



Humber Teaching
NHS Foundation Trust

Gender Pay Gap Report

2020



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1. Introduction

Humber Teaching NHS Foundation Trust – Gender Pay Gap Report

The Humber Teaching NHS Foundation Trust has three core values which are Caring, Learning and Growing. We have a Workforce and Organisational Development Strategy which has 4 strategic priorities:

1. Healthy Organisational Culture
2. Capable & Sustainable Workforce
3. Effective Leadership & Management
4. Enabling Transformation & Organisational Development

Our first priority: Healthy Organisational Culture includes promoting equality and valuing diversity. As an organisation we score higher than the national average in the staff survey for the percentage of staff believing that the organisation provides equal opportunities for career progression or promotion and lower than the national average for the percentage of staff experiencing discrimination at work.

Although we have achieved much in creating an environment where people feel we provide equal opportunities and take action against any discrimination we are not complacent and set annual priorities around our Public Sector Equality Duties.

We can use the results of this Gender Pay Gap report to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded

Through analysis of the report's findings the challenge in our organisation and across Great Britain is to eliminate any gender pay gap. However, the gender pay gap should not be confused with equal pay.

Equal pay deals with the pay differences between male and females who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because of their gender. Humber Teaching NHS Foundation Trust supports the fair treatment and reward of all staff irrespective of gender or any other protected characteristic.

In producing this report we recognise that we have more to do to reduce the gender pay gap and we remain committed to a workplace that respects and harnesses equality and diversity. We will work to improve the gender pay gap by undertaking the actions set out at the end of this report.

2. What is the Gender Pay Gap?

The gender pay gap shows the difference between the average (mean or median) earnings of men and women. This is expressed as a percentage of men's earnings e.g. women earn 15% less than men. Used to its full potential, gender pay gap reporting is a valuable tool for assessing levels of equality in the workplace, female and male participation, and how effectively talent is being maximised.

What is the difference between the gender pay gap and equal pay?

The gender pay gap differs from equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

The 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. In some cases, the gender pay gap may include unlawful inequality in pay but this is not necessarily the case.

Guidance: Managing Gender Pay Reporting. ACAS

It is a legal requirement for all relevant employers to publish their gender pay report within one year of the 'snapshot' date: this year's date being 28th August 2020. All employers must comply with the reporting regulations for any year where they had a headcount of 250 or more employees on the 'snapshot' date.

Relevant employers must follow the rules in the regulations to calculate the following information:

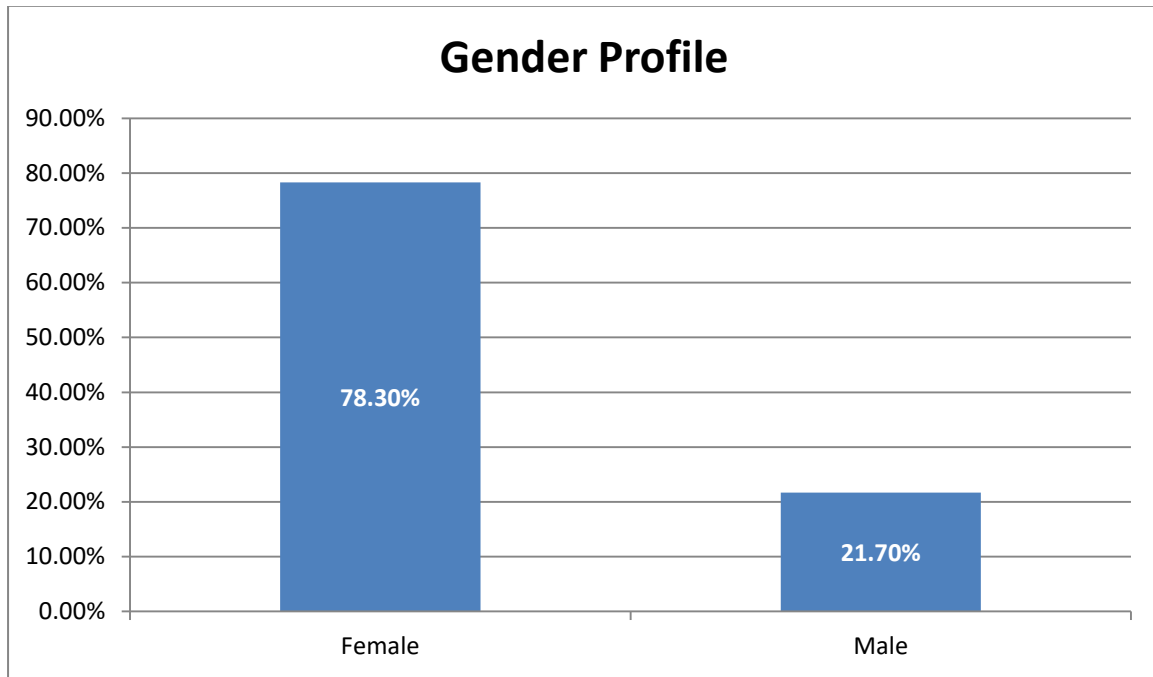
- Their mean gender pay gap
- Their median gender pay gap
- Their mean bonus gender pay gap
- Their median bonus gender pay gap
- Their proportion of males receiving a bonus payment
- Their proportion of females receiving a bonus payment
- Their proportion of males and females in each quartile pay band
- A written statement, authorised by an appropriate senior person, which confirms the accuracy of their calculations. However, this requirement only applies to employers subject to the Equality Act 2010 (gender Pay Gap Information) Regulations 2017.

Most NHS trusts will fall into the above category and thus must comply. With this in mind, IBM suppliers of the 'Electronic Staff Record' have developed a report which uses the required calculations to produce the gender pay gap data.

3. Gender Profile across the Humber Teaching NHS Foundation Trust

78.3% of the Trust's staff are female, with 21.7% being male. This is largely in line with the national NHS figures where 77% of employees are female.

This is shown graphically below:



4. Humber NHS Foundation Trust - Gender Pay Gap Report 2020

Below are 4 tables outlining the Trust's Gender Pay Gap, in summary:

- The Trust's mean gender pay gap is 12.59%
- The Trust's median gender pay gap is 1.75%
- The Trust's mean bonus gender pay gap is 3.11%
- The Trust's median bonus gender pay gap is 59.92%
- The proportion of males receiving a bonus payment is 1.20%
- The proportion of females receiving a bonus payment is 0.25%

The proportion of males and females in each quartile pay band is:

- Quartile 1: 82.50% Female and 17.50% Male
- Quartile 2: 75.23% Female and 24.77% Male
- Quartile 3: 81.10% Female and 18.90% Male
- Quartile 4: 74.97% Female and 25.03% Male

Gender Pay Gap Data

Average & Median Hourly Rates

Gender	Avg. Hourly Rate	Median Hourly Rate
Male	17.6405	14.0274
Female	15.4187	13.7819
Difference	2.2218	0.2455
Pay Gap %	12.5951	1.7500

Number of employees | Q1 = Low, Q4 = High

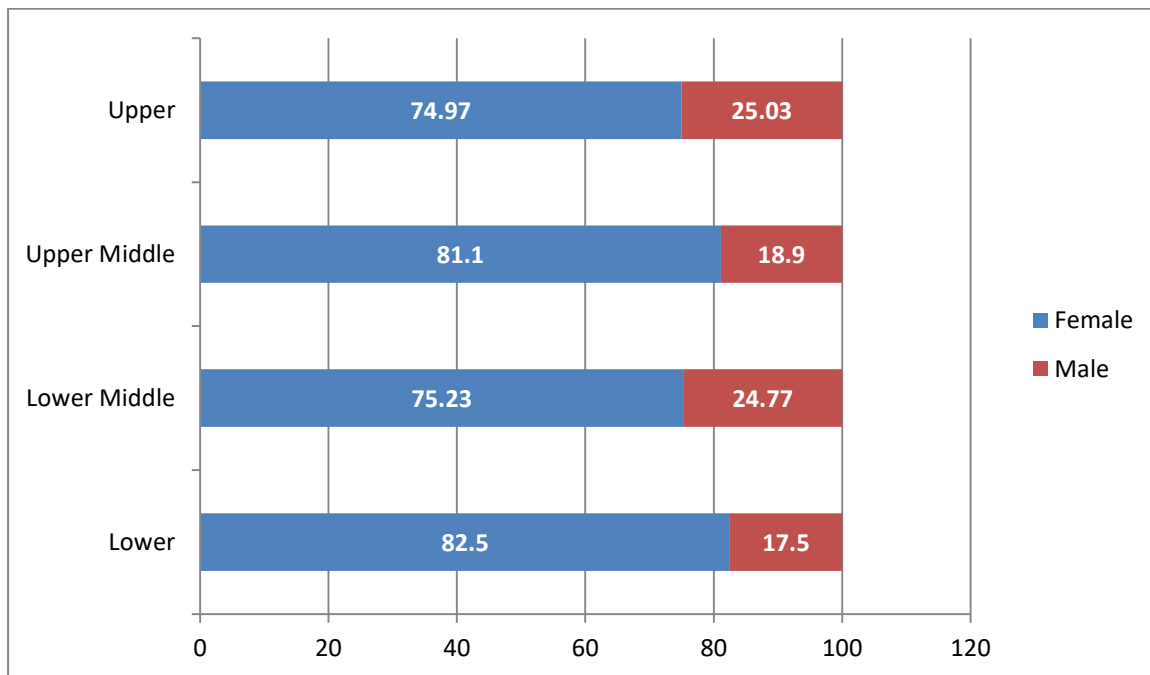
Quartile	Female	Male	Female %	Male %
1	575.00	122.00	82.50	17.50
2	568.00	187.00	75.23	24.77
3	562.00	131.00	81.10	18.90
4	569.00	190.00	74.97	25.03

Gender Pay Gap Bonus Data

Gender	Avg. Pay	Median Pay
Male	9,727.52	7,540.02
Female	9,425.39	3,021.75
Difference	302.13	4,518.27
Pay Gap %	3.11	59.92

Gender	Employees Paid Bonus	Total Relevant Employees	%
Female	6.00	2414.00	0.25
Male	8.00	667.00	1.20

Proportions of Genders in each Quartile



4.1 Mean Gender Pay Gap:

The calculation shows the difference between the mean average hourly rate of pay that male and female full-pay relevant employees receive. For all calculations full pay does not mean full time, it means that a person has received their full pay therefore people on maternity leave with half pay and those on sick leave with half pay are excluded.

The calculation is undertaken by subtracting the mean average hourly rate of pay of all female full-pay employees from the mean average hourly rate of pay of all male full-pay employees and dividing the result by the mean average hourly rate of pay of all male full-pay employees and multiplying it by 100.

- The Trust's mean gender pay gap is 12.59%

4.2 Median Gender Pay Gap:

The calculation shows the difference between the median hourly rate of pay that male and female full-pay relevant employees receive.

The calculation is undertaken by subtracting the median hourly rate of pay of all female full-pay employees from the median average hourly rate of pay of all male full-pay employees and dividing the result by the median average hourly rate of pay of all male full-pay employees and multiplying it by 100.

- The Trust's median gender pay gap is 1.75%

4.3 Mean Bonus Gender Pay Gap:

The calculation shows the difference between the mean average bonus pay that male and female full-pay relevant employees receive.

The calculation is undertaken by subtracting the mean average bonus pay of all female full-pay employees (who were paid bonus pay during the 12 month period ending with the snap shot date) from the mean average hourly rate of pay of all Caring Learning Growing male full-pay employees (who were paid bonus pay during the 12 month period ending with the snap shot date) and dividing the result by the mean average bonus pay of all male full-pay employees and multiplying it by 100.

- The Trust's mean bonus gender pay gap is 3.11%

The only people reported to have received bonus pay are Medical Staff who have received Clinical Excellence Awards. There are 14 people who received bonus pay (8 Males and 6 Females). Despite being less in number due to their seniority, longevity of service and experience the female's awards were higher than the males.

4.4 Median Bonus Gender Pay Gap:

The calculation shows the difference between the median bonus pay that male and female full-pay relevant employees receive.

The calculation is undertaken by subtracting the median bonus pay of all female full-pay employees from the median average bonus pay of all male full-pay employees and dividing the result by the median average bonus pay of all male full-pay employees and multiplying it by 100.

- The Trust's median bonus gender pay gap is 59.92%

4.5 The proportion of males and females receiving a bonus payment:

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 1.20%
- The proportion of females receiving a bonus payment is 0.25%

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.

4.6 The proportion of males and females in each quartile pay band:

This calculation shows the proportions of male and females in four quartile pay bands, the calculation is undertaken by dividing the workforce into four equal parts;

- firstly, all relevant employees are ranked from lowest hourly rate of pay to the highest hourly rate of pay
- Secondly, the list is divided into four sections called quartiles with an equal number of employees in each section

The proportion of males and females in each quartile pay band is:

- Quartile 1: 82.50% Female and 17.50% Male
- Quartile 2: 75.23% Female and 24.77% Male
- Quartile 3: 81.10% Female and 18.90% Male
- Quartile 4: 74.97% Female and 25.03% Male

The highest proportion of male employees per quartile is in the highest bracket whilst the lowest proportion is in the lowest bracket which results in the gender pay gap of 12.59%.

5. Conclusion

In 2019, the gender pay gap in the UK was 17.3%, which means that on average, women were paid approximately 83p for every £1 men were paid. Whilst the Trust has a Gender Pay Gap of 12.59%, which is significantly lower than the National average of 17.3%, it is worth remembering that the gender pay gap is not the same as unequal pay. At Humber Teaching NHS Foundation Trust, the gender pay gap is not because people doing the same jobs are being paid differently according to their gender - which would also be unlawful - instead, it is because there are more men than women in higher paid roles. Nationally, NHS consultants, for example, are predominately male with only 36% of NHS Consultants being female.

The Trust as a whole has a proportion of 78.30% Females and 21.70% Male and whilst the Trust has a high proportion of Female staff overall this is generally in line with National NHS Figures (77%). There are proportionately more female staff than male staff working at lower bands and adversely proportionately more male staff working at higher bands however the numbers involved in the Trusts data are relatively small but make a significant difference to the percentages. Nevertheless, this is in line with National NHS Figures where men make up 20% of Band 1 - 4, 18% of Band 5 – 7 and 31% of band 8a – 9.

The number of staff being paid bonuses is very low with a total of 14 people receiving additional benefits and these are all Clinical Excellence Awards to Medical Staff.

6. PROUD – Investing in You, Valuing You



Our **PR**ogramme of **OR**ganisational **D**evelopment with **U** at the heart of it ensures we continue to invest and value our workforce. Incorporating the views from the 2017 and 2018 staff survey, the PROUD work will enhance leadership and management development, improve the quality of appraisals and establish ways to recognise and harness the talent here at Humber.

The aim of PROUD is to:

- recognise and enhance the skills of staff
- celebrate our strengths as individuals and teams
- work collaboratively
- be solution focussed

PROUD initiatives that will support gender equality across the Trust include:

- Offering over 200 places on the leadership development programmes so all managers and those aspiring to be managers can attend
- creating a Humber Talent Pool
- launched the ShinyMind app to help us all to be more resilient, connect with each other and share positivity
- started a Leadership Forum (for managers band 3 – 7)
- increased the Trust training budget allocation by £150,000
- Provided bespoke support to departments to improve working relationships
- Refreshed our Senior Leadership Forum
- Embed our behavioural standards into the way we recruit to ensure it is based upon our values

7. Action Plan – What is Humber Teaching NHS Trust Going to Do?

Actions to improve the Trust’s Gender Pay Gap align with the Trust’s wider organisational strategic goals, in particular Goal 04 - Developing an effective and empowered workforce.

To meet this goal the Trust has committed to:

- Develop a healthy organisational culture;
- Invest in teams to deliver clinically excellent and responsive services;
- Enable transformation and organisational development through shared leadership.

N ^o	Action	When	Review
1	Monitor and review gender pay gaps	Annually	Apr 2021
2	Use Equality Impact Assessments to monitor and review recruitment and promotion policies and processes to ensure any barriers to recruitment or promotion are identified and removed	Annually	Apr 2021
3	Implement “Positive Action” measures where necessary and appropriate, particularly in senior appointments, to advance gender equality in senior roles	As required	Monthly
4	Continue to develop flexible working options and workforce strategies to improve recruitment and retention of staff, including supporting female staff to return to work following maternity or adoption leave	Ongoing	Monthly
5	Share Gender Pay Gap data with the Trust’s Equality & Diversity Steering Group, which will consider any further actions	Annually	Apr 2021
6	Implement Woman’s Career Development Group, a programme of coaching, mentoring and advice network from women of influence and position - work alongside Proud and talent development programme	Sept 2020	Apr 2021