

SUBJECT	Gender Pay Gap report 2021
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1. Introduction

Warrington and Halton Teaching Hospitals NHS Foundation Trust (WHH) is committed to promoting and advancing equality, diversity and human rights and reducing inequalities in the workplace. 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 as at 31st March 2021.

The Trust employs staff in a number of disciplines across a range of occupational groups including administrative; nursing and midwifery; allied health professionals; and medical roles. All staff except for the Very Senior Managers (VSMs) are on either 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.

The gender pay gap 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 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

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. While 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.

3. Data Analysis 2021

3.1 Scope of analysis

All staff who were employed by WHH on full pay on the snapshot dates of 31st March 2021 are included.

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

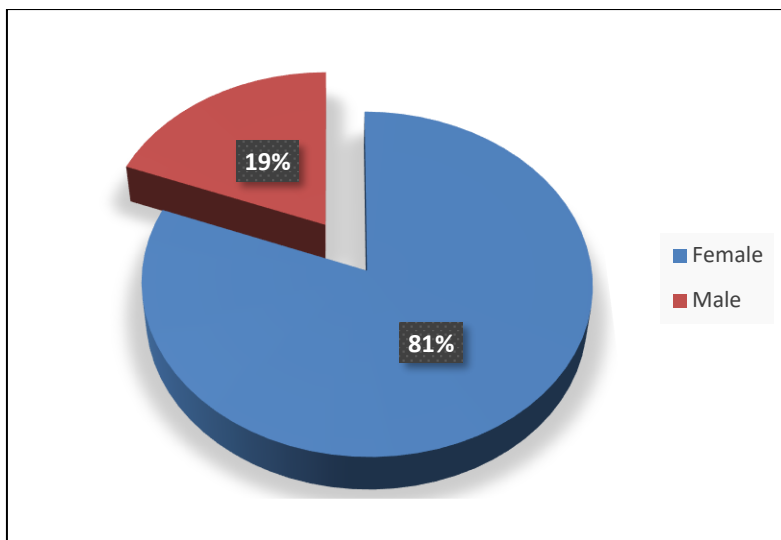
It does not include overtime pay, redundancy pay, or termination payments calculations exclude overtime pay and expenses. Employees who are on half or nil absence or maternity leave, hosted staff and agency staff are not included.

Bonus pay calculations include any pay related to performance including clinical excellence awards made in the 12 month period directly before 31st March 2021.

3.2 Results of analysis

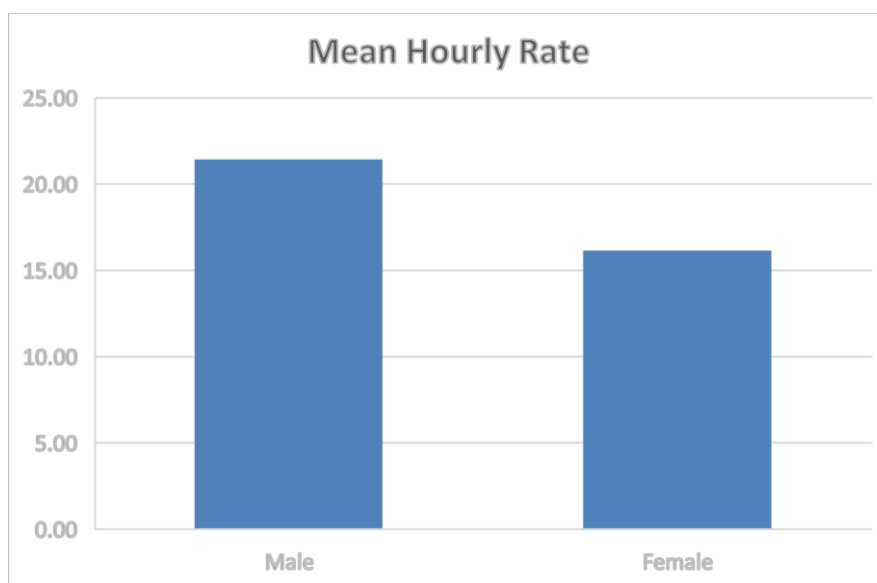
3.2.1 Gender Profile

The percentage gender split of the staff included in the snapshot is below.



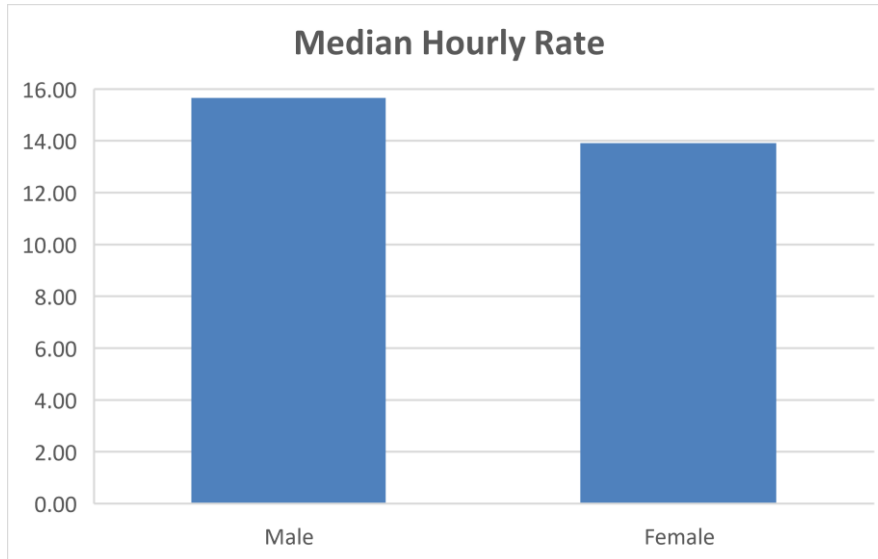
WHH is typical of any NHS Trust, it has a higher percentage of females than males in its workforce – of the 4358 staff included in the gender pay gap reporting, 3518 were female compared to 840 males.

3.2.2 Gender Pay Gap data



Mean Gender Pay Gap - 24.61 %

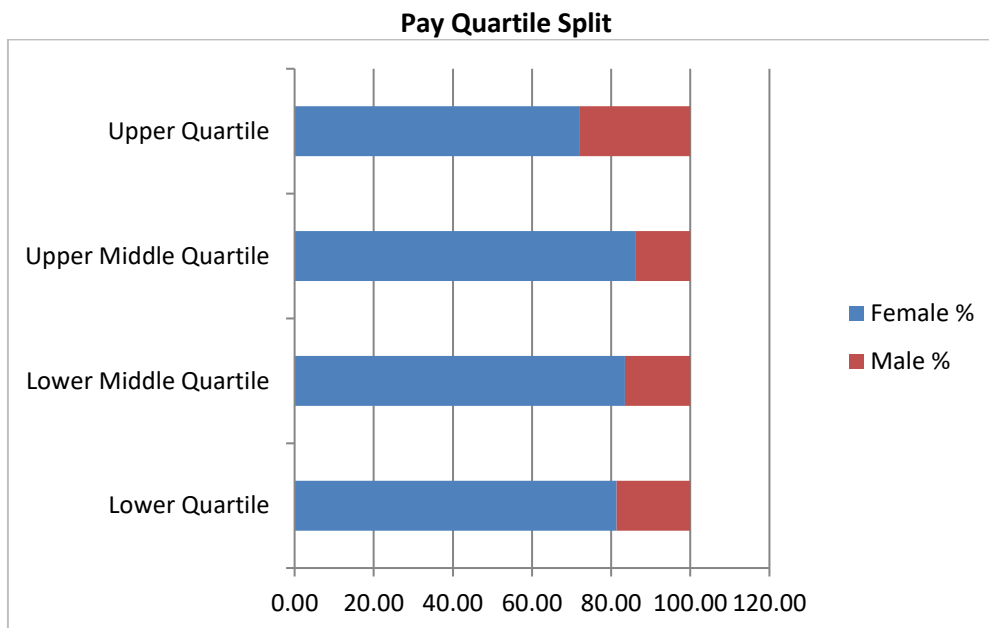
The above chart shows that the mean hourly pay for males is £5.28 higher than that of females, a gender pay gap of 24.61 %, this is a decrease in the mean pay gap from 25.05% reported in 2020.



Median Gender Pay Gap – 11.10 %

It also shows that the median pay for males is £1.74 higher than females, a gender pay gap of 11.10%. This is an increase in the median pay gap from the 10.67% median pay gap reported in 2020.

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. The results of this split are shown below. In broad terms this shows that compared to the position across the workforce as a whole, where males represent 19% of the workforce there are relatively more males in the highest and the lowest pay quartiles (28.07% and 18.66% respectively) and although women make up 81% of the overall workforce there are relatively fewer females in the upper pay quartile (71.93 %) and relatively more in the lower middle and upper middle quartile.



3.2.3 Gender Pay gap analysis

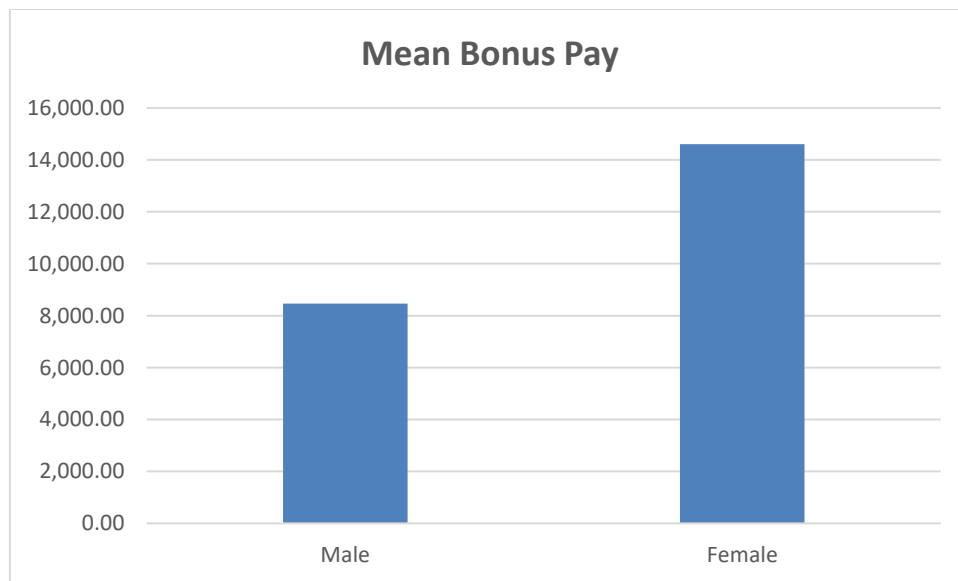
The figure for the median pay gap is usually considered to be more representative of gender pay gap across the workforce. However what it does not take account of is a small numbers of higher paid employees that could be skewing the data at the mean (or average) level. Although the decrease in mean pay gap is significant the increase of the median pay gap for the second consecutive year should be examined in more detail.

As the quartile figures in the chart above show that there is a higher percentage of males in both the upper and the lower quartile than in the others, it is recommended that a more detailed analysis of the gender pay gap is undertaken to break the pay gap data down by band, and a separate analysis of the medical and non-medical workforce.

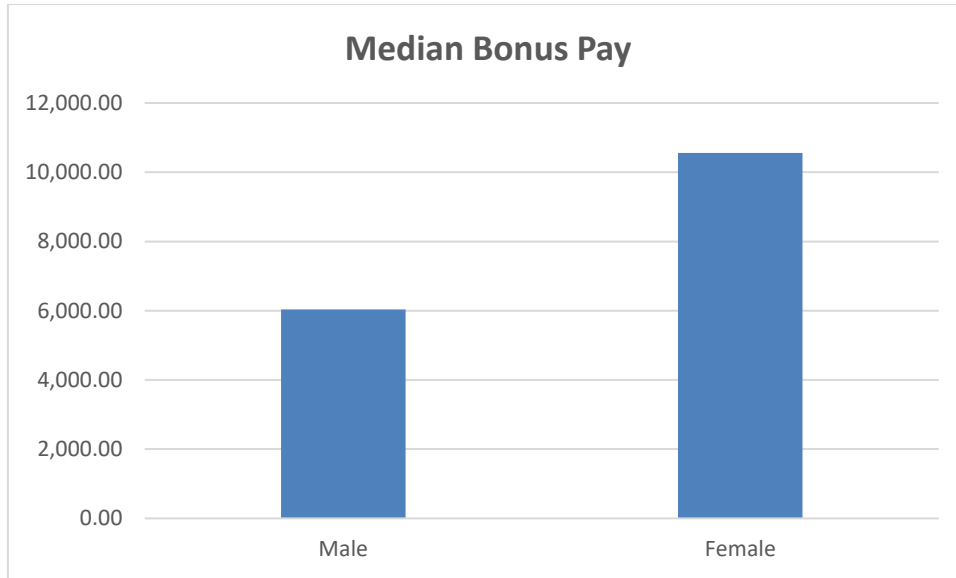
3.2.4 Bonuses

In the 2020/21 period, 49 staff received a bonus payment, when related to all employees of the Trust included in the snapshot period this relates to 0.32% of all females in the workforce receiving a bonus and 3.99% of all males in the workforce receiving a bonus.

The charts show that this year females received 72.54 % higher mean bonus pay (this is an increase from 48.36% the previous year) and 75% higher median bonus payments than males (an increase from 50%).



Mean Bonus Pay Gap + 72.54 %



Median Bonus Pay Gap + 75%

It is worth noting that in light of the pressures of the COVID-19 pandemic 2020 the local clinical excellence awards did not run. Instead however, the money was distributed amongst all eligible consultants.

As these payments were made to consultants after the snapshot date of this report in 2021, the impacts of these payments will be reflected in the Trust's 2022 Gender Pay Gap report.

3.2.5 Comparison with other NHS Trusts

Full gender pay gap data for 2020/2021 has not yet been published on the gov.uk nor NHS England's websites, however when this is available a comparison with similar Trusts will be undertaken for benchmarking purposes.

4. Conclusion

The analysis of the 2020 and 2021 data clearly shows that there remain some differences in pay between the genders at WHH. Significantly, the data reveals an increase in the gender pay gap over the past three years. This could be the result of a number of factors, including the prevalence of women working part time roles, as opposed to men, and the inaccessibility of senior roles to part time workers. However further work is required to both understand the reasons for the differences and to develop actions to address inequalities.

This further work is detailed in the action plan in Appendix A, along with a number of pieces of work already underway within the Trust which may directly impact upon the gender pay gap and any inequalities as a consequence.

5. Recommendation

The Equality, Diversity and Inclusion Sub-Committee are asked to note the report and analysis and to approve the report and associated action plan for submission to the Strategic People Committee and publication.

Appendix 1 – Gender Pay Gap Report - 2021

#	Key Action	Steps to achieve action	Due by
1.	Implement inclusive recruitment improvement programme	<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. 	March 2023
2.	Review internal promotion data from previous year	<ul style="list-style-type: none"> • Analyse data to determine <ul style="list-style-type: none"> ○ Proportion of women from a given grade applying for promotions ○ How does proportion compare to gender make-up of the role/grade ○ At which stage are women falling out of the process and potential reasons. 	September 2022
3.	Review performance review data from previous year	<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 	September 2022
4.	Promote flexible working for men and women who have caring responsibilities	<ul style="list-style-type: none"> • Review the take up of shared parental leave by men and women • Promote shared parental leave and other policies that support caring responsibilities • Review part time working in the Trust to identify 	September 2022

#	Key Action	Steps to achieve action	Due by
		<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 	
5.	Analyse 2021 staff survey	<ul style="list-style-type: none"> ● Assess data to determine specific inequalities for women that may be presenting a barrier to promotion or appointment at a senior level. 	June 2022
6.	Review Clinical Excellence Awards	<ul style="list-style-type: none"> ● Assess the impact that 2021 awards will have on future reporting of gender pay gap. 	June 2022
7.	Analyse pay gap by band	<ul style="list-style-type: none"> ● Break down pay gap data by band <ul style="list-style-type: none"> ○ Explore possible factors for concentration of women in middle bands, ie, progression barriers, getting 'stuck' at certain levels 	September 2022