4,393 workforce included in the gender pay gap reporting, effective 31st March 2023, **3,511 were female** compared to **882 males**.

This shows a **1% decrease in females and 1% increase in males** in comparison to reporting in 2021/22.

Calculations of pay does not include overtime pay, redundancy pay, half/nil pay sickness absence or termination payments and expenses.

Mean Pay Gap – Mean is the sum of the values divided by the number of values. In this context, the mean is the difference between the mean hourly rate for female and male employees.

Mean Hourly Rate



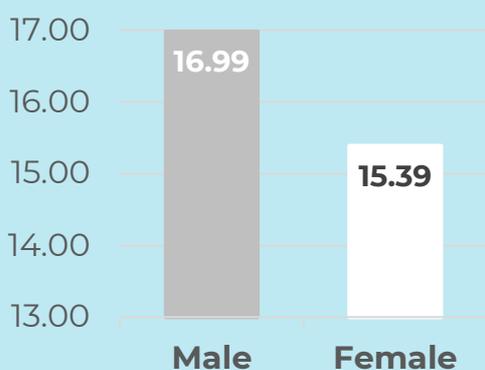
What does this tell us?

This highlights that the mean hourly pay for males is **£4.96 higher** than that of females, a gender **pay gap of 21.94%**.

This is a **decrease** in the mean pay gap from 23.07% reported in 2021/2022.

Median Pay Gap – Median is the middle value in a sorted list of values. It is the middle value of the pay distribution, such that 50% of people earn more than this and 50% earn less than the median.

Median Hourly Rate



What does this tell us?

This highlights that the median pay for males is **£1.59 higher** than females, a gender **pay gap of 9.38%**.

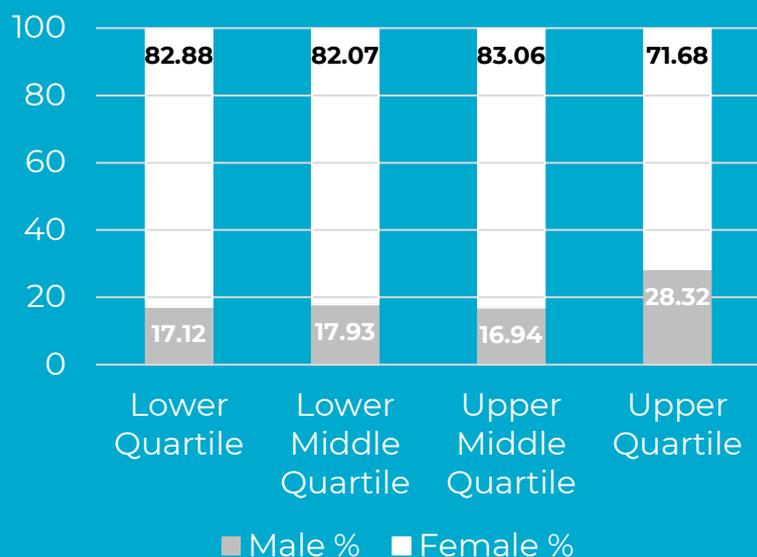
This is a **decrease** in the median pay gap from 11.18% reported in 2021/2022.

The median pay gap is the representative gender pay gap across the Trust. This does not take account of the highest paid employees which although a small number, may distort the data at the mean (average) level.

Although there has been a decrease in the mean pay gap since 2021/22, there has been a continuous increase of the median pay gap since 2019/2020 which was 7.78%, highlighting that further examination into this is required. Actions to be taken can be found in the WHH Gender Pay Gap Action Plan.

The Trust is required to split the workforce into quartiles (blocks of 25%) split by pay, showing the proportion of males and females in each quartile.

Quartile Split



What does this tell us?

This shows that compared to the gender split across the workforce, where males represent 20% of the workforce there are more males in the highest pay quartile (28.32%).

Although females make up 81% of the overall workforce, there are fewer females in the upper pay quartile (71.68%). Females are representative across all other pay quartiles above 80%.

The pay quartile split highlights that there still remains a higher percentage of males in the upper quartile in comparison to females. This is a **slight increase** when compared to the **2021/2022 results at 28.28%**.

Both the **lower and upper middle quartiles** represent a similar proportion of male and female pay quartile splits with **82.88%** and **82.07%** for females.

The Gender Pay Gap 2022/23 analysis highlights that there remains some differences in pay between genders at WHH. Further work is required to review the reasons for the differences and develop actions to address the inequalities detailed within this report.

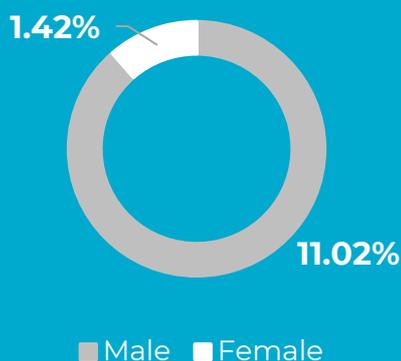
There may be various factors which impact on the gender pay gap, this could include a higher proportion of the female workforce working in part time roles in comparison to males.

As such an action plan has been produced which is monitored by the Workforce Equality, Diversity and Inclusion Sub-Committee.

Bonus pay for the Trust refers to Clinical Excellence Awards, a scheme that recognises and rewards consultants who contribute to the delivery of safe and high-quality care to patients, and to continuous improvement of NHS services.

Clinical Excellence Awards are split by national and local awards, the data in this report provides a combined bonus 'mean' and 'median' calculation.

Bonus Gender Split



What does this tell us?

Data for bonuses are calculated for the 2022/23 financial year period (1st April 2022 to 31st March 2023), of which **165 of the Trust workforce received a bonus payment** in this snapshot period.

This relates to **1.42% of females** and **11.02% of males** in the workforce awarded a bonus

Mean Bonus Pay



What does this tell us?

This highlights that females **received 3.36% higher** mean bonus pay compared to males.

This is alike the results of 2021/22 which identified that although less females received a bonus, when they did, they proportionately received a higher bonus payment.

Median Bonus Pay



What does this tell us?

This highlights that the median bonus pay for females and males was the same in 2022/23. This is due to the local clinical excellence awards remaining a non-meritorious process similar to that of 2021/22.

As such, all eligible males and females received the same payment for 2022/23.



Appendix Two: Gender Pay Gap Action Plan – Warrington and Halton Teaching Hospitals NHS Foundation Trust

Trust Name:	Warrington and Halton Teaching Hospitals NHS Foundation Trust	Trust Executive Lead:	Michelle Cloney, Chief People Officer	Trust Lead:	Adam Harrison-Moran, Head of Workforce EDI
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The Gender Pay Gap report for 2021/22 included a Trust wide Gender Pay Gap Action Plan for 2023. This has been enhanced by the data sets analysed in the 2022/23 financial year and updated actions can be found below:

#	Key Action	Steps to achieve action	Progress Updates Due by
1.	Continue the implementation of the inclusive recruitment programme, aligned to the Workforce Equality, Diversity and Inclusion Strategy people promises, taking account of ED&I considerations and be responsive to individual circumstances.	<ul style="list-style-type: none"> Initiate training and support packages for recruiting managers that focus on equality, diversity and inclusion, unconscious bias and the Trust Values: <ul style="list-style-type: none"> Include specific references to and mitigations against gender inequalities. Explore options for advertising jobs as flexible, by default – where practicable. Review Trust approach to recruiting returners – those who have been off work for caring responsibilities, etc. 	December 2023
2.	Provide bi-annual updates on the progress of the Gender Pay Gap including Acute Trust comparisons for previous years data via the Workforce EDI Sub-Committee for assurance on progress.	<ul style="list-style-type: none"> Split data by gender and grade: <ul style="list-style-type: none"> Determine if differences in scores by gender within grades. Cross-reference with self-assessment scores. Review professional development support offered to assess if men and women have equal access to support. 	July 2023 – when comparable data is published
4.	Review opportunities to identify and remove barriers to career progression for females in our workforce.	<ul style="list-style-type: none"> Encourage up take of aspiring individuals to attend the Trust Reciprocal Mentoring programme. Scope the development of networks and working groups to improve access to opportunities for the aspiring individuals to reach their full potential, including Staff Networks. 	December 2023



#	Key Action	Steps to achieve action	Progress Updates Due by
		<ul style="list-style-type: none"> Complete a review of equality, diversity and inclusion training programmes to promote gender inclusivity and apply learnings from lived experience into practice. 	
4.	Promote flexible working for men and women who have caring responsibilities.	<ul style="list-style-type: none"> Trust wide review for the take up of shared parental leave by men and women at WHH. Promote shared parental leave and other policies that support caring responsibilities as part of People Directorate roadshows. Annually review part time working in the Trust to identify: <ul style="list-style-type: none"> any actual or perceived barriers to part time working at senior levels. any actual or perceived barriers to part time workers progressing through the Trust. 	September 2023
5.	Analyse 2022 Staff Survey results.	<ul style="list-style-type: none"> Assess data to determine specific inequalities for women. Assess data to identify any barriers to promotion or appointment at a senior level. Hold EDI related learning forums following receipt of survey results to encourage qualitative learnings and response to survey findings. 	June 2023
6.	Ensure an inclusive approach is aligned to the meritorious element for the Local Clinical Excellence Awards – learning from previous datasets and evidence-based practice to ensure equality of opportunity in selection processes.	<ul style="list-style-type: none"> Assess the impact that 2023/24 awards will have on future reporting of gender pay gap following the reversion to normal practice. Ensure best practice submissions are incorporated into Trust planning processes for meritocracy-based award distributions. Ensure organisational development support is aligned to EDI findings, supporting an increase in female representation of LCEA awarding. 	June 2023
7	Review of Gender Pay Gap reporting schedule	<ul style="list-style-type: none"> Assess current reporting timeframes for Gender Pay Gap reporting at Warrington and Halton Teaching Hospitals. Complete reporting for 2022/23 Gender Pay Gap reporting by the end of quarter 1 of 2023/24 (June 2023) to allow for quarterly monitoring of action planning. 	June 2023