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**Gender Equality Report 2024/2025**

**(Data as at 31/03/23)**

**Introduction**

Bradford Teaching Hospitals NHS Foundation Trust is committed to reducing our gender pay gap and this is our 6th publication against this standard.

The 6th 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 **31.3%,** we have seen improvement of 6.9%. **As at March 2023 our mean average gender pay gap was 24.4%**

An overview of key highlights, which demonstrate an improvement since our last report (as at March 2023) include:

* A **1.7%** decrease in the mean gender pay gap (from **26.1%** in **2022** to **24.4%** in 2023).
* A **2.5%** decrease in the median gender pay gap (from **7.7%** in 2022 to **5.2%** in 2023).
* A **20.5%** decrease in the median average bonus pay gap (from **42.4%** in 2022 to **21.9%** in 2023). This is a significant difference from pervious years and is caused by a slight reduction in the number of men receiving the ‘old style’ (higher value) Clinical Excellence Award (CEA), and a slight increase in the number of men getting the new style (equal shares) CEA – which means the central (median) point has shifted.
* Women continue to make up a significant proportion of our workforce (**76.4%**), but with a slight (**0.5%**) increase in men since 2022 and an encouraging **5.8%** increase in men in AHP roles over the last 12 months).

Some progress has been made on our gender pay gap over the last 12 months. 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 supervisory and middle management levels.
* Men continue to be significantly under-represented in Nursing & Midwifery and some other traditionally female professions.

Some positive steps have been taken to raise the profile of gender equality across the Trust and 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 develop a culture of flexible working with focus on front line roles
* Address the under-representation of men at all levels in the organisation and challeng 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 2023 when our workforce comprised **6,869 staff**, of which; 5,250 **(76.4%) were women** and 1,619 **(23.6%) were men.**

Throughout this report, where appropriate, data for March 2021 and/or March 2022 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 31st March 2023.

The green squares represent men and the blue squares represent women. Women make up a significant proportion of our workforce (76.4%). *There has been a slight increase (0.5%) of men in the workforce as a whole over the last 12 months.*

Men continue to be significantly under-represented in Nursing & Midwifery roles and some other traditionally female professions. However, it is worth noting there has been **a 5.8% increase in male AHP’s over the last 12 months** with the representation of men in AHP roles now being proportionate with the representation of men in the workforce as a whole.

All Staff

6869

Medical & Dental

947

Nurses & Midwives

1733

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Estates & Ancillary

521

Other Professions

2115

Admin & Clerical

1553

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Key: Women = Men =

**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.

In March 2023 there were proportionately more women employed by the Trust (76.4%) than men (23.6%). 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 the most senior levels and over-represented at supervisory and middle management levels. There has been little change in this metric since March 2021:**

* **At 64.2%; Women continue to be proportionately under-represented in the Upper quartile (higher paid staff) by 12.2%** (compared to 76.4% women in the organisation overall).

The proportion of women in the upper quartile has fluctuated over the last three years. After an encouraging 1% increase in March 2021**, we have now seen a seen a further reduction in the proportion of women in the upper quartile again this year (down 1% to 64.2%).**

Women continue to be proportionately over-represented in the Upper Middle quartile (84%) with no real change from last year.

Women continue to be proportionately over-represented in the Lower Middle quartile (79.9%), although representation of women in this quartile has decreased again this year by 1.7% (to 79.9%)

Women are now just slightly over-represented in the lower quartile (lowest paid staff) at 77.6% after an increase of 1.6% this year.

*The charts below show the percentage of males and females who fall into each 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** | **2021** | **2022** | **2023** |
| Male | £21.83 | £23.47 | £24.19 |
| Female | £16.67 | £17.35 | £18.28 |
| **Gap** | **23.6%** | **26.1%** | **24.4%** |

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. However, this year we have seen a slight increase in women’s mean average hourly rate of pay between March 2022 and March 2023 which has resulted in a **slight decrease (of 1.7%) in the mean gender pay gap from 26.1% to 24.4%**

2021

**2023**

2022

**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** | **2021** | **2022** | **2023** |
| Male | £15.78 | £16.82 | £17.33 |
| Female | £14.69 | £15.54 | £16.43 |
| **Gap** | **6.9%** | **7.7%** | **5.2%** |

There has been a year-on-year increase in women’s median average hourly pay rate for the last 3 years and despite a slight increase last year, **the median average pay gap has decreased again this year by 2.5% (from 7.7% in 2022 to 5.2% in 2023)**

2021

2022

**2023**

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

**3.6% of the women at BTHFT and 7.2% of the men at BTHFT received a bonus payment in March 2023.** This shows a slight improvement from the proportion of men/ women paid bonus payments in 2022 (when 2.2% of women and 11.9% of men were paid bonus payments).

For the purposes of the gender pay gap requirements this data is calculated as a proportion of the workforce as a whole. However, the only bonus payments made in the Trust are clinical excellence awards (CEA) paid to medical & dental consultants**.**

As at 31st March 2023 the consultant workforce was made up of 125 (39%) women and 193 (60.7%) men. 304 staff were paid bonuses, 117 (38.5%) women and 187 (61.5%) men. **The number of bonus payments is therefore roughly proportionate with the number of men and women in the Medical Consultant workforce.**

For the 2022 Clinical Excellence Award (which is paid to eligible consultants in their March 2023 pay); eligibility for the award was assessed in April 2022 and an equal share of the total 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. **This has been the case since 2020 and has created greater equity for female consultants going forward who are more likely to work part-time hours. The proportion of consultants receiving the CEA is now also directly related to the proportion of eligible consultants employed, rather than limited to a selection of those who have made an application for the award.**

It is worth noting that, from previous analysis of this data; the bonus pay gap is primarily due to there being a higher number of male consultants in the workforce historically, with a higher length of service and seniority which were previously success factors in successfully receiving the existing local CEA (which is an award that is paid in varying amounts). As at March 2023 there also continued to be some consultants (all male) who were in receipt of a national award for clinical excellence (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). We are aware that as of April 2023 one of our female consultants has been successful in attaining a national award.

New arrangements for CEA have been in place since 2020. There is no longer opportunity for anyone to apply for the ‘old style’ CEA and this award will be subject to a formal review in the future in agreement with the Local Negotiating Committee. In the interim this means that year-on-year the numbers linked to the ‘old style’ CEA may only change as people retire or leave the organisation for other reasons.

Therefore, whilst the overall proportion of consultants now receiving a bonus payment is now roughly proportionate with the number male/ female consultants over-all; due to the variety of payments still being made, male consultants still earn on average (mean average) 38.1% more in bonus payments than female consultants.

**Average Bonus Gender Pay Gap as a Mean Average**

**Men continue to earn on average 38.1% more in bonuses than women.** This is an increase of **7.3%** from last year and is closer to the bonus pay gap reported in 2020, which was **37.22%).**

**Table 3**

|  |  |  |  |
| --- | --- | --- | --- |
| **Average Bonus Pay Per Annum** | **2021** | **2022** | **2023** |
| Male | £11,110.12 | £10,898.68 | £8,142.16 |
| Female | £7,910.34 | £7,546.68 | £5,041.58 |
| **Gap** | **28.8%** | **30.8%** | **38.1%** |

Since 2020 the Trust has agreed to pay bonuses only to eligible Medical Consultants on an ‘equal shares’ basis (based on national eligibility criteria). As at 31st March 2023 the consultant workforce was made up of 125 (39%) women and 193 (60.7%) men. 304 staff were paid bonuses, 117 (38.5%) women and 187 (61.5%) men. **Therefore, in terms of numbers this is roughly proportionate with the number of men and women in the Medical Consultant workforce.**

However, the mean average bonus payment values made to men and women continues to be higher for men (see table 3). Whilst CEA payments are now equal shares (which is more equitable), due to the increase in eligible consultants taking an equal share, the total amount of each payment has reduced this year across the board for men and women. In combination with this, there have been increases (pay awards) to both ‘old style’ CEA payments and national awards (disproportionately paid to males for historical reasons – see page 9). The difference in the mean bonus pay gap continues to be wholly attributable to variations in the ‘old style’ CEA payments/ national awards.

It is anticipated that, over the next few years we will see an improvement in the mean bonus pay gap data as ‘old style’ CEA payments are gradually phased out and more women potentially achieve some of the higher paid national awards.

2021

**2023**

2022

**Average Bonus Gender Pay Gap as a Median Average**

**As a median average** (mid-point of all payments for men compared to the mid-point of all payments for women)**: men earned 21.9% more than women in bonuses in March 2023**. This is a decrease of **20.5%** in the bonus pay gap over the last 12 months.

**Table 4**

|  |  |  |  |
| --- | --- | --- | --- |
| **Average Bonus Pay Per Annum** | **2021** | **2022** | **2023** |
| Male | £8,476.03 | £7,106.96 | £2759.19 |
| Female | £5,459.96 | £4,091.00 | **£2156.00** |
| **Gap** | **35.6%** | **42.4%** | **21.9%** |

The Trust has paid bonuses only to eligible Medical Consultants (of whom there are more men than women). Whilst we know there is a higher number of men in receipt of ‘old style’ CEA and national pay awards (which are potentially much higher in value), there has been an increase in the number of men who are in receipt of the new (equal shares) CEA award and a slight reduction in the number of consultants receiving the ‘old style’ CEA award, shifting the mid-point of all awards paid to a lower value. This can be seen in table 4 where the difference between the mid-point/ median value for men and women has decreased from a difference of £3015.96 in 2022 to a difference of £603.19 in 2023.

2021

2022

**2023**