

# Gender Pay Gap Report

## 2021



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## 1. Executive Summary

This report outlines the approach taken by the Trust in assessing its gender pay gap and how it will tackle making improvements to reduce these gaps moving forward.

The key points to note:

- The Trust has a Gender Pay Gap of 12.91%, just 0.32% up on the previous year, which is significantly lower than the national average of 15.9%;
- The Trust workforce comprised 78.29% Female and 21.71% Male and whilst the Trust has a high proportion of Female staff overall this is generally in line with National NHS Figures (77%);
- Women occupy 75.06% of the highest paid jobs and 80.84% of the lowest paid jobs;
- There are proportionately more female staff than male staff working at lower bands and therefore, adversely proportionately more male staff working at higher bands;
- The Trust has a median bonus gender pay gap of 60%;
- The Trusts PROUD Leadership/Senior Leadership Development programmes and the High Potential Development Scheme will support gender equality across the Trust. This will help enhance the skills of staff, giving them opportunities to develop and empower themselves.

Actions generated from this annual report will support the Trust's wider organisational strategic goals, specifically goal four - Developing an Effective and Empowered Workforce.







The specific actions are outlined in section 9 of this report (see summary below):

- Complete and submit annual gender pay gap return;
- Adopt the gender pay gap action plan. EDI Steering group to monitor actions, compliance and update the action plan accordingly, to be published with the gender pay gap report;
- Undertake an equality analysis of the workforce profile and organisational leadership, compared with our population;
- Benchmark Trusts gender pay gap performance with other Mental Health and Community Trusts;
- 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;
- Review key findings from the NHS national staff survey to be reviewed in relation to the gender pay gap indicators;
- Embed principles of unconscious bias in recruitment and selection training to be delivered during the year;
- Support the development our own female leaders through the 2021 cohorts of the Senior Leadership Development Programme.

## 2. 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 and the following six strategic goals:

-  Goal One: Innovating Quality and Patient Safety
-  Goal Two: Enhancing Prevention, Wellbeing and Recovery
-  Goal Three: Fostering Integration, Partnerships and Alliances
-  Goal Four: Developing an Effective and Empowered Workforce
-  Goal Five: Maximising and Efficient and Sustainable Organisation
-  Goal Six: Promoting People, Communities and Social Values

Having given consideration to the Trust strategy, the NHS People Plan and local ICS plan, the Trust People Strategy has nine strategic aims to help achieve our goals. In particular strategic goal four - Developing an Effective and Empowered Workforce.

1. Attract, recruit and retain the best
2. Help our workforce to do their job productively
3. Build excellent teams and demonstrate exceptional leadership
4. Have an equal, diverse and inclusive workplace
5. Support the health and wellbeing of our staff
6. Learning for the future
7. Develop talent
8. Reward and recognise our staff
9. Culture, improvement and engagement

Our fourth priority: Have an equal, diverse and inclusive workplace 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.

### 3. 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 23th April 2021. 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:

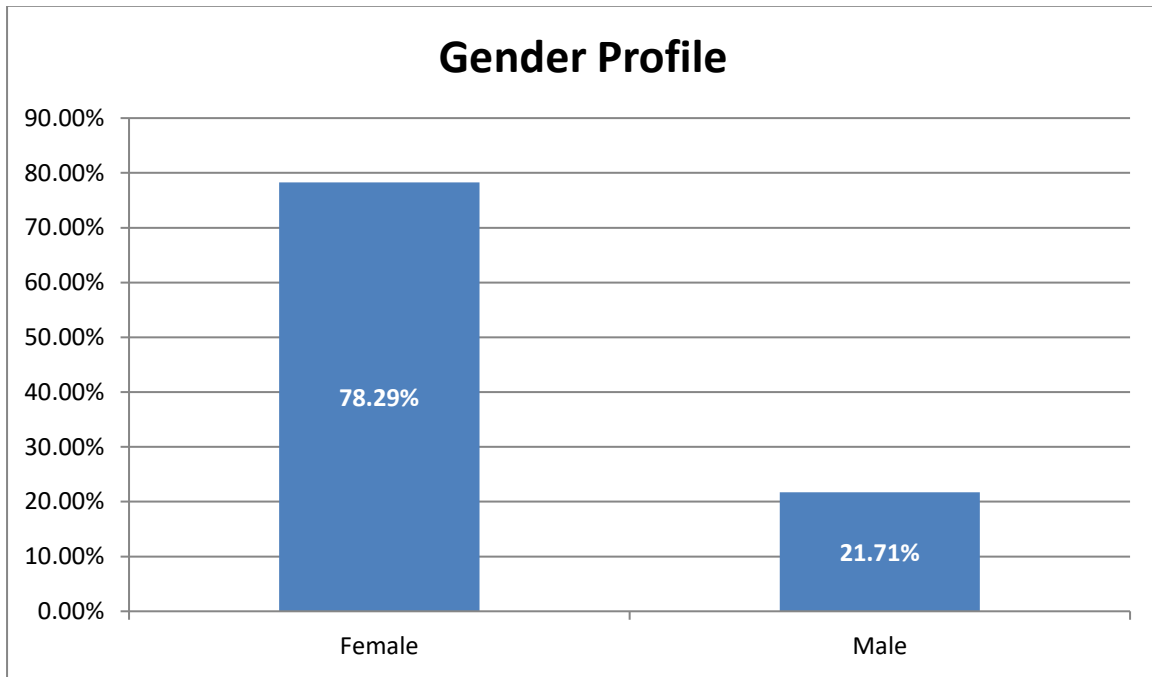
- Their mean gender pay gap
- Their median gender pay gap
- Their mean bonus gender pay gap
- Their median bonus gender pay gap
- Their proportion of males receiving a bonus payment
- Their proportion of females receiving a bonus payment
- Their proportion of males and females in each quartile pay band
- 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.

#### 4. Gender Profile across the Humber Teaching NHS Foundation Trust

78.29% of the Trust's staff are female, with 21.71% being male. This is largely in line with the national NHS figures where 77% of employees are female.

This is shown graphically below:



## 5. Humber NHS Foundation Trust - Gender Pay Gap Report 2021

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

- The Trust's mean gender pay gap is 12.91%
- The Trust's median gender pay gap is 4.95%
- The Trust's mean bonus gender pay gap is -9.21%
- The Trust's median bonus gender pay gap is 60%
- The proportion of males receiving a bonus payment is 0.19%
- The proportion of females receiving a bonus payment is 1.12%

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

- Quartile 1: 80.40% Female and 19.16% Male
- Quartile 2: 77.46% Female and 22.54% Male
- Quartile 3: 80.93% Female and 19.07% Male
- Quartile 4: 75.06% Female and 24.94% Male

### Gender Pay Gap Data

Average & Median Hourly Rates

Number of employees | Q1 = Low, Q4 = High

Gender ▲ ▼	Avg. Hourly Rate ▲ ▼	Median Hourly Rate
Male	18.4090	14.8872
Female	16.0321	14.1496
Difference	2.3769	0.7376
Pay Gap %	12.9118	4.9544

Quartile	Female	Male	Female %	Male %
1	578.00	137.00	80.84	19.16
2	670.00	195.00	77.46	22.54
3	556.00	131.00	80.93	19.07
4	671.00	223.00	75.06	24.94

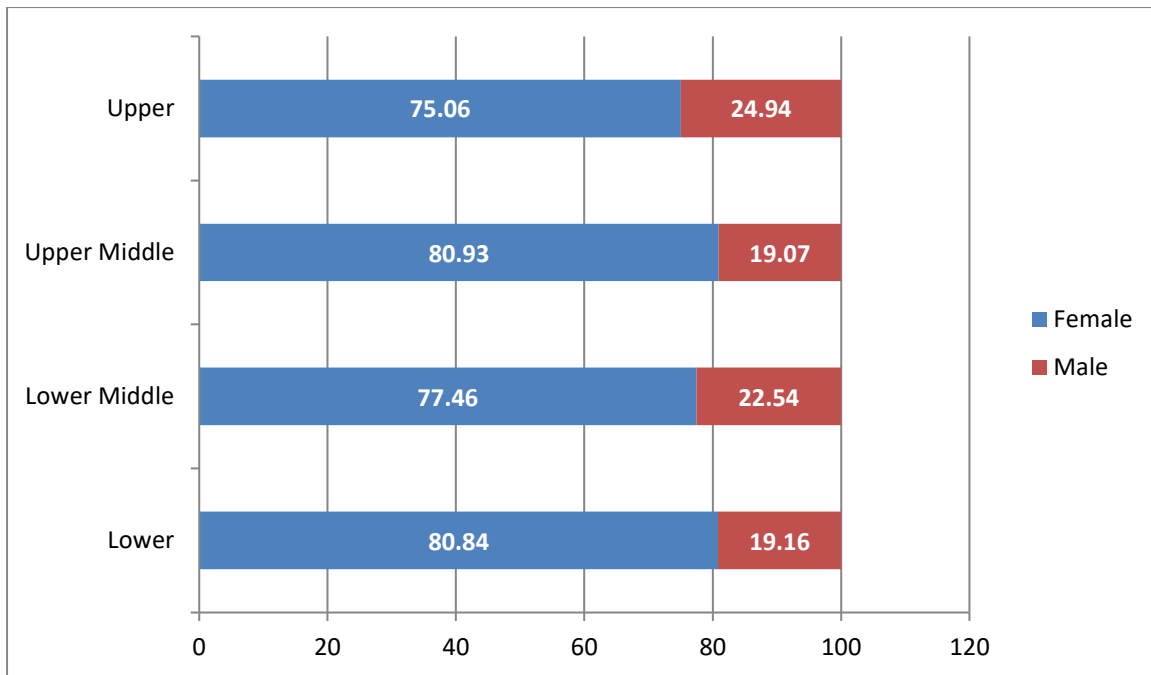
### Gender Pay Gap Bonus Data

Gender ▲ ▼	Avg. Pay	Median Pay
Male	9,802.01	7,540.02
Female	10,704.96	3,015.97
Difference	-902.96	4,524.05
Pay Gap %	-9.21	60.00

Gender	Employees Paid Bonus	Total Relevant Employees	%
Female	5.00	2629.00	0.19
Male	8.00	715.00	1.12

### Proportions of Genders in each Quartile





### 5.1 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 12.91%

### 5.2 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 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 4.95%

### 5.3 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 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 -9.21%

The only people reported to have received bonus pay are Medical Staff who have received Clinical Excellence Awards. There are 13 people who received bonus pay (8 Males and 5 Females). The negative bonus pay gap here indicates female staff are receiving more.

### 5.4 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 60%

### 5.5 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 1.12%
- The proportion of females receiving a bonus payment is 0.19%

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.

## 5.6 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: 80.84% Female and 19.16% Male
- Quartile 2: 77.46% Female and 22.54% Male
- Quartile 3: 80.93% Female and 19.07% Male
- Quartile 4: 75.06% Female and 24.94% Male

The highest proportion of male employees per quartile is in the highest bracket whilst the second lowest proportion is in the lowest bracket which results in the gender pay gap of 12.91%.

## 6. Conclusion

In 2020, the national mean gender pay gap (the difference between men's and women's average hourly pay) is 6.5% and the median gender pay gap is 15.9%. In monetary terms, the mean hourly difference in ordinary pay is £1.65 and the median hourly difference is £4.04. Whilst the Trust has a Gender Pay Gap of 12.91%, just 0.32% up on the previous year, which is significantly lower than the National average of 15.9%, 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 78.29% Females and 21.71% 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 13 people receiving additional benefits and the majority of these are Clinical Excellence Awards to Medical Staff.

## 7. PROUD – Investing in You, Valuing You



PROUD is our internal ‘Programme of Organisational Development with U at the heart of it.’ This programme was developed following feedback from the National Staff Survey, which told us what was important to our workforce and how it feels working at Humber Teaching NHS Foundation Trust.

The Trusts commitment to growing our own female leaders is evident in the Senior Leadership Development Programme where 83% of the candidates are female.

We are committed to **investing in you** and **valuing you** and during 2020/21 we have:

- EMT and SMT Performance Coaching
- Action Learning Sets
- Humber High Potential Scheme
- Nye Bevin Funding
- Business Partnering Programme
- EMT and board development
- Proud Working Group
- Appraisal process and support
- CMHT Hull West OD Support
- Leadership and Senior Leadership Development Programme
- Staff Health, Wellbeing and Engagement

Next Steps:

- Staff Charter Review
- Values Based Recruitment
- Behavioural Standards Workshop
- In house Coaching and Mentoring
- Impact Analysis
- Winning Awards

## 8. Action Plan – Review of the previous 12 months

The table highlights the progress made on the previous year's gender equality action plan

Nº	Action	When	Progress
1	Monitor and review gender pay gaps	Annually	Reported in EDI Annual Report and Gender Pay Gap Report
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	Evidence based tools, such as Equality Impact Assessments (EIA) undertaken in order to consider the likely impact of policy, procedure, strategy or service transformations on different groups of people with protected characteristics.
3	Implement "Positive Action" measures where necessary and appropriate, particularly in senior appointments, to advance gender equality in senior roles	As required	Recruitment and Selection training for recruitment managers highlights where positive action can be applied to under representation
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	The 2020 staff survey reports that 69% of staff surveyed were satisfied with the opportunities available for flexible working patterns which is an improvement of +6% on the previous year. HRBP provide advice/support to ensure consistently applied framework and manager ownership of process.
5	Share Gender Pay Gap data with the Trust's Equality & Diversity Steering Group, which will consider any further actions	Annually	Gender Pay Gap report presented to the EDI Steering group and Workforce Committee for consideration and further actions
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	Organisational Development and L&D PROUD Leadership and senior leadership development programmes, along with High Potential Development Schemes ensure gender diversity and inclusion in programmes of coaching, mentoring and advice for aspiring woman

## 9. Action Plan 21/22 – Next Steps

Actions to improve the Trust’s Gender Pay Gap align with the Trust’s wider organisational strategic goals, in particular strategic goal four - Developing an Effective and Empowered Workforce. To meet this goal the Trust has committed to:

1. Attract, recruit and retain the best
2. Help our workforce to do their job productively
3. Build excellent teams and demonstrate exceptional leadership
4. Have an equal, diverse and inclusive workplace
5. Support the health and wellbeing of our staff
6. Learning for the future
7. Develop talent
8. Reward and recognise our staff
9. Culture, improvement and engagement

N°	Actions	When	Review
1	Complete and submit annual gender pay gap return. Return to be published on Humber Teaching NHS Foundation Trust website with accompanying information.	Snapshot date after 31.03.21	<b>July 2021</b>
2	Adoption of the gender pay gap action plan. EDI Steering group to monitor actions, compliance and update the action plan accordingly, to be published with the gender pay gap report.	Quarterly	<b>Apr 2022</b>
3	Continue to offer development and grow our own female leaders through the 2021 cohorts of the Senior Leadership Development Programme.	Annually	<b>Apr 2022</b>