



## Gender Equality Report 2023/2024 (Data as at 31/03/22)

### Introduction

Bradford Teaching Hospitals NHS Foundation Trust is committed to reducing our gender pay gap and this is our 5<sup>th</sup> publication against this standard.

The 6<sup>th</sup> April 2017 saw the introduction of the Government regulations setting out the requirement for public sector bodies in England with 250 or more employees to publish their gender pay and bonus gap. The Equality Act 2010 (specific Duties and Public Authorities) Regulations 2017 bring in the gender pay gap reporting duty as part of the existing public sector equality duty (PSED).

Gender pay reporting is different to equal pay. The gender pay gap is the average difference between the gross hourly earnings for all men and women which is expressed as a percentage of men's earnings (as set out in the explanation below). Equal pay refers to men and women being paid the same for like work; work rated as equivalent or work of equal value as set out in the Equality Act 2010. It is unlawful to pay people unequally purely because they are a man or a woman.

**Gender pay gap shows the differences in the average pay between men and women.** If a workplace has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with, and the individual calculations may help to identify what those issues are.

Since we began to report our Gender Pay Gap in 2018 (as at March 2017) when our mean average gender pay gap was **31.34%**, we have seen improvement of 5.28%. **As at March 2022 our mean average gender pay gap was 26.06%**

An overview of key highlights, which demonstrate an improvement since our last report (as at March 2021) include:

- Women continue to make up a significant proportion of our workforce (76.87%), but with 0.36% increase in men since 2021. Also;
  - **1% increase in men in Nursing & Midwifery roles** (where there is currently under-representation)
  - **1% increase in men in both Admin & Clerical and other roles** (where there is currently under-representation)

Progress is being made with our gender pay gap. However, when it comes to pay; although there are more women employed in the organisation, women continue to earn less than men. There is still work to do to address the issues in the following key areas:

- Women continue to be under-represented at more senior levels and over-represented at middle management levels.
- Men continue to be significantly under-represented in Nursing & Midwifery roles, Admin & Clerical and other professions such as AHPs

While some positive steps have been taken to raise the profile of gender equality across the Trust and to address the gender pay gap, there has been little change in the data over the last 12 months, with the exception of an increase in the bonus pay gap. There is no indication, from this years' data, that we should change the focus of our existing action plan which has been in place since October 2021. However, we will be working with our Gender Equality Reference Group to review and refresh this action plan, to consider new actions and look at developing existing actions further.

The action plan will continue to be developed around three key themes with an overall aim of ensuring we recruit, retain and support the right staff and develop excellent leaders who have the skills to empower our people and create a positive culture where our people feel valued, can take responsibility for their actions and flourish. The main focus of our action plan to reduce our gender pay gap will be to:

- Increase both engagement with aspiring females, and representation of women in senior management roles. Exploring development and talent management opportunities and potential “blockers” for women progressing.
- Further promote a culture of flexible working to create equity for women in the workplace
- Address the underrepresentation of men at all levels in the organisation and challenge the traditionally female role stereotypes

## **Monitoring and Evaluation**

The action plan will be monitored by the Trust People Academy and through the Trust Board on a 6-monthly basis as part of their Equality, Diversity & Inclusion update.

## Gender Pay Data

The following data was collected on 31 March 2022 when our workforce comprised 6,670 staff, of which; 5,127 (76.87%) were women and 1,543 (23.13%) were men

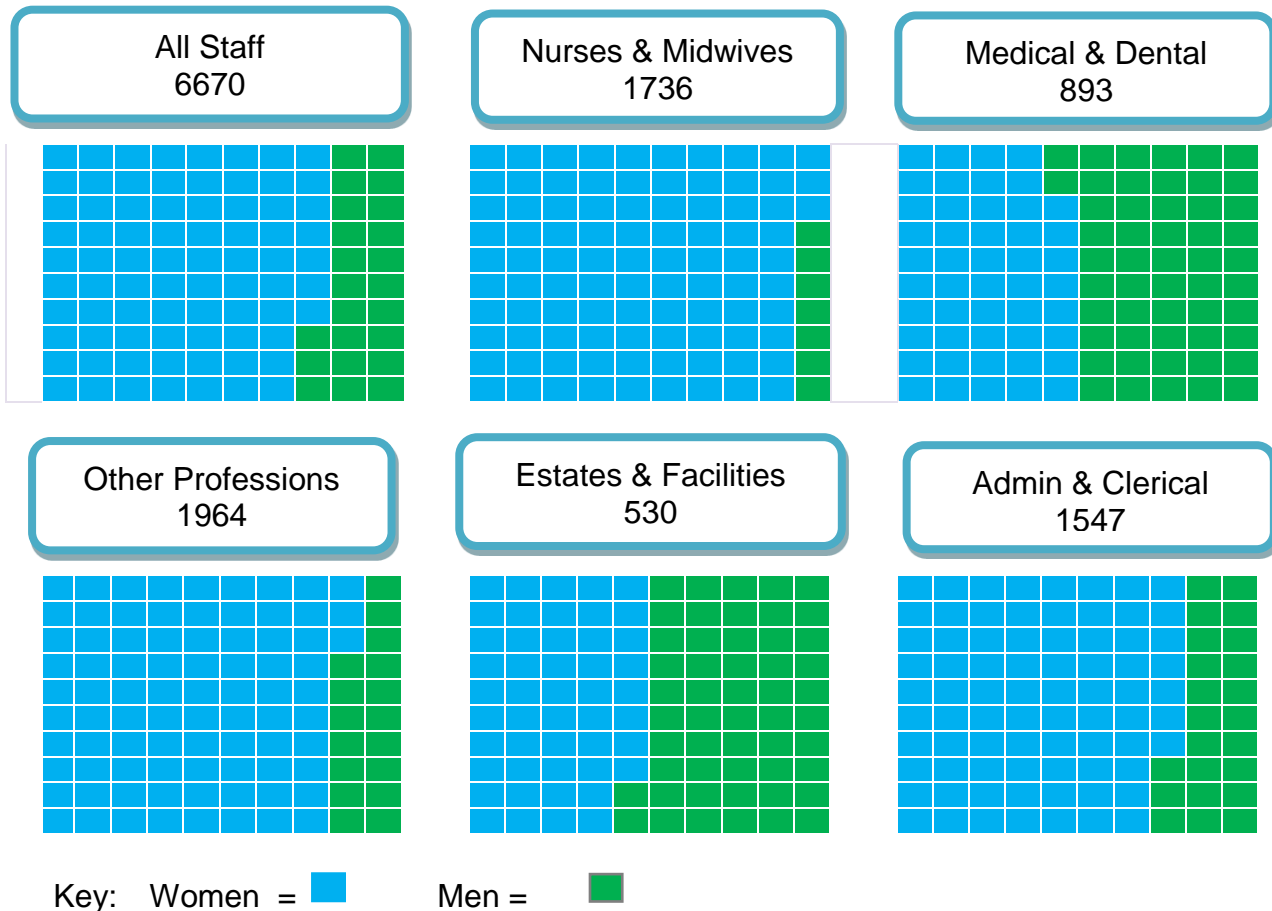
Throughout this report, where appropriate, data for March 2020 and/or March 2021 has been included to show a comparison and evidence our progress over the last three years.

### Workforce by Gender

The table below illustrates how our workforce was made up by gender as at 31<sup>st</sup> March 2022.

The green squares represent men and the blue squares represent women. Women make up a significant proportion of our workforce (76.87%). *There has been a 0.36% increase in men in the workforce as a whole over the last 12 months, which is not a significant increase. However, there are also some improvements in those staff groups where men are significantly under-represented.*


Men continue to be significantly under-represented in Nursing & Midwifery roles, Admin & Clerical and other professions (and particularly AHP roles, where men continue to represent just 20% of that staff group). However, it is worth noting there has been a **1% increase in men in qualified nursing & midwifery, admin & clerical roles and other professions.** ↑







## Quartile Reporting

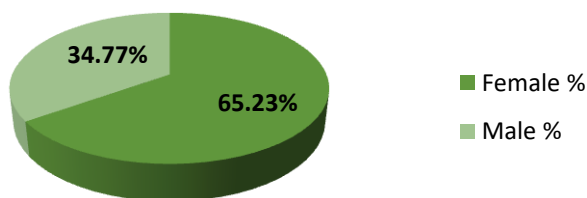
The pie charts below show the proportion of males and females when divided into four groups ordered from lowest to highest pay. The data below ranks our whole-time equivalent employees from highest to lowest paid, divided into four equal parts (quartiles). The lower quartile (red) represents the lowest salaries in the Trust and the upper quartile (green) represents the highest salaries.

The charts below show the percentage of males and females who fall into each quartile.

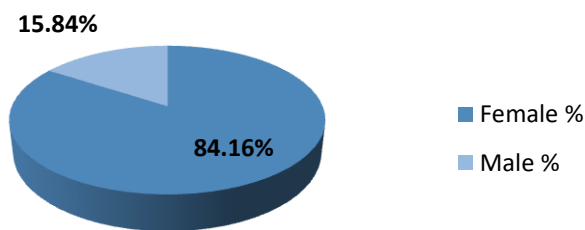
In March 2022 there were proportionately more women employed by the Trust (76.87%) than men (23.13%). If we are to have gender pay equality, the same proportion of men and women should be represented at all levels of the organisation. The following analysis shows that this is not the case at BTHFT and **women continue to be under-represented at more senior levels and over-represented at middle management levels.** There has been little change in this metric since March 2021: 

- **At 65.23%; Women continue to be proportionately under-represented in the Upper quartile (higher paid staff) by 11.64%** (compared to 76.87% women in the organisation overall).
- The proportion of women in the upper quartile has fluctuated over the last three years. However, after an encouraging 1% increase last year, **we have seen a 1.56% reduction in the proportion of women in the upper quartile since March 2021**  Further analysis of the data will be required to understand this change and any appropriate actions
- Women continue to be proportionately over-represented in the Upper Middle quartile (84.16%) with no real change from last year. 
- Women continue to be proportionately over-represented in the Lower Middle quartile (81.59%) with a very slight (0.55%) increase from last year 
- Women are proportionately represented in the lower quartile (lowest paid staff) at 76.40% with no real change from last year 

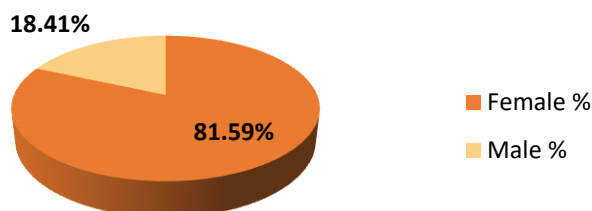
### Upper Quartile



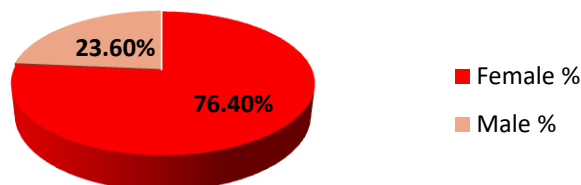
### Upper Middle Quartile



### Lower Middle Quartile



### Lower Quartile



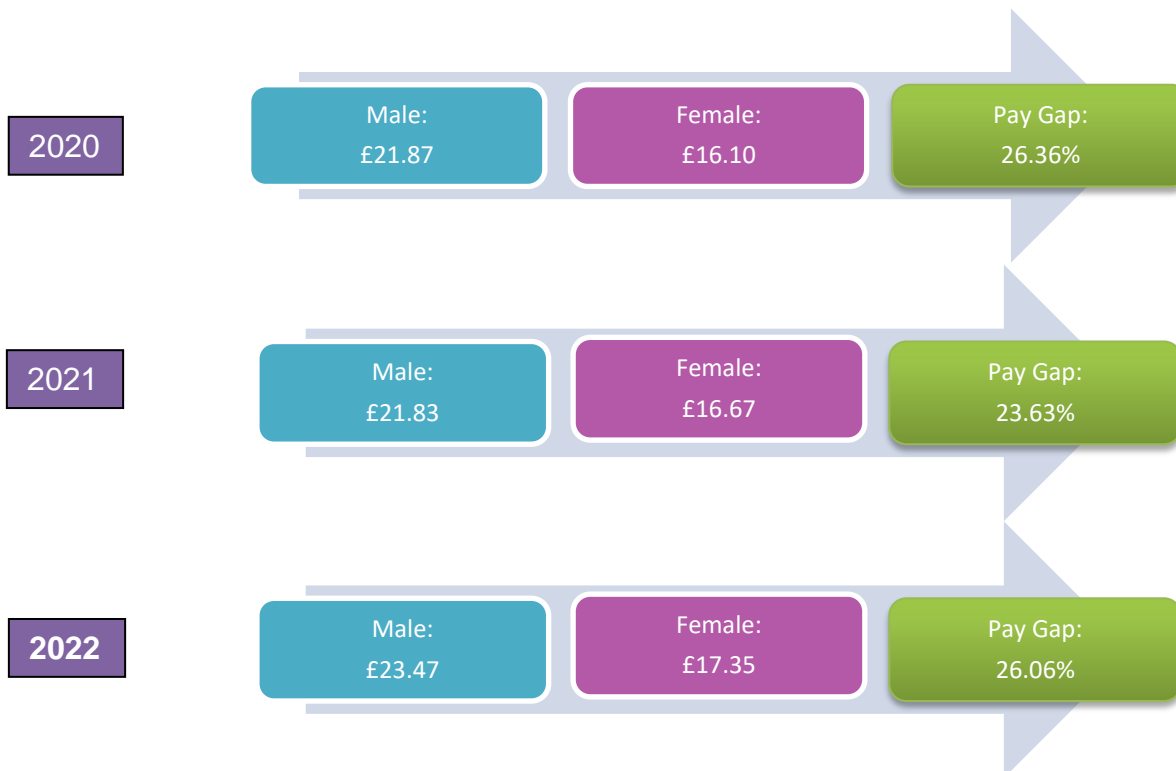
## Average Gender Pay Gap as a Mean Average

The mean is calculated as the sum of all values (hourly pay rate) divided by the number of staff.

Table 1

Average Hourly Rate	2020	2021	2022
Male	£21.87	£21.83	£23.47
Female	£16.10	£16.67	£17.35
<b>Gap</b>	<b>26.36%</b> ↑	<b>23.63%</b> ↓	<b>26.06%</b> ↑

When it comes to pay, although there are more women employed in the organisation; women earn less. The mean average pay gap has fluctuated over the last few years and although we have seen a slight increase in women's mean average hourly rate of pay between March 2021 and March 2022, this increase is not as high as the increase for men's mean average hourly rate of pay. **Consequently, there has been a notable increase in the mean gender pay gap this year (data as at March 2022). This is a 2.43% increase in the mean average gender pay gap from 23.63% to 26.06%** ↑  
*Further analysis will be required to understand what has caused this change and to consider any appropriate actions.*



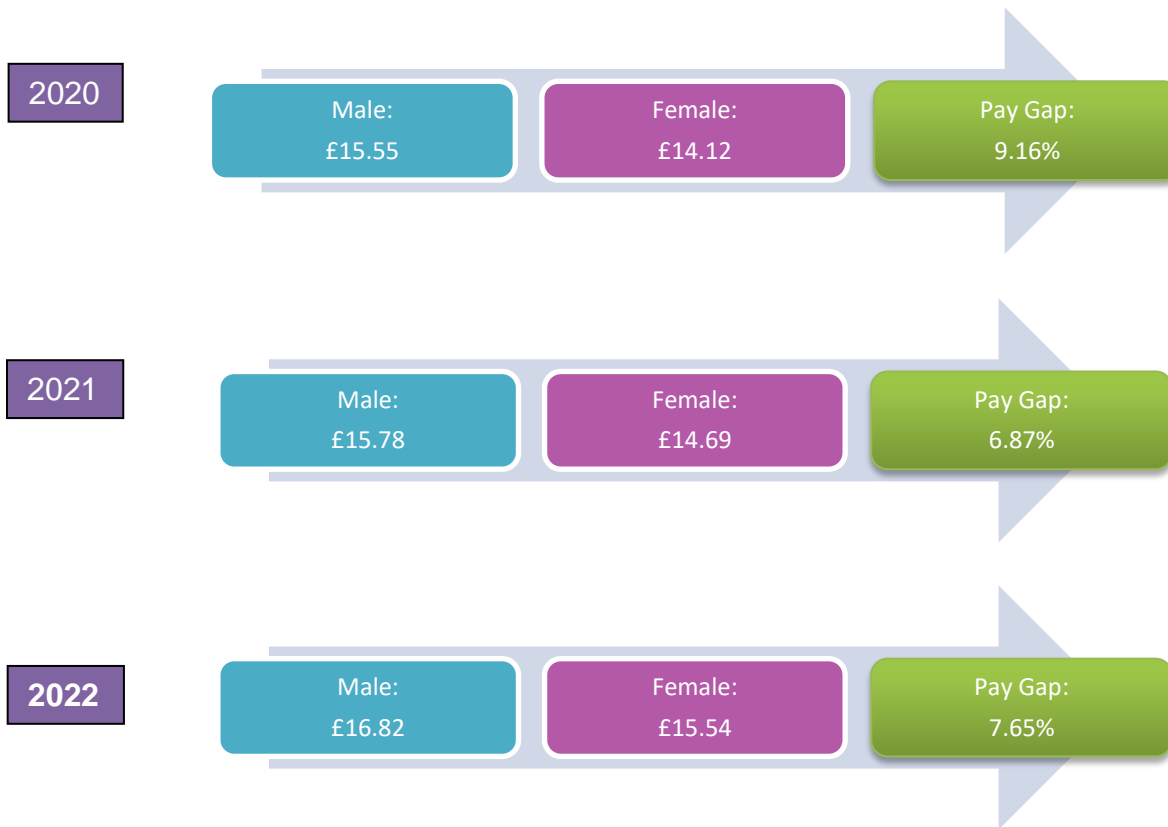
## Average Gender Pay Gap as a Median Average

Median is calculated by separating each pay list by gender and then putting each list in order from lowest to highest. The Median is the middle number in each list

**Table 2**

Median Hourly Rate	2020	2021	2022
Male	£15.55	£15.78	£16.82
Female	£14.12	£14.69	£15.54
<b>Gap</b>	<b>9.16%</b> ↓	<b>6.87%</b> ↓	<b>7.65%</b> ↑

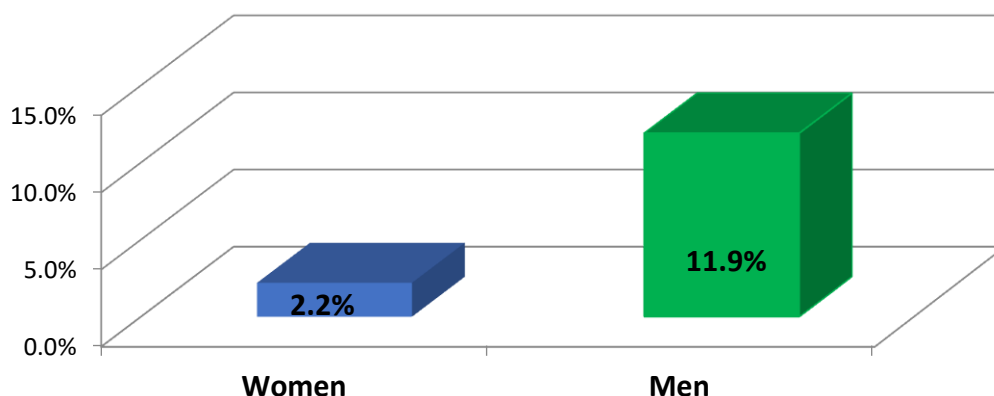
There has been a year on year increase in women’s median average hourly pay rate and in both 2020 and 2021 we saw a decrease in the median average gender pay gap. However, despite a further increase in women’s pay this year, the median average increase in men’s pay has been greater. Therefore, **the median average pay gap increased very slightly in 2022 by 0.78% (from 6.87% in 2021 to 7.65% in 2022)** ↑



## Percentage of Men and Women receiving a Bonus Payment at BTHFT

The only bonus payments made in the Trust are clinical excellence awards (CEA) paid to medical & dental consultants. 296 Consultants received a bonus payment in March 2022

**2.2% of the women at BTHFT and 11.9% of the men at BTHFT received a bonus payment in March 2022.**



For the 2021 Clinical Excellence Award (which is paid to eligible Consultants in their March 2022 pay); eligibility for the award was assessed in April 2021 and an equal share of the award was paid to all those who were eligible without requirement to submit an application. Payment was made in full, irrespective of someone's hours of work. An 'equal shares' approach has been agreed for the 2022 Clinical Excellence Awards scheme. **This has created greater equity for female consultants going forward who are more likely to work part time hours.**

However, in addition to the new arrangements for CEA described above; there are still 149 consultants (102 male consultants 47% and 47 female consultants 35%) who continue to receive a CEA bonus from the existing local CEA award scheme in varying amounts, including 6 Consultants (all male), who are in receipt of a national award for clinical excellence. For the 6 Consultants; this is a national application process that is renewable every 3-5 years, but potentially generates much higher bonus payments dependent on the level of the award. For the existing local CEA scheme; eligible employees had to submit a successful application but payment has continued on an annual basis. Therefore, whilst the overall proportion of consultants now receiving a bonus payment is virtually equal (84% of female consultants and 85% of male consultants), due to the variety of payments still being made; male consultants still earn on average (mean average) 31% more in bonus payments than female consultants.

From previous analysis of this data; this is primarily due to there being a higher number of male consultants in the workforce historically. Higher length of service and seniority were previously success factors in successfully receiving the existing local CEA. We are aware we have more male consultants receiving the existing local award. However, this award will be subject to a formal review in the future in agreement with the LNC.

## Average Bonus Gender Pay Gap as a Mean Average

The Trust has paid bonuses only to all eligible Medical Consultants based on national criteria. As at 31<sup>st</sup> March 2022 the consultant workforce was made up of 134 (38%) women and 217 (62%) men.

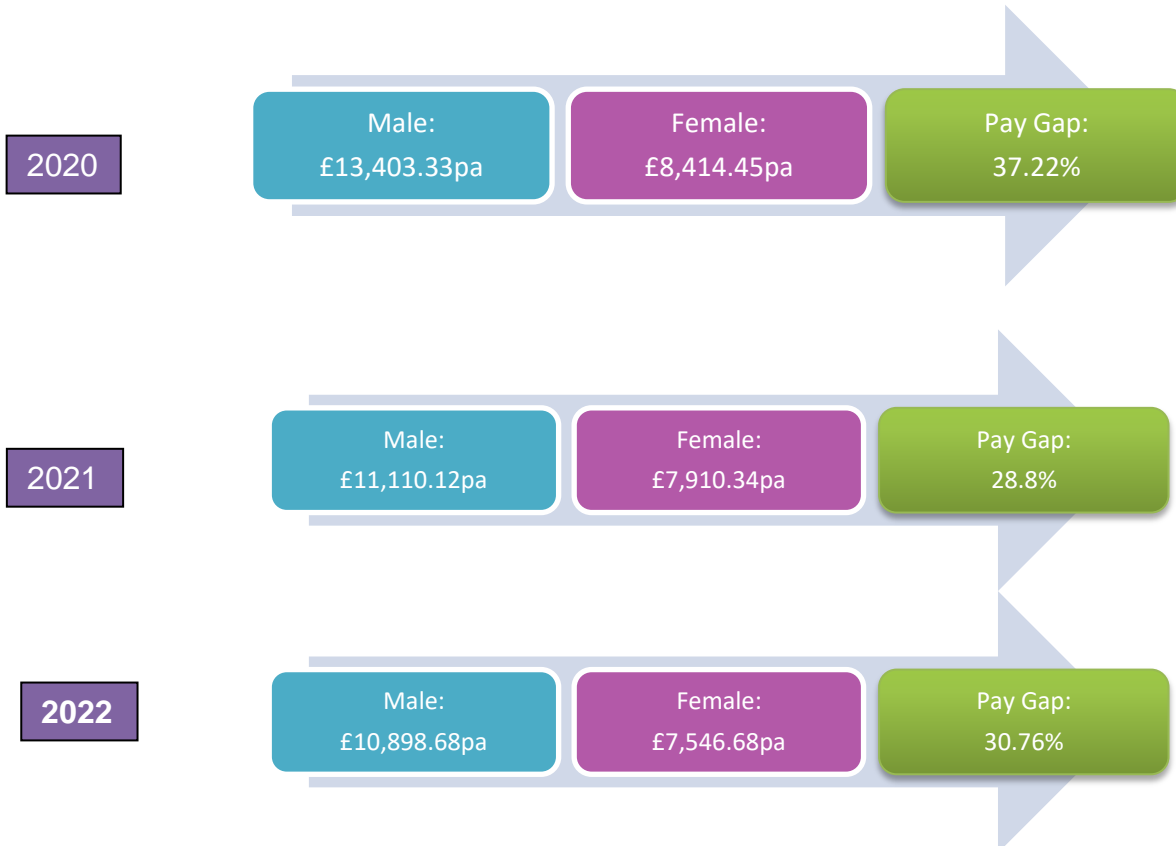
**Table 3**

Average Bonus Pay Per Annum	2020	2021	2022
Male	£13,403.33	£11,110.12	£10,898.68
Female	£8,414.45	£7,910.34	£7,546.68
<b>Gap</b>	<b>37.22%</b> ↓	<b>28.8%</b> ↓	<b>30.76%</b> ↑

*Nb The new style CEA is differently coded and was therefore omitted from the report last year. The 2021 data has been re-calculated accordingly to include this data (above)*

**Men earn on average 31% more in bonuses than women.** Whilst there has been a slight increase (c. 2%) ↑ this year **the mean average bonus pay gap is 6.5% smaller than in 2020** ↓

The continued difference in average bonus payments per annum is wholly attributable to variations in the old style CEA payments, as the new style payments are equal in value.








## Average Bonus Gender Pay Gap as a Median Average

The Trust has paid bonuses only to eligible Medical Consultants (of whom there are more men than women).

**Table 4**

Average Bonus Pay Per Annum	2020	2021	2022
Male	£9,048.00	£8,476.03	£7,106.96
Female	<b>£6,032.04</b>	£5,459.96	£4,091.00
<b>Gap</b>	<b>33.33%</b> 	<b>35.58%</b> 	<b>42.44%</b> 

*Nb The new style CEA is differently coded and was therefore omitted from the standard ESR report last year. The 2021 data has been re-calculated as above.*

**As a median average: men earned 42.44% more than women in bonuses in March 2022.** 

Despite equal decreases in the average annual bonus payments made for men and women each year there has been a gradual increase in the median bonus pay gap. The higher number of men receiving over and above the standard £4,091 (new style) CEA payment this year means that their median average pay rate continues to be higher.

