



Warrington and Halton  
Teaching Hospitals  
NHS Foundation Trust

# Gender Pay Gap Report

2022

We are WHH & We are  
**PROUD**

to make a difference

<b>SUBJECT</b>	<b>Gender Pay Gap Report 2021/2022</b>
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## 1. Introduction

Warrington and Halton Teaching Hospitals NHS Foundation Trust (WHH) is committed to promoting, championing and advancing equality, diversity and human rights, making WHH the best place to work and 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 on their website on an annual basis. This report captures data effective 31<sup>st</sup> March 2022.

WHH employs staff in several disciplines across a range of staffing groups including:

- Additional Clinical Services
- Administrative and Clerical
- Allied Health Professionals
- Estates and Facilities
- Healthcare Scientists
- Medical and Dental
- Nursing and Midwifery Registered

All staff employed at the Trust are on either the Very Senior Managers (VSMs), Agenda for Change or national contract pay-scales, which provide a clear process of paying employees equally, irrespective of their gender.

## 2. Background

### 2.1 The Gender Pay Gap

The gender pay gap is defined in the Regulations as the difference between the average hourly earnings of men and those of women. This is not the same as equal pay, which is concerned with men and women earning equal pay for the same jobs, similar jobs or work of equal value.

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

### 2.2 Reporting Requirements

The reporting regulations require that each public sector organisation must calculate the following:

- The mean basic pay gender pay gap
- The median basic pay gender pay gap
- The proportion of males and females in each quartile pay band
- The mean bonus gender pay gap
- The median bonus gender pay gap
- The proportion of both males and females receiving a bonus payment

Alongside the calculations, if the organisation is a business or charity, it must also publish a "written statement" that confirms that the published information is accurate. This statement must be signed by an "appropriate person" as follows:

- for any corporate body other than a limited liability partnership, this will be a Director (or equivalent)
- for a limited liability partnership, this will be a designated member

- for a limited partnership, this will be a general partner
- for any other kind of partnership, this will be a partner
- for an unincorporated body of persons other than a partnership, this will be a member of the governing body or a senior officer
- for any other type of body, this will be the most senior employee

The data and written statement must be published within a year of the “snapshot date” (31st March) and must be submitted on the Government portal and published by 30th March each year as per the Public Sector Equality Duty.

The information gathered should be published within the period of 12 months beginning within the snapshot date. For listed authorities, the snapshot date is 31 March each year. This means that the deadline for reporting is 30 March each year, from 2017 onwards

Reporting outcomes effective 31<sup>st</sup> March 2022 can be found in section 3.2 of this report.

### **2.3 Definitions of Pay Gap**

The gender pay gap is a figure that shows the difference in the average pay between all men and women in a workforce. It is a measure of women’s overall position in the paid workforce and does not compare like roles.

The mean pay gap is the difference between the pay of all male and all female employees when added up separately and divided respectively by the total number of males, and the total number of females employed in the workforce.

The median pay gap is the difference between the pay of the middle male and the middle female, when all male employees and then all female employees are listed from the highest to the lowest paid.

### **2.4 Equal Pay**

A gender pay gap is different to equal pay which relates to the pay differences between men and women carrying out comparable jobs. It is unlawful to pay people unequally because they are a man or a woman. The gender pay gap focuses on an average across the whole organisation across a variety of different role and pay bands.

Salaries at WHH are determined through a job evaluation scheme called Agenda for Change (AFC). Job evaluation evaluates the job and not the post holder. It makes no reference to gender or any other personal characteristics of existing or potential job holders. Therefore, the Trust are confident that they have a system that pays equal pay for equal value work.

Similarly, NHS England and Improvement have a pay and conditions circular for Medical and Dental staff which outlines national salaries, fees and allowances to ensure consistency for hospital medical and dental staff, doctors and dentists in public health, the community health service and salaried primary dental care.

In relation to Very Senior Manager (VSM) pay banding, NHS England and Improvement have established pay ranges for representative roles in acute, ambulance, community and mental health Trusts. This allows for consistency based on Trust size.

### 3. Data Analysis for 2021/2022

#### 3.1 Scope of Analysis

This report includes all staff who were employed by WHH on full pay on the snapshot date of 31<sup>st</sup> March 2022.

Ordinary pay calculations include:

- Basic pay
- Paid leave including annual leave, sick, maternity, paternity, adoption, or parental leave (except where an employee is being paid statutory)
- Shift premium pay

It does not include overtime pay, redundancy pay, or termination payments and expenses. Employees who are on half or nil pay for sickness absence or maternity leave, hosted staff and agency staff are not included in the results detailed in section 3.2 of this report.

Bonus pay calculations include any pay related to performance, including Clinical Excellence Awards, made in the 12-month period directly before 31<sup>st</sup> March 2022.

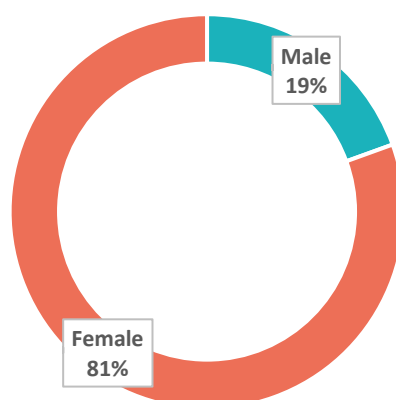
Clinical Excellence Awards are financial incentives to Consultant Doctors, Consultant Dentists and Clinical Academics. Their purpose is to recognise senior clinicians' achievements beyond what is expected as part of their job plan.

NHS Employers and the British Medical Association (BMA) in 2017 agreed an amendment to the terms and conditions for consultants (England) 2003. As a result, Trusts up until 31<sup>st</sup> March 2022 must run annual local Clinical Excellence Award rounds.

#### 3.2 Results of Analysis

##### 3.2.1 Gender Profile

Table 1 highlights that WHH has a higher percentage of females than males in its workforce. Of the 4352 workforce included in the gender pay gap reporting, effective 31<sup>st</sup> March 2022, 3504 were female (81%) compared to 848 males (19%). This is reflective of the year 2020/21 and shows the Trust workforce profile which is relevant for Gender Pay Gap reporting has not changed in the previous 12 months.



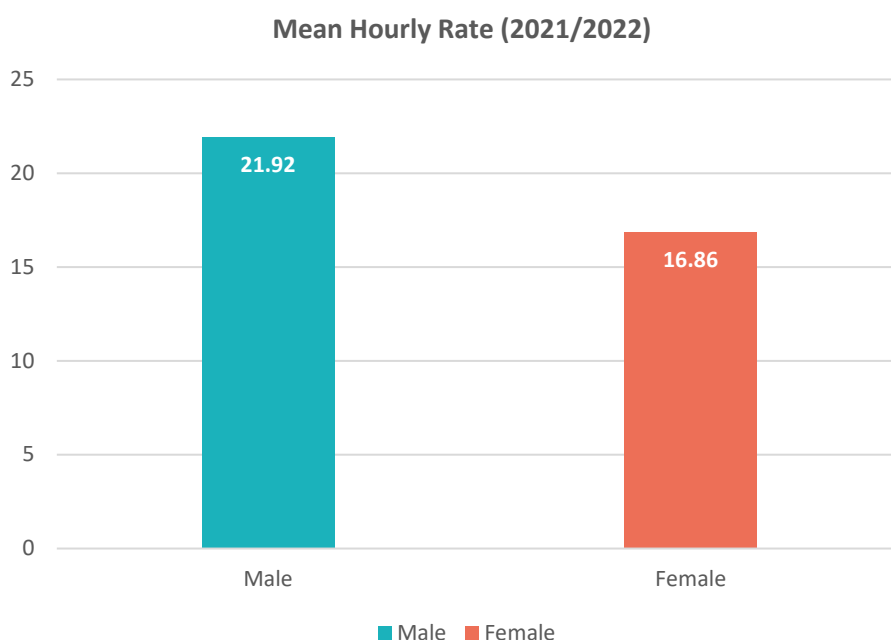
**Table 1:** Percentage Gender Split (effective 31<sup>st</sup> March 2022)

### 3.2.2 Gender Pay Gap Data

This section of the report will outline the mean and median hourly rate for males and females as well as the pay quartile split, for the financial year 2021/2022.

#### Definition of terms:

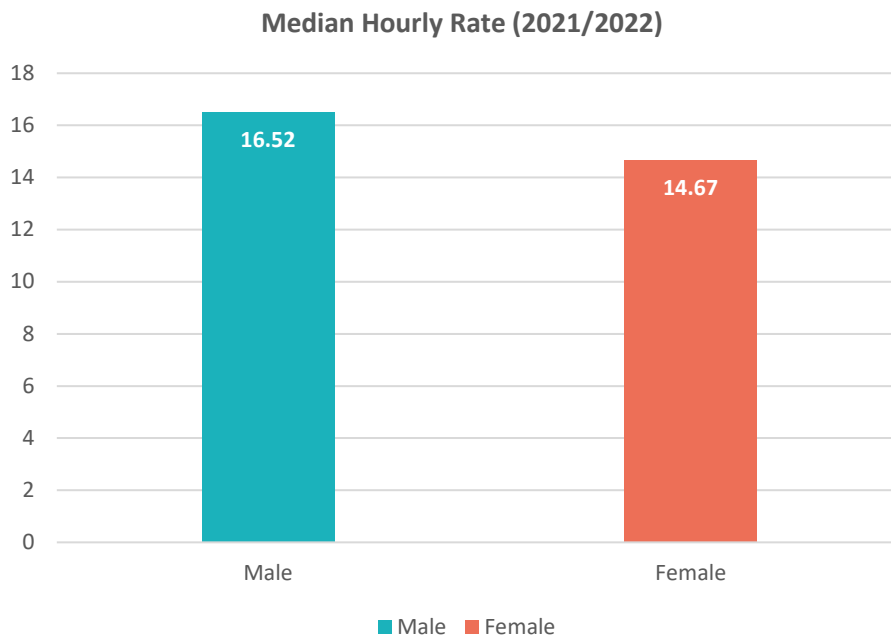
- **Mean** – Mean is the sum of the values divided by the number of values. In this context, the mean is the difference between the mean hourly rate for female and male employee.
- **Median** – Median is the middle value in a sorted list of values. It is the middle value of the pay distribution, such that 50% of people earn more than this and 50% earn less than the median.
- **Quartile** – Quartile is the value that divide a list of numbers into quarters. In this context is the proportions of female and male employees in the lower; lower middle; upper middle; and upper quartile 4 pay bands.



**Table 2:** Mean Hourly Rate (effective 31<sup>st</sup> March 2022)

#### Mean Gender Pay Gap – 23.07%

Table 2 highlights that the mean hourly pay for males is £5.06 higher than that of females, a gender pay gap of 23.07%, this is a decrease in the mean pay gap from 24.61% reported in 2020/2021.

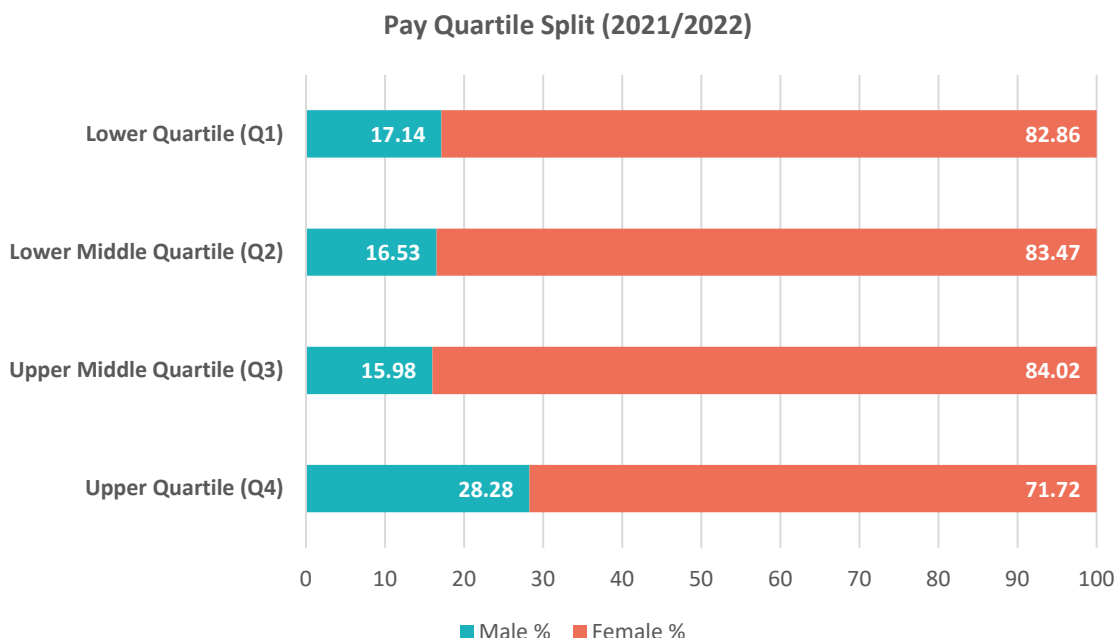


**Table 3:** Median Hourly Rate (effective 31<sup>st</sup> March 2022)

### Median Gender Pay Gap – 11.18%

Table 3 highlights that the median pay for males is £1.85 higher than females, a gender pay gap of 11.18%. This is a slight increase in the median pay gap from 11.10% reported in 2020/2021.

We are also required to split the workforce into quartiles (blocks of 25%) split by pay and show the proportion of males and females in each quartile.



**Table 4:** Pay Quartile Split (effective 31<sup>st</sup> March 2022)

The results of this split are shown above in Table 4. In broad terms this shows that compared to the gender split position across the workforce, where males represent 19% of the workforce there are relatively more males in the highest and the lowest pay quartiles (28.28% and 17.14% respectively).

Although females make up 81% of the overall workforce, there are relatively fewer females in the upper pay quartile (71.72%) and relatively more in the lower middle and upper middle quartile (83.47% and 84.02% respectively).

### 3.2.3 Gender Pay Gap Analysis

The percentage for the median pay gap is considered to usually be the representative gender pay gap across the organisation's workforce. It is noted that 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, there has been a continuous increase of the median pay gap since 2019/2020, highlighting that further examination into this is required.

The pay quartile split evidenced in table 4 highlights that there are a proportionately higher percentage of males in the upper quartile in comparison to females. This is a similar position to the 2020/2021 results at 28.07%. Both the lower and upper middle quartiles represent a similar proportion of male and female pay quartile splits with 83.47% and 84.02% respectively for females. This demonstrates that the majority of the female percentage split sits within quartiles 2 and 3.

Consequently, to enable a more detailed analysis of the gender pay gap, it is recommended that a review is completed, breaking down the pay gap data by band and staffing group. This will allow for more targeted action to be undertaken providing a more detailed analysis of the data, details of this can be found in the action plan in Appendix 1.

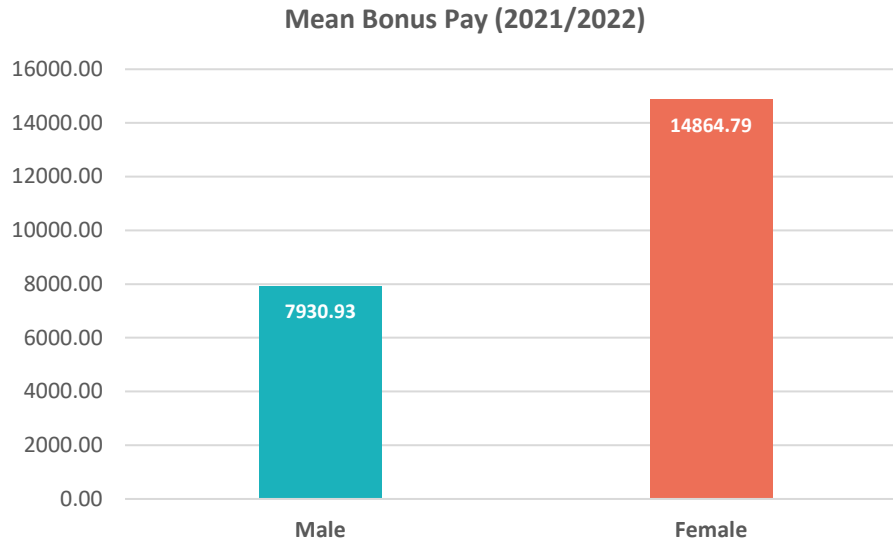
### 3.3. Bonuses

Bonus pay for the Trust refers to Clinical Excellence Awards, a national 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. This report provides a breakdown of bonus payments as well as a combined bonus pay mean and median calculation in section 3.3.3.

#### 3.3.1. National Clinical Excellence Awards

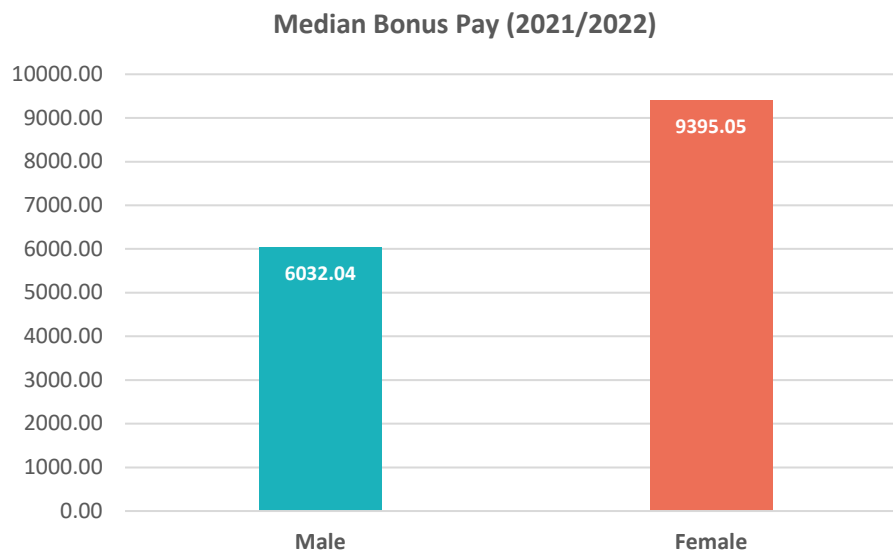
Data for bonuses are calculated for the 2021/2022 financial year period (1<sup>st</sup> April 2021 to 31<sup>st</sup> March 2022), of which 47 of the Trust workforce received a bonus payment in this snapshot period. This relates to 0.29% of females and 3.75% of males in the workforce awarded a bonus.

Tables 5 and 6 demonstrate that females received 87.43% higher mean bonus pay and 55.75% higher median bonus payments than males. In comparison to the previous year, this is an increase in mean from 72.54% however a decrease in median bonus payments at 75% for the 2020/2021 financial year. It is noted that this is still an increase from the 2019/20 financial year of 48.36% and 50% respectively.



**Table 5:** Mean Bonus Pay (1<sup>st</sup> April 2021 to 31<sup>st</sup> March 2022)

**Mean Bonus Pay Gap +87.43%**



**Table 6:** Median Bonus Pay (1<sup>st</sup> April 2021 to 31<sup>st</sup> March 2022)

**Median Bonus Pay Gap +55.75%**

### 3.3.2. Local Clinical Excellence Awards (LCEA) [Changes from 2020-2022]

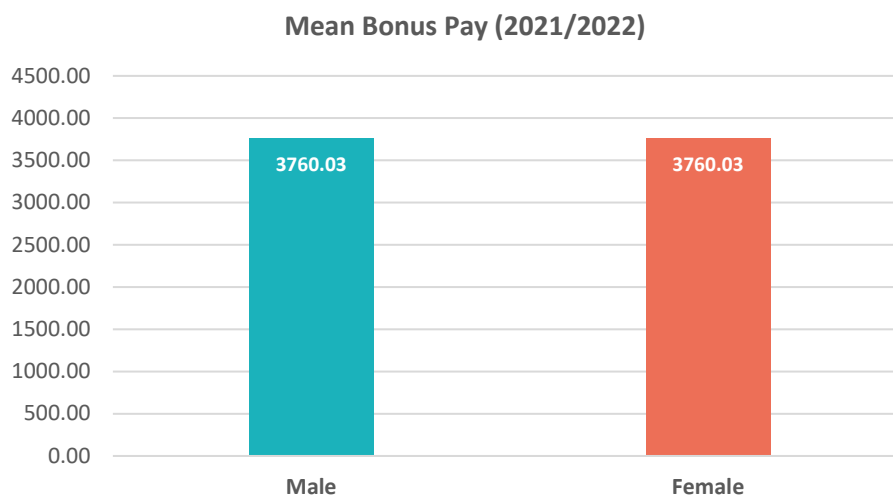
In light of the ongoing effects of the COVID-19 pandemic, Trusts have been required to equally distribute Local Clinical Excellence Awards funds amongst all eligible consultants, rather than award individually. This is to support focused resources on recovery efforts.

As a result, this is a one-off, non-consolidated payment in place of normal local award rounds. More information associated with the LCEA for 2021/22, published by NHS Employers can be found here: <https://www.nhsemployers.org/articles/local-clinical-excellence-award-lcea-arrangements>

For the 2020/2021 financial year 147 people were eligible for the LCEA, of which 50 were female (34%) and 97 male (66%). Tables 7 and 8 demonstrate that females received 3.29% higher mean bonus pay and 0% higher median bonus payments than males. Due to changes in process for the LCEA, this data

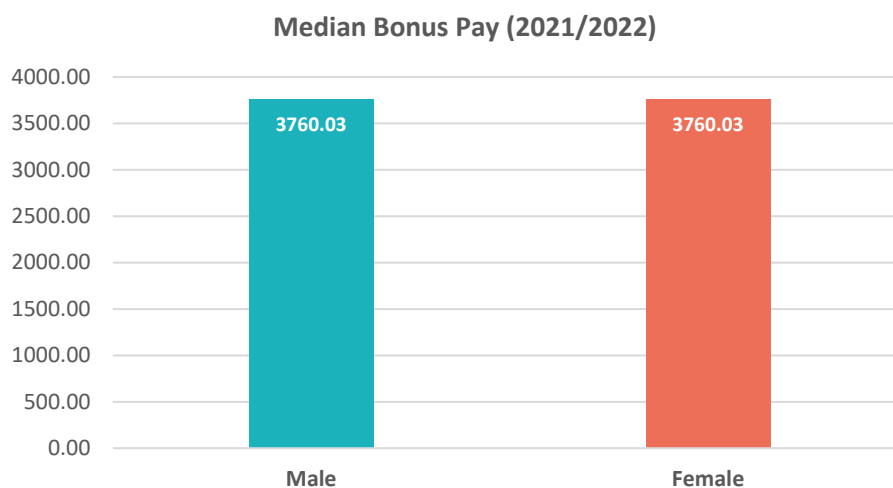


is not comparable to previous years. Comparable datasets will be completed for the Gender Pay Gap 2022/2023 financial year.



**Table 7:** Mean Bonus Pay (Local Clinical Effectiveness Awards 2021/22)

**Mean Bonus Pay Gap +0%**



**Table 8:** Median Bonus Pay (Local Clinical Effectiveness Awards 2021/22)

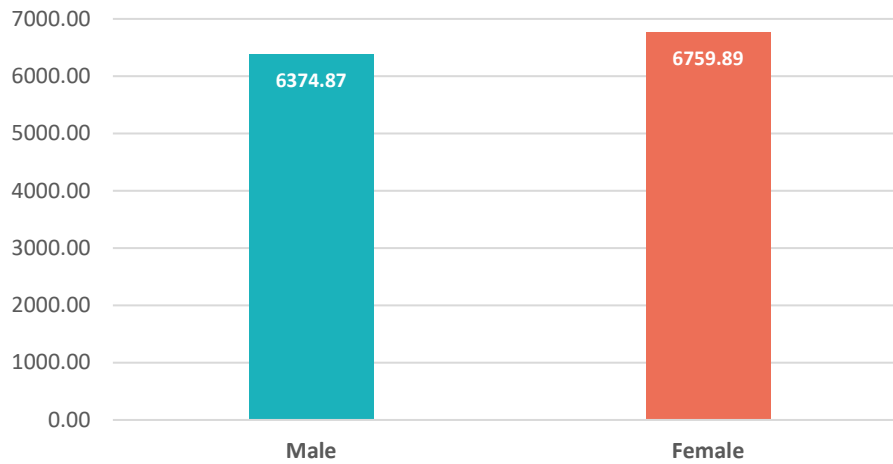
**Median Bonus Pay Gap +0%**

### 3.3.3. Combined Bonus Reporting (National and Local Clinical Excellence Awards)

Data for bonuses are calculated for the 2021/22 financial year period (1<sup>st</sup> April 2021 to 31<sup>st</sup> March 2022), of which 154 of the Trust workforce received a bonus payment in this snapshot period. This relates to 1.39% of females and 10.61% of males in the workforce awarded a bonus.

Tables 9 and 10 demonstrate that females received 6.04% higher mean bonus pay and 0% higher median bonus payments than males. In comparison to the previous year, this is a decrease in mean from 72.54% and median bonus payments at 75% for the 2020/2021 financial year. This correlates with the process for Local Clinical Excellence Awards by distributing an equal payment to all eligible Consultants and therefore was not a meritorious process.

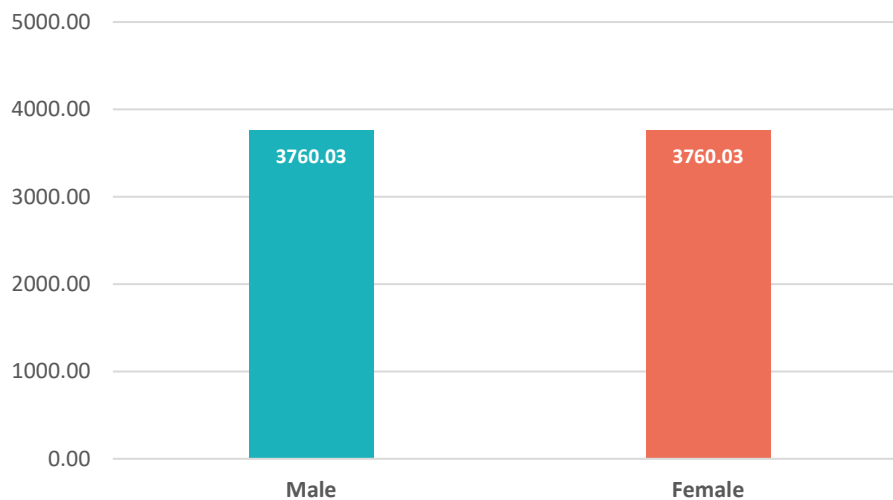
**Mean Bonus Pay (2021/2022)**



**Table 9:** Mean Combined Bonus Pay (1<sup>st</sup> April 2021 to 31<sup>st</sup> March 2022)

**Mean Bonus Pay Gap +6.04%**

**Median Bonus Pay (2021/2022)**



**Table 10:** Median Combined Bonus Pay (1<sup>st</sup> April 2021 to 31<sup>st</sup> March 2022)

**Median Bonus Pay Gap +0%**

**3.4. Comparison with Other NHS Trusts**

Full gender pay gap data for 2021/2022 has not yet been published on the GOV.uk or NHS England's websites. Public sector organisations have until 30<sup>th</sup> March 2023 to publish their findings therefore full comparable datasets are available in financial year 2023/24. To ensure suitable comparison is completed, a review of the Trust data will be completed against similar Trusts for benchmarking purposes in quarter 1 of 2023/24 as part of the actions found as Appendix 1.

#### 4. Progress Update: 2021/22 Reporting

Action	Progress
Analyse 2021 Staff Survey	<ul style="list-style-type: none"> <li>Staff Survey results for 2021 were presented to the Workforce Equality, Diversity and Inclusion Sub-Committee. This allowed for a deeper dive into survey findings by protected characteristic, including sex and staff group.</li> <li>This was then broken down into individual departments to support specific action plans for improvement.</li> </ul>
Analyse gender pay gap by band	<ul style="list-style-type: none"> <li>A review of pay banding for Estates and Facilities was completed in 2022. This review was to enable a deeper dive into quartile split and median pay gap.</li> </ul>

#### 5. Conclusion

The Gender Pay Gap 2022 report analysis highlights that there remain 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.

It is noted that following the amendments to the Local Clinical Excellence Awards, data demonstrates a significant shift in percentage of the mean bonus pay however still highlights a significantly higher proportion of males compared to females are in receipt of Clinical Excellence Awards. This however reflects the profile split of the Trust workforce with significantly more females employed at WHH compared to males. Work is required for pay quartiles to ensure that the split is reflective of the Trust gender split of which on average 81% of each quartile should be female.

It is recognised that further work is needed to address the inequalities found within this report and Appendix 1 details an action plan to work towards this. To support this, additional intelligence will be collated in June 2023 from the Gender Pay Gap Report for 2022/2023 to ensure that up-to-date information is used.

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

<b>Trust Name:</b>	Warrington and Halton Teaching Hospitals NHS Foundation Trust	<b>Trust CPO:</b>	Michelle Cloney	<b>Trust EDI Lead:</b>	Adam Harrison-Moran
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#	Key Action	Steps to achieve action	Progress Updates Due by
1.	Continue to implement an inclusive recruitment programme by overhauling recruitment processes to take account of equality, diversity and inclusion considerations and be responsive to individual circumstances <i>This action has been continued from 2020/21 Gender Pay Gap reporting</i>	<ul style="list-style-type: none"> <li>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"> <li>Include specific references to and mitigations against gender inequalities.</li> </ul> </li> <li>Explore options for advertising jobs as flexible, by default – where practicable.</li> <li>Review Trust approach to recruiting returners – those who have been off work for caring responsibilities, etc.</li> </ul>	December 2023
2.	Complete a local Trust comparable report for Gender Pay Gap data for 2021/22	<ul style="list-style-type: none"> <li>Split data by gender and grade: <ul style="list-style-type: none"> <li>Determine if differences in scores by gender within grades.</li> <li>Cross-reference with self-assessment scores.</li> </ul> </li> <li>Review professional development support offered to assess if men and women have equal access to support.</li> </ul>	July 2023 – when comparable data is published
3.	Implementation and official launch of the Workforce Equality, Diversity and Inclusion Strategy 2022-2025	<ul style="list-style-type: none"> <li>Relaunch of the strategy with links to Gender Pay Gap findings to be completed in January 2023.</li> <li>Intersectional review of workstreams to embed learning and principles from gender pay gap reporting.</li> </ul>	April 2023
4.	Review opportunities to identify and remove barriers to career progression for females in our workforce	<ul style="list-style-type: none"> <li>Encourage up take of aspiring individuals to attend the Trust Reciprocal Mentoring programme.</li> <li>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.</li> <li>Complete a review of equality, diversity and inclusion training programmes to promote gender inclusivity and apply learnings from lived experience into practice.</li> </ul>	December 2023

#	Key Action	Steps to achieve action	Progress Updates Due by
4.	Promote flexible working for men and women who have caring responsibilities	<ul style="list-style-type: none"> <li>Trust wide review for the take up of shared parental leave by men and women at WHH.</li> <li>Promote shared parental leave and other policies that support caring responsibilities as part of People Directorate roadshows.</li> <li>Annually review part time working in the Trust to identify:               <ul style="list-style-type: none"> <li>any actual or perceived barriers to part time working at senior levels.</li> <li>any actual or perceived barriers to part time workers progressing through the Trust.</li> </ul> </li> </ul>	September 2023
5.	Analyse 2022 Staff Survey results	<ul style="list-style-type: none"> <li>Assess data to determine specific inequalities for women.</li> <li>Assess data to identify any barriers to promotion or appointment at a senior level.</li> <li>Hold EDI related learning forums following receipt of survey results to encourage qualitative learnings and response to survey findings.</li> </ul>	June 2023
6.	Review Local Clinical Excellence Awards <i>This action has been continued from 2020/21 Gender Pay Gap reporting</i>	<ul style="list-style-type: none"> <li>Assess the impact that 2022/23 awards will have on future reporting of gender pay gap following the reversion to normal practice.</li> <li>Ensure best practice submissions are incorporated into Trust planning processes for meritocracy-based award distributions.</li> </ul>	June 2023
7	Review of Gender Pay Gap reporting schedule	<ul style="list-style-type: none"> <li>Assess current reporting timeframes for Gender Pay Gap reporting at Warrington and Halton Teaching Hospitals.</li> <li>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.</li> </ul>	June 2023