



Humber Teaching  
NHS Foundation Trust

Humber Teaching NHS Foundation Trust

# Gender Pay Gap Report

2023



Caring, Learning  
& Growing Together

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# 1.0

## Introduction

Organisations with 250 or more employees are mandated by the government to report annually on their gender pay gap. The requirements of the mandate within the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 are to publish information relating to pay for six specific measures, as detailed in this report.

The intention of the pay gap reporting is to focus organisational attention on taking action to reduce those inequalities, bringing to life our commitments from the People Promise and focus effort on improving staff experiences within our workplace, improving retention, and making the NHS the best place to work. Evidence indicates that disparity in pay has a lasting socioeconomic impact on staff.

This gender pay gap report is a snapshot as of **31 March 2022**. On this basis, the report gives an overview of the gender pay gap on both organisational performances.

As of 31 March 2022, Humber Teaching NHS Foundation Trust's workforce had **3411 substantive** staff which comprised of 78.79% of the Trust's staff are female, with 21.21% being male. This is largely in line with the national NHS figures where 76.7% of employees are female.

For the purposes of this report, we are using electronic staff record (ESR) data to undertake this analysis, and therefore we are dependent on staff reporting their protected characteristics on ESR (via ESR self service).



# 2.0

## What is our gender pay gap?

The gender pay gap reporting is based on the government’s methodology for calculating difference in pay between female and male employees, considering full-pay relevant employees of Humber Teaching NHS Foundation Trust.

‘Equal pay’ means being paid equally for the same/similar work. ‘Pay gap’ is the difference in the average pay between two groups.

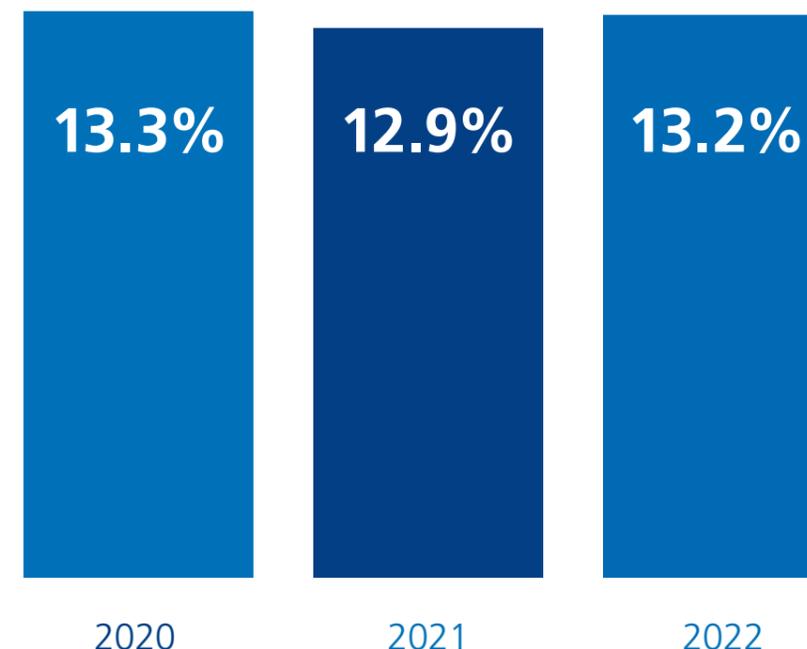
As of 31 March 2022, the Humber Teaching NHS foundation Trusts **3411 substantive** employees comprised of 78.79% female staff, with 21.21% being male. This was an increase of **0.5% more women** in the organisation as a whole, compared to the previous year.



The gender pay gap trend for Humber teaching NHS Foundation Trust is decreasing, despite a slight rise from the previous year. The **mean gender pay gap was 13.2%** in March 2022, representing an increase in the gap of 1.8 percentage points. The **median gender pay gap has increased to 6%** in March 2022, equating to an increase of 5 percentage points since March 2021.



Figure 1: Gender pay gap data – mean average (2020-22)



**Image description:**  
A bar graph with three columns representing the annual periods of 2019 to 2020, 2020 to 2021 and 2021 to 2022.  
  
The graph shows the mean average gender pay gap maintaining year on year, from 13.3% in 2019 to 2020, 12.9% in 2020 to 2021, and 13.2% in 2021 to 2022.

Overall, at Humber Teaching NHS Foundation Trust, women occupied 75.03% of the highest paid jobs and 80.42% of the lowest paid jobs. Men occupied 24.97% of the highest paid jobs and 19.58% of the lowest paid jobs.

Reducing our gender pay gap implies increasing the proportion of men in the organisation and continuing the focus on creating pay equity across pay bands.

A significant driver for the pay gap is having a smaller proportion of men in lower pay bands related to their share of the overall population (see Section 4). Similarly, we had the highest proportion of women within pay bands 4 to 7 compared with the men among whom we had more between bands 8d and 9.



# 3.0

## What is the bonus gender pay gap?

These two calculations show the proportion of male employees who were paid bonus pay and the proportion of female employees who were paid bonus pay.

Male – This calculation is undertaken by dividing the number of males who were paid bonus pay in the qualifying period by the total number of male employees and multiplying by 100.

Female – This calculation is undertaken by dividing the number of females who were paid bonus pay in the qualifying period by the total number of female employees and multiplying by 100.

- The proportion of males receiving a bonus payment is 1.26%
- The proportion of females receiving a bonus payment is 0.26%

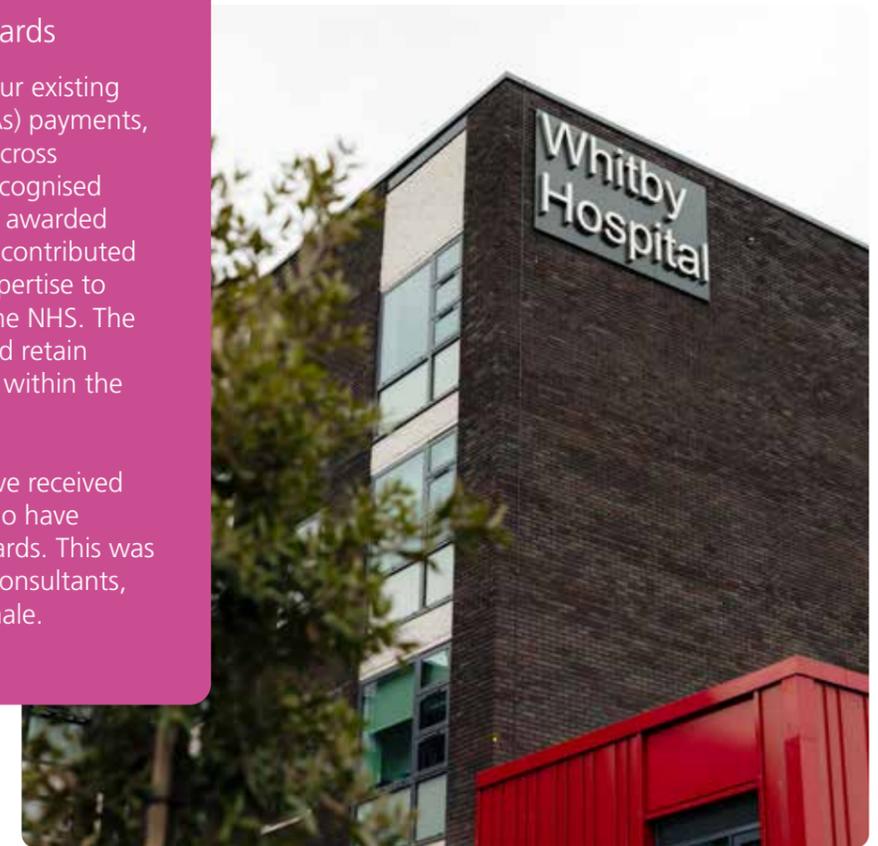
The difference in the figures can be explained by the high proportion of females in the organisation, however the numbers of staff receiving bonuses is still very low.



**3.1 Clinical Excellence Awards**

As an organisation we do honour existing Clinical Excellence Awards (CEAs) payments, which are recognised practice across the NHS. CEAs are nationally recognised discretionary payments that are awarded to clinical colleagues who have contributed exceptional clinical skills and expertise to improve the quality of care in the NHS. The CEAs are awarded to attract and retain highly skilled clinical colleagues within the NHS.

The only people reported to have received bonus pay are Medical Staff who have received Clinical Excellence Awards. This was distributed equality across 30 Consultants, with 18 being male and 12 female.



# 4.0

## What is the proportion of men and women in each pay quartile?

Overall, at Humber Teaching NHS foundation Trust, women occupied **75.03% of the highest paid jobs (upper quartile)**. The national population of women in England and Wales is 51%. However, **most (80.42%) employees** at Humber Teaching NHS Foundation Trust in **lower quartile (lowest paid) jobs were women**, reflecting that male employees were more highly represented in higher paid jobs.

Comparing these quartiles suggests the lower proportion of men in lower pay bands relative to their share of the population (31.3%) was a key driver of the gender pay gap at the Trust.

Figure 2: Proportion of men and women in each pay quartile

Image description:

A graph showing the proportion of men and women in each pay quartile. The graph shows that female representation reduces moving up each quartile:

- The upper quartile of the highest paid staff is 75.03% Female and 24.97% Male.
- The upper middle quartile is 80.87% Female and 19.13% Male.
- The lower middle quartile is 78.99% Female and 21.01% Male.
- The lower quartile of the lowest paid staff is 80.42% Female and 19.58% Male.

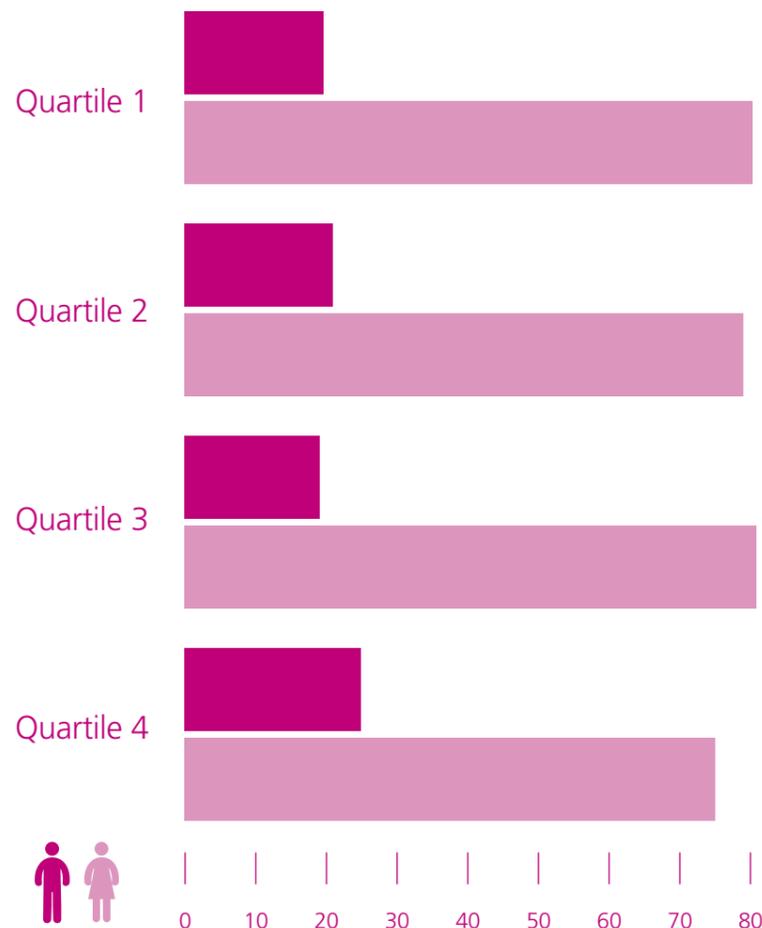


Figure 3: Gender breakdown by pay band (March 2022)

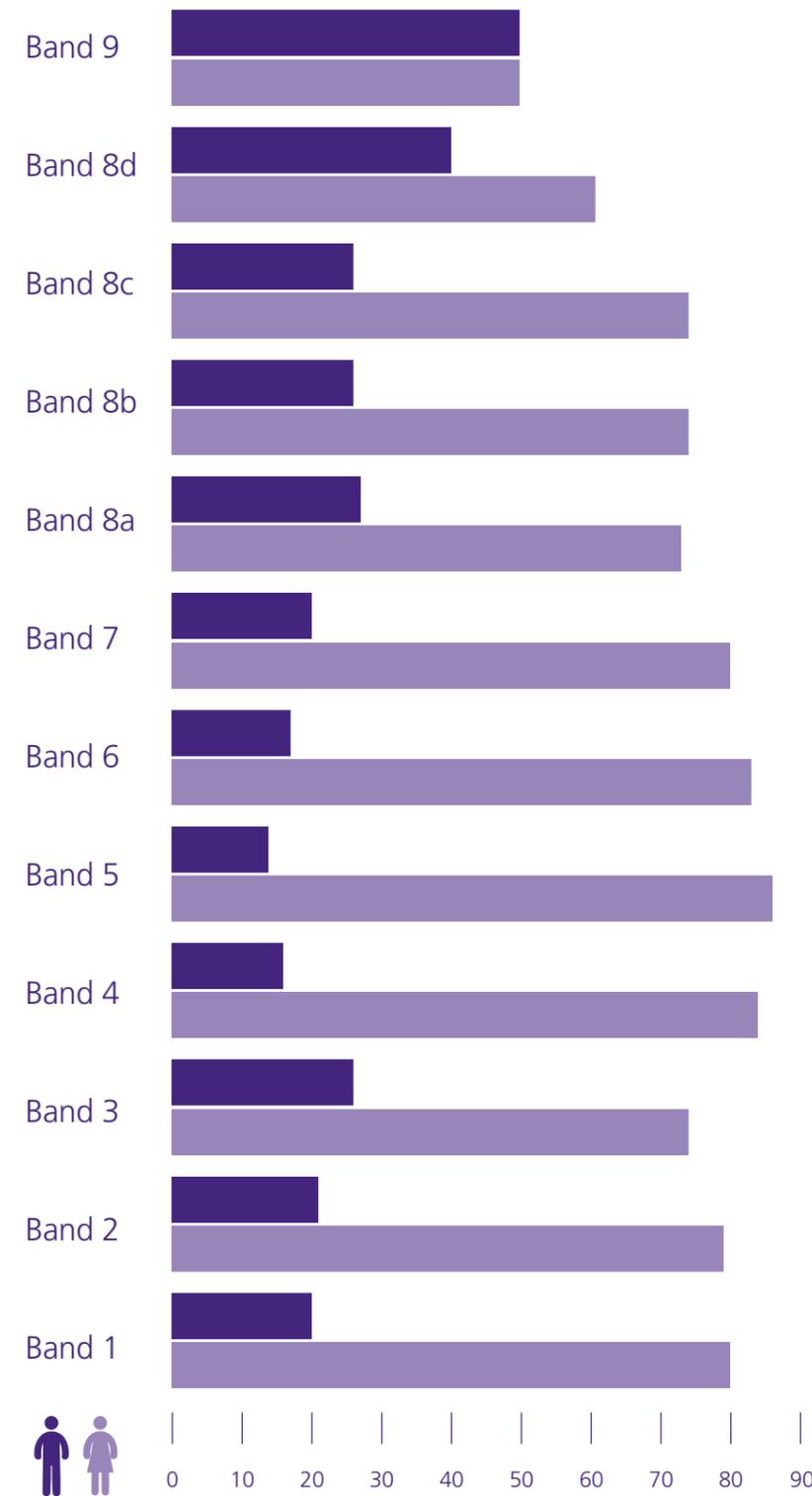


Image description:

A graph showing the gender breakdown by pay band:

- Band 1 is 80% female and 20% male.
- Band 2 is 79% female and 21% male.
- Band 3 is 74% female and 26% male.
- Band 4 is 84% female and 16% male.
- Band 5 is 86% female and 14% male.
- Band 6 is 83% female and 17% male.
- Band 7 is 80% female and 20% male.
- Band 8a is 73% female and 27% male.
- Band 8b is 74% female and 26% male.
- Band 8c is 74% female and 26% male.
- Band 8d is 60% female and 40% male.
- Band 9 is 50% female and 50% male.



# Addressing the gender pay gap

We aim to continue to reduce our gender pay gap year on year, with the intention to create greater equality in our pay framework.

Reducing our gender pay gap implies increasing the proportion of men in the organisation and continuing the focus on creating pay equity across pay bands.

Effective policies for closing the gender pay gap seek to address factors and barriers common to all women (such as the number in lower-grade jobs with lower pay) as well as target inequalities faced by women belonging to specific groups, based on characteristics such as ethnicity, age and profession.

We have implemented a number of actions over the last year that have contributed to reducing our gender pay gap:

Action	Progress
Provide career coaching and mentoring for staff and self-confidence sessions to increase the confidence for women to apply for promotion.	<ul style="list-style-type: none"> <li>• Career coaching and mentoring in place and ongoing. 17 mentors trained, and programme launched 20th February 2023</li> <li>• ICB Coaching pool established</li> <li>• Executive Performance Coaching offered to all 8B and above: all 14 places filled with 6 sessions of external coaching offered per person between Sept 22 – March 23. Total of 84 hours of coaching provided.</li> <li>• 38 hours of coaching has been completed so far with all 14 people attending a minimum of 2 sessions as planned. 10 of the 14 participants are female.</li> <li>• Confidence coaching for women will be a focus in 2023.</li> </ul> <p>Specific Career Coaching for females to be implemented in 2023</p>
The application of rigour in the negotiations of starting salaries for medical staffing posts and afford greater flexibility for part time workers to progress.	In place and ongoing.
The implementation of a new Local Clinical Excellence Award Policy to ensure transparency and to eliminate the potential for bias.	Policy in draft and in consultation.

Action	Progress
Continue to ensure awareness and encourage female and part time eligible consultants to apply for clinical excellence awards (and seek feedback from those who don't to assess any potential conscious or unconscious bias).	CEA policy and process in draft for the 2023 award. Equal distribution was applied during 2020-2022, meaning all eligible female consultants received an award.
Leadership and Senior Leadership Programmes.	<p>In place and ongoing</p> <p>Senior Leadership Development Programme Band 8a+:</p> <ul style="list-style-type: none"> <li>• 73 staff completed</li> <li>• 13 staff currently completing</li> <li>• 10 staff on the waiting list</li> </ul> <p>Of the 86 leaders that have either completed the programme, or currently going through it, 66 are female (76.74%) and 20 are male (23.26%).</p> <p>Leadership Development Programme Bands 3-7:</p> <ul style="list-style-type: none"> <li>• 142 staff completed</li> <li>• 58 staff currently completing</li> <li>• 84 on the waiting list</li> </ul> <p>Of the 200 leaders that have either completed the programme, or currently going through it, 153 (76.5%) are female and 47 are male (23.5%).</p>
Develop a talent management and succession planning process to provide balance in the promotion, succession planning and development opportunities.	Humber High Potential Development Scheme serves as an internal talent development scheme having seen 16 participants complete the programme across year one and two, with 11 on programme in 23/24.
Recruitment & Selection Training.	<p>In place and ongoing.</p> <p>Training from June 22 – Jan 23</p> <ul style="list-style-type: none"> <li>• 88 participants</li> </ul>
Monitoring of flexible working requests.	<p>In place and ongoing.</p> <p>Between March 22 and April 23 there were 293 flexible working arrangements recorded on ESR of which 259 were female and 34 male.</p>



We propose to take further action in the forthcoming year to reduce our pay gap by:

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1. Deliver and monitor female participation in Career Confidence Coaching sessions that focus on supporting our female colleagues through their career journey in the organisation.
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2. Moving away from equal distribution local clinical excellence awards and implement an assessment-based approach to ensure fairness and proportionality in awarding clinical excellence payments.
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3. Ongoing analysis of recruitment EDI data to refine inclusive recruitment practices, building on existing strategy, tools, resources and local promotion and recruitment practices to engage and employ applicants and retain employees from all communities.
- 

4. Embed and monitor the newly launched mentoring programme to take an intersectional approach to identifying collaborative actions that will support pay equality encouraging increased uptake from female staff.
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5. Develop a succession planning process to provide balance in the promotion, succession planning and development opportunities.

# 6.0

## Definitions, assumptions, and scope

All employee data in this report is extracted from Humber Teaching NHS Foundation Trust's ESR system, showing a snapshot as of **31 March 2022**. The reporting period covers 1 April 2021 to 31 March 2022. Hourly rate is calculated using base pay, allowances and bonus pay (where applicable).



Table 1: Definitions

Key word	Definition
Pay gap	Difference in the average pay between two groups.
Mean gap	Difference between the mean hourly rate for female and male employees. Mean is the sum of the values divided by the number of values.
Median gap	Difference between the median hourly rate of pay for female and male employees. Median is the middle value in a sorted list of values. It is the middle value of the pay distribution, such that 50% of employees earn more than the median and 50% earn less than the median.
Mean bonus gap	Difference between the mean bonus paid to female and male employees. Mean is the sum of the values divided by the number of values.
Median bonus gap	Difference between the median bonus pay paid to female and male employees. Median is the middle value in a sorted list of values. It is the middle value of the bonus pay distribution, such that 50% of employees earn more than the median and 50% earn less than the median.
Bonus proportions	Proportions of female employees who were paid a bonus, and the proportions of male employees who were paid a bonus.
Quartile pay bands	Proportions of female and male employees in the lower, lower middle, upper middle and upper quartile pay bands. Quartile is the value that divides a list of numbers into quartiles.
Equal pay	Being paid equally for the same/similar work.

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