

GENDER PAY GAP REPORT 2023

1. Introduction and Background

York & Scarborough Teaching Hospital’s NHS Foundation Trust employs circa. 8,392 (**full pay** relevant employees – excludes employees on leave from work or employees who are in receipt of less than their ordinary basic pay) staff in a number of disciplines, including: administrative; nursing; allied health; and medical and dental roles.

1. Scope of this report

The following is a gender pay gap report for York & Scarborough Teaching Hospitals NHS Foundation Trust and does not include the subsidiary company, York Teaching Hospital Facilities Management (or LLP). A separate report has been produced for York Teaching Hospital Facilities Management as an organisation of 250+ employees they are required to report under the Regulations, this will be published on their website.

The report includes all ‘full pay relevant employees’ who were employed by York & Scarborough Teaching Hospital’s (including bank staff on shift) as at the snapshot date of 31 March 2022. Employees who were absent on nil pay and agency workers are not included. For Consultants we include within ‘pay’ those payments made for Additional Programmed Activities (APAs). All calculations exclude overtime pay and expenses.

The majority of staff are on either Agenda for Change or medical and dental pay scales, which provide a clear process of paying employees equally, irrespective of their gender or ethnicity.

There are 20 individuals who are on personal salaries, 16 of whom are Very Senior Managers. The Very Senior Manager workforce includes executive directors and non-executive directors. The other colleagues who are on personal salaries are: 1 GP with a specialist interest and 3 Admin and Clerical staff who negotiate their salaries due to having a specialist skill set.

1. What do we have to report on?

The requirements of the Regulations are that each public sector organisation must calculate the following:

• The mean basic pay gender pay gap

• The median basic pay gender pay gap

• The proportion of males and females (men and women) in each quartile pay band

• The mean bonus gender pay gap

• The median bonus gender pay gap

• The proportion of both males and females receiving a bonus payment

1. Definitions of gender pay gap

The mean pay gap is the difference between the pay of all male and all female employees when added up separately and divided respectively by the total number of males, and the total number of females in the workforce.

The median pay gap is the difference between the pay of the middle male and the middle female when all male employees and then all female employees are listed from the highest to the lowest paid.

1. Trust Gender Profile

**See Appendix 1**



1. 2023 Gender Pay Gap

**Mean and Median Hourly Rate of Pay**

The below charts show the mean and median hourly rate for all Trust staff as of 31 March 2022:

Mean gender pay gap 28.8% Median gender pay gap 16.4%

The above charts show that the mean hourly rate of pay for males is £6.47 higher than that of females, a gender pay gap of 28.8%. They also show that median pay for males is £2.71 higher than females, a gender pay gap of 16.4%. We are also required to split the workforce into quartiles (blocks of 25%), split by pay and show the proportion of males and females in each quartile. The results of this split are shown below:

**Pay by Quartile**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Quartile** | **Female headcount** | **Female % of whole workforce** | **Female % of quartile** | **Male headcount** | **Male % of whole workforce** | **Male % of quartile** |
| **1** | 1,734 | 20.7% | 84.2% | 326 | 3.9% | 15.8% |
| **2** | 1,745 | 20.8% | 82.9% | 361 | 4.3% | 17.1% |
| **3** | 1,390 | 16.6% | 80.3% | 341 | 4.1% | 19.7% |
| **4** | 1,739 | 20.7% | 69.7% | 756 | 9% | 30.3% |
| **Totals** | **6,608** | **79%** |  | **1,784** | **21%** |  |
| **Headcount total** (total ‘Full Pay Relevant Employees’) | **8,392** |  |  |  |  |  |

1. What does this mean?

The figure for the median pay gap is usually considered to be more representative of gender pay gap across the workforce, although it discounts the vastness at both ends of the scale mean, shows the starkness in disparities, however what it does not take account of is a small number of higher paid employees that could be skewing the data, therefore we have examined this in more detail, looking at gender composition and pay gaps in each individual band, and in the very senior manager category. Medical and dental staff details are explored separately later in the report.

**Pay by Agenda for Change (AfC) Personal Salary/Very Senior Manager ()**

The profiles of the AfC and Personal Salary/VSM workforce are found in Appendix 2.



We have examined the gender composition and pay gaps in each individual band, and in the very senior manager category, this can be seen in the table below:

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Pay Grade** | **Total Staff Headcount** | **Female Headcount** | **Female %** | **Male Headcount** | **Male %** | **Female average mean hourly rate** | **Male average mean hourly rate** | **Difference** | **Pay Gap %** |
| Band 1 | 3 | 2 | 67% | 1 | 33% | £9.48 | £9.49 | £0.01 | 0.1% |
| Band 2 | 1669 | 1417 | 85% | 252 | 15% | £9.97 | £9.86 | -£0.11 | -1.1% |
| Band 3 | 929 | 773 | 83% | 156 | 17% | £10.88 | £10.78 | -£0.10 | -0.9% |
| Band 4 | 736 | 625 | 85% | 111 | 15% | £12.16 | £11.92 | -£0.24 | -2% |
| Band 5 | 1593 | 1349 | 85% | 244 | 15% | £14.86 | £14.68 | -£0.18 | -1.2% |
| Band 6 | 1338 | 1166 | 87% | 172 | 13% | £18.54 | £18.20 | -£0.34 | -1.9% |
| Band 7 | 731 | 600 | 82% | 131 | 18% | £22.28 | £22.19 | -£0.09 | -0.4% |
| Band 8a | 262 | 199 | 76% | 63 | 24% | £25.47 | £25.73 | £0.26 | 1% |
| Band 8b | 62 | 44 | 71% | 18 | 29% | £29.76 | £30.10 | £0.34 | 1.1% |
| Band 8c | 34 | 25 | 74% | 9 | 26% | £36.55 | £38.22 | £1.67 | 4.4% |
| Band 8d | 22 | 14 | 64% | 8 | 36% | £42.22 | £41.55 | -£0.67 | -1.6% |
| Band 9 | 1 | N/A (there are only females in this pay grade) | | | | | | | |
| Personal Salary / VSM\* | 19 | 10 | 53% | 9 | 47% | £31.76 | £37.96 | £6.20 | 16.3% |

\* Personal Salary includes the data for Non-Executive Directors but excludes any M&D personal salary employees who are explored later in the report. Green cells = hourly rate in favour of gender.

\*\* It has been identified that there are four members of staff who are paid a personal salary, three of them were TUPED into the Trust between the reporting periods. If these people are taken out of the equation, the gender pay gap is still significant at 11.3% and a significant deterioration from 3.11% the previous year.

The above table shows that, on average, females earn more in most pay bands than males – this accounts for the majority of the lowest paid bands and band 8d. The only bands where males earn more are in band 8a, band 8b, band 8c, and the Personal Salary/VSM grouping.Of these the gender pay gap in personal salaries/VSM is the biggest with a pay gap of 16.3%. The very senior manager grouping includes both executive and non-executive directors, with the majority non-executive directors being female.

Below is additional information on the individual hourly pay rates of each male, within the higher earning pay bands of 8a, 8b and 8c. There is also a table detailing the same for personal salary.

|  |  |  |
| --- | --- | --- |
| **AfC Pay Bands - Male hourly pay rates** | | |
| **Band 8a** | **Band 8b** | **Band 8c** |
| £24.10 | £28.01 | £33.58 |
| £27.22 | £32.66 | £38.80 |
|  | £33.12 |  |

|  |
| --- |
| **Personal Salary – male hourly pay rates** |
| £4.12 |
| £8.33 |
| £14.02 |
| £40.25 |
| £50.54 |
| £72.33 |
| £76.43 |
| £103.39 |

|  |  |  |
| --- | --- | --- |
| **AfC Pay Bands - Female hourly pay rates** | | |
| **Band 8a** | **Band 8b** | **Band 8c** |
| £23.66 | £25.57 | £33.58 |
| £24.10 | £28.01 | £38.80 |
| £24.11 | £32.66 | £39.33 |
| £25.66 | £33.12 | £39.45 |
| £27.22 |  |  |

|  |
| --- |
| **Personal Salary – Female hourly pay rates** |
| £8.25 |
| £9.49 |
| £12.95 |
| £14.02 |
| £48.20 |
| £64.72 |
| £71.72 |
| £71.76 |

Although females earn more than males in the majority of the pay bands above, when looking at the mean and median pay (excluding medical and dental staff), the charts in Appendix 3 show that the mean hourly rate of pay for males is £0.58 higher than that of females – a gender pay gap of 3.7%. The median hourly pay rate for females is £13.68, while that of males is £13.12. The median gender pay gap is -4.3% (in favour of women).



1. Medical and Dental Workforce

For data and supporting information about the medical and dental workforce, please see Appendix 4.



1. Bonuses

Only Consultants were in receipt of bonus payments in the snapshot data These were in the form of Clinical Excellence Awards (Local and National) and Distinction Awards.

There were 158 bonuses paid (under the pre 2018 Clinical Excellence Award process, local and national), 42 were to female consultants and 116 were to male consultants. \*If an average of the year was taken, rather than a day, then the bonuses would have reflected differently.

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Bonuses in relation to entire workforce** | **Bonuses in relation to all Consultants** | **Total percentage of female vs male Consultants** |
| **Female** | 0.6% of females overall received a bonus | 27% of bonuses were paid to female Consultants | 32% of all Consultants are female |
| **Male** | 6.5% or males overall received a bonus | 73% of bonuses were paid to male Consultants | 68% of all Consultants are male |

Mean

Male average bonus pay = £8,771.20

Female average bonus pay = £5,713.78

Difference in mean % bonus pay = 34.9% (in favour of men)

**Median**

Male median bonus pay = £6,032.04

Female median bonus pay = £3,015.97

Difference in median % bonus pay = 50% (in favour of men)

When these payments are related to all employees of the Trust, out of the total number of female employees in the Trust this represents 0.6% receiving a bonus. In comparison, 6.5% of the total male employees in the Trust received a bonus.

The Trust is currently finalising the Local Clinical Excellence Awards for the current award year (2022). Since the Local Clinical Excellence Awards process went under review nationally in 2018 the Trust has split the available funds each year between the Consultants who meet the eligibility criteria, as opposed to running an application and award round. These new award payments are paid annually, are non-cumulative and non-pensionable. Each eligible consultant receives the same amount, the amount is not pro-rata if less than full time, and those who have retired and returned in the eligibility period are still considered. The Trust has also recognised our clinical academics employed by local universities who carry out their clinical activity at the Trust, and any Consultant who has not been at work through the eligibility period due to family leave e.g., maternity/paternity, long term sickness or isolation. Each year consultants have been provided with the option to opt out of receiving the award payment should they wish to do so. Existing Local Clinical Excellence Awards awarded prior to 2018 under the previous scheme continue to be paid to those who hold existing awards. These awards will become subject to review moving forward and fairness and inclusivity will be two considerations. Reviewing the process should improve the gender pay gap for women.

The next award round (2023) commences from April. Nationally, NHS Employers and BMA reached agreement last year around the principles of the awards and have provided guidance to Trusts, but in essence it is for Trusts to agree how the process is delivered in keeping with the national principles, which we will agree through our JLNC. As a Trust we have not agreed as yet on what this process will look like moving forward, as we move back to a model of awards based on clinical excellence.

1. Reducing the Gender Pay Gap

The 2022 report stated the actions that had been taken and were continuing to be focused on to reduce the gender pay gap. These

were.

Our People Promise

We are Compassionate and Inclusive:

* Development of the Carer’s Network
* Equality and Diversity Training
* Review of recruitment adverts

We are recognised and rewarded:

* Starting salaries guidance

We Work Flexibly:

* Flexible Working
* Review of the family leave policy
* Review of the job planning principles
* Retention Strategy

The Trust’s Women’s Staff Network has influenced change to support our female employees and inadvertently, the gender pay gap by:

* Changing the family leave policy to include:
  + 5 days special leave for fertility treatment for all staff
  + 10 days special leave for miscarriage, ectopic pregnancy and termination
  + 5 days for partners who go through the above
  + Extended full pay for those who give birth prematurely (before 37 weeks) from the date they give birth to the date they were due to go on maternity leave
  + 2 weeks additional full pay for partners who go through premature birth so they can take their paternity leave when the baby comes home from the Special Care Baby Unit.
* Changes to scheduling of training so it is not always at the same time to improve access for those staff with other commitments such as school drop off / pick up

The network also has several actions, which can be seen in Appendix 5, these will all have an impact on the female workforce’s experiences and hopefully impact on the gender pay gap.



1. Reducing the Gender Pay Gap in 2023

This year’s Gender Pay Gap data has been discussed with Medical Human Resources (HR), The HR Recruitment Manager, and the Women’s Staff Network Chair who will lead on implementation and work with other teams to address the areas below. The following are suggested as areas of focus to address the disparities identified in order to continue to support Our People Promise.

* Specialties to promote working from home and flexible working to women
* ‘Coming off on call’ to be linked to job planning review and workforce planning
* Promote lead clinician roles to women
* Promote flexible retirement to female medical staff as more male medics take flexible retirement than female
* Explore empowerment/career development opportunities for women
* Continue with the Career Clinics for nursing staff
* Implement a Talent Management strategy for the Trust
* Explore external diverse recruitment platforms (these come at a cost so require funding)
* Ensure recruitment packs include information on flexible working, special and additional leave
* The Women’s network to look at the areas within the Trust where there are fewer female colleagues, attraction and best practice examples. Hold focus groups to explore the issues.
* Promote coaching and mentoring to women.
* Benchmark against the new VSM Framework once it has been published

1. Summary

**Hourly pay mean and median**

Difference in mean % hourly pay = 28.8% (in favour of men)

Difference in median % hourly pay = 16.4% (in favour of men

|  |  |  |
| --- | --- | --- |
|  | **Female** | **Male** |
| **Lower hourly pay quarter** | 84.2% | 15.8% |
| **Lower middle hourly pay quarter** | 82.9% | 17.1% |
| **Upper middle hourly pay quarter** | 80.3% | 19.7% |
| **Upper hourly pay quarter** | 69.7% | 30.3% |

**Personal Salary / VSM Category**

As Directors and Executives salaries are determined and agreed via the Trust’s Remuneration Committee this process is less robust than the formal job evaluation process used for staff on national terms and conditions. While there are women covering the same roles in terms of responsibility and level of seniority, the men in this category earn 16.3% (or 11.3% with the anomalies removed) more than the women. Nationally there will soon be a VSM pay framework to inform Remuneration Committees and this may correct this discrepancy. In the meantime, national benchmark reports such as those produced from NHS England should continue to be used.

Bonus pay mean and median

Difference in mean % bonus pay = 34.9% (in favour of men)

Difference in median % bonus pay = 50% (in favour of men)

**Bonus pay % split between men and women**

Female = 0.6% (of entire female workforce)

Male = 6.5% (of entire male workforce)

* **Bonuses**

The bonuses are paid only to consultants (medical and dental) through the 'Clinical Excellence Awards'.  There are far more men in receipt of these bonuses than women, plus the median pay received by those men is 50% more than those received by the women within this category.

It is evident from the below summary, which shows a comparison since 2020, that the Trust’s gender pay gap reduced in 2022.

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **2019** | | **2020** | | **2021** | | **2022** | |
| Total Headcount | 7820 | | 7533 | | 7932 | | 8392 | |
| Agenda for Change Staff Headcount | 6946 | | 6609 | | 6958 | | 7380 | |
| Very Senior Manager Headcount | 14 | | 13 | | 15 | | 20 (includes 4 non VSM employees) | |
| Medical and Dental Headcount | 857 | | 911 | | 959 | | 992 | |
|  | **Male** | **Female** | **Male** | **Female** | **Male** | **Female** | **Male** | **Female** |
| Gender Profile | 19% | 81% | 20% | 80% | 20% | 80% | 21% | 79% |
| Headcount of A4C Staff and VSM | 14% | 86% | 15% | 85% | 15% | 85% | 16% | 84% |
| Headcount of M&D | 63% | 37% | 61% | 39% | 61% | 39% | 61% | 39% |
| % of Medical and Dental Staff Bonuses | 75.61% | 24.39% | 75.13% | 24.87% | 75% | 25% | 73% | 27% |
|  | **Gender Pay Gap (GPG)** | | **Gender Pay Gap (GPG)** | | **Gender Pay Gap (GPG)** | | **Gender Pay Gap (GPG)** | |
| Mean GPG whole workforce | 33.41% | | 31.5% | | 30.89% | | 28.8% | |
| Median GPG whole workforce | 19.08% | | 19.36% | | 21.6% | | 16.4% | |
| Mean GPG A4C and VSM | 0.07% | | 4.1% | | 5% | | 3.7% | |
| Median GPG A4C and VSM | -5.36% | | 3.8% | | 0% | | - 4.3% | |
| Foundation Year 1 Doctors GPG | -0.41% | | 0% | | 0% | | 0% | |
| Foundation Year 2 Doctors GPG | -1.67% | | 0% | | 0% | | 0% | |
| Core Trainees GPG | 2.85% | | 2.45% | | 2.9% | | 2.4% | |
| Specialty Trainees GPG | 8.87% | | -1.11% | | -1.7% | | - 0.2% | |
| LAS Doctors GPG | 9.33% | | N/A | | N/A | | N/A | |
| Trust Doctors GPG | 17.25% | | 10.85% | | 4.9% | | 3.8% | |
| SAS Doctors and Dentists GPG | -8.70% | | N/A | | N/A | | N/A | |
| Specialty Doctors GPG | N/A | | 2.63% | | -11.68% | | 7% | |
| Associate Specialists GPG | N/A | | -33.27% | | -28.1% | | - 66.3% | |
| Consultants GPG | 8.64% | | 8.07% | | 6.32% | | 4.5% | |

|  |  |  |
| --- | --- | --- |
| **Year** | **Mean Gender Pay Gap** | **Median Gender Pay Gap** |
| 2020 | 31.5% | 19.36% |
| 2021 | 30.89% | 21.6% |
| 2022 | 28.8% | 16.4% |

|  |  |  |
| --- | --- | --- |
| **Year** | **Bonus Mean Gender Pay Gap** | **Bonus Median Gender Pay Gap** |
| 2020 | 35% | 50% |
| 2021 | 42.3% | 50% |
| 2022 | 34.9% | 50% |

The 2022 mean and median gender pay gap for York and Scarborough Teaching Hospitals has reduced since reporting in 2021. To continue reducing our gender pay gap we need to ensure that areas of focusing are targeted at reducing the gap.

Regarding bonus payments, the gender pay gap was likely to have been caused by the pre-2018 awards and how bonuses were calculated. A local plan has yet to be agreed for 2023 onwards. For 2023/2024 the awards will be split equally for men and women. The April 2022/2023 allocation was split equally, acknowledging there were more men than women.

There is a gender pay gap in relation to average hourly pay within AfC bands 1, 8a, 8b and 8c, at personal salary level for VSMs and bonus pay for consultants. There is also a gender pay gap in the favour of men for core trainees and trust doctors and dentists. The specialty doctors pay for females is skewed due to the two females on significantly higher pay.

1. Recommendations

* Note the overall improvements in the gender pay for 2023
* Note the areas of disparity
* Approve the data, narrative and areas of focus to reduce the gap
* Review the benchmark information alongside the new VSM Framework once published
* Approve this report so the information can be submitted to the Government’ Equalities Office and the Trust’s website