

Tees, Esk and Wear Valleys NHS Foundation Trust Gender Pay Gap Report – 2022

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 introduced a statutory requirement to produce information outlining details of any gender pay differences that exist within an organisation. As from April 2018 public, private and voluntary sector organisations with 250 or more employees were required to report on their gender pay gaps using six different measures.

This is the sixth report and is based upon a snapshot date of **31st March 2022**. We are required to publish data on the Government Equalities Office website and on the Trust website by 30th March 2023 and annually going forward.

The gender pay gap differs from equal pay in the following way. 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.

The following report includes the statutory requirements of the gender pay gap reporting legislation along with further context to demonstrate our commitment to equality. The Trust is committed to understanding any differences identified in the gender pay report and will undertake further analysis to gain a better understanding as to the reason for the differences and to take action where appropriate.

The gender profile of the Trust is



The gender profile split in the Trust has increased from 78% female and 22% male during the last 12 months. There has been a 2% increase in favour of females since we started to report in March 2017. The gender split at that time was 77% female and 23% male.

Please note these figures exclude bank workers. The remainder of the report includes data pertaining to substantive staff plus any bank workers who worked on 31 March 2022. This is in accordance with the Gender Pay Gap reporting requirements.

Mean and Median Gender Pay Gap

The mean gender pay gap and median gender pay gap for **all employees** is detailed below. Gross pay calculations are used for these purposes.

Mean Gender Pay Gap



10.73% less than males-
equating to £2.02 per hour less

Median Gender Pay Gap



7.58% less than males –
equating to £1.22 per hour less

The mean gender pay gap linked to the amount a female is paid has increased slightly in the past year from 10.66% to 10.73%. From an hourly rate perspective this equates to a mean gender pay gap increase in the past year from £1.93 per hour to £2.02 per hour less than males.

The median gender pay gap has increased slightly from 7.27% to 7.58% which from an hourly rate perspective equates to a median gender pay gap increase in the past year from £1.11 per hour to £1.22 per hour less than males.

The table below highlights the mean and median gender pay gap reported figures between March 2017 and March 2022. The general trend since 2018 has been a decrease in the gender pay gap difference with the exception of 2022 where a slight increase is evident.

	2017	2018	2019	2020	2021	2022
Mean gender pay gap	14.9%	16.3%	14.65%	12.16%	10.66%	10.73%
Median gender pay gap	9.34%	10.24%	10.14%	8.91%	7.27%	7.58%

There are number of possible contributory factors which can influence the gender pay gap differences. The Trust operates a number of **salary sacrifice schemes** which affords staff the opportunity to purchase vouchers towards childcare costs, purchase a cycle, electrical goods or a lease car.

The table below highlights the number of staff by gender contributing to the schemes. As you would expect, in line with the gender split within the organisation, the majority of staff opting to participate in one or more salary sacrifice schemes are female. The costs associated with salary sacrifice schemes are deducted prior to calculating gross pay. This will have an impact on the gross pay calculations undertaken to determine the mean and median gender pay gap and will be a contributory factor which may be causing the differences being reported.

There has been an increase of **21.4%** in the number of staff contributing to the lease car salary sacrifice scheme compared to March 2021. Based on the average monthly sacrifice of £256 this will reduce the gross pay of a female member of staff by approximately £3096 per annum. It is also worth noting a proportion of staff contribute to more than one salary sacrifice scheme.

There has been a notable increase in the number of staff accessing salary sacrifices linked with electronics in the past year. Last year 210 females had electronic related deductions and 63 males had electronic based deductions. The tables below shows the significant increase for both male and females for this type of salary sacrifice and comparisons with March 2021 data.

March 2022

Salary Sacrifice Schemes	Child Care Vouchers	Lease Car Scheme	Cycle to Work Scheme	Electronics
Female	105 (80%) average sacrifice per month £106	468 (72%) average sacrifice per month £256	110(68%) average sacrifice per month £28	538 (77%) average sacrifice per month £52
Male	27 (20%) average sacrifice per month £76	180 (28%) average sacrifice per month £328	51 (32%) average sacrifice per month £52	157 (23%) average sacrifice per month £47

March 2021

Salary Sacrifice Schemes	Child Care Vouchers	Lease Car Scheme	Cycle to Work Scheme	Electronics
Female	150 (81.5%) average sacrifice per month £89	369 (72.5%) average sacrifice per month £233	119(76.6%) average sacrifice per month £30	210 (76.9%) average sacrifice per month £43
Male	34 (18.5%) average sacrifice per month £77	140 (27.5%) average sacrifice per month £263	49 (23.4%) average sacrifice per month £45	63 (23.1%) average sacrifice per month £35

Agenda for Change and Executive Pay

The mean gender pay gap and median gender pay for those staff **employed on Agenda for Change** terms and conditions and Executive Pay shows the difference in rate to be lower when medical and dental staff are excluded.

Mean Gender Pay Gap (AfC & Executive Pay)



3.52% less than males -
equating to £0.57 per hour less

Median Gender Pay Gap (AfC & Executive Pay)



4.56% less than males –
equating to 0.66p per hour less.

The mean gender pay gap has increased from the previous year of 2.97% (£0.48 per hour) to 3.52% (£0.57 per hour). The median gender pay gap has a notable increase from 0.85% (£0.12 per hour) to 4.45%, (£0.66 per hour). Further analysis on this is proposed to understand this better.

Medical and Dental

The information below highlights the mean gender pay gap and median gender pay gap for those staff employed on **Medical and Dental terms and conditions**. The figures include the Clinical Excellence Awards payments that are paid to eligible medical staff.

Mean Gender Pay Gap (M&D)



3.52% less than males -
equating to £0.57 per hour less

Median Gender Pay Gap (M&D)



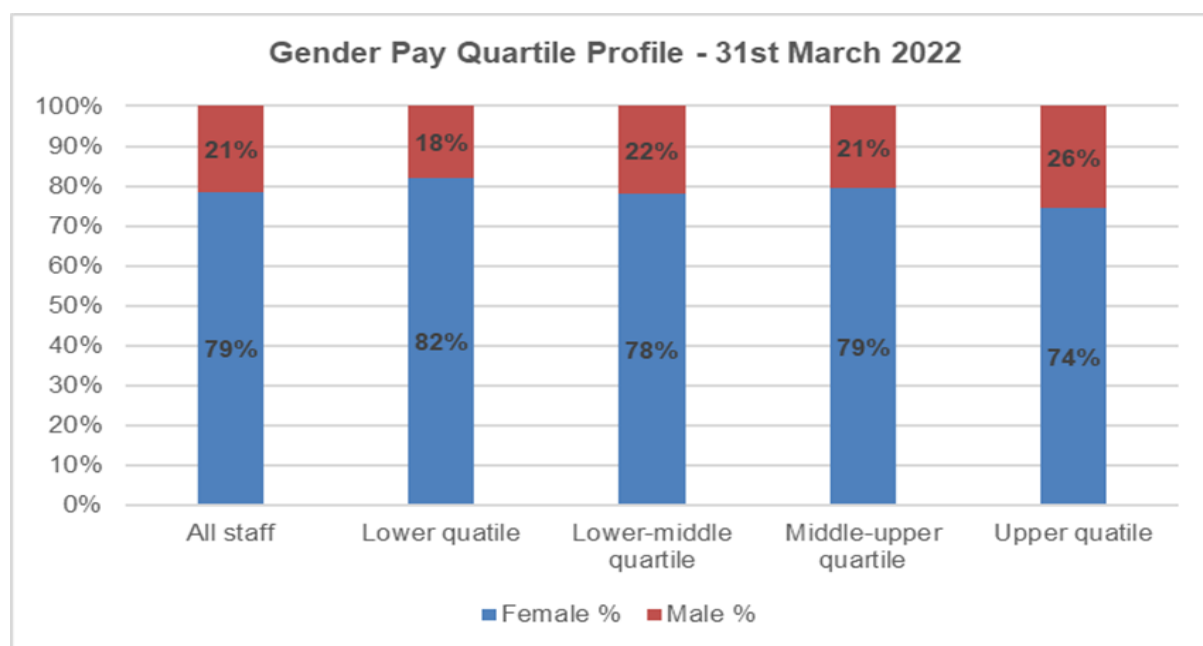
4.56% less than males –
equating to 0.66p per hour less.

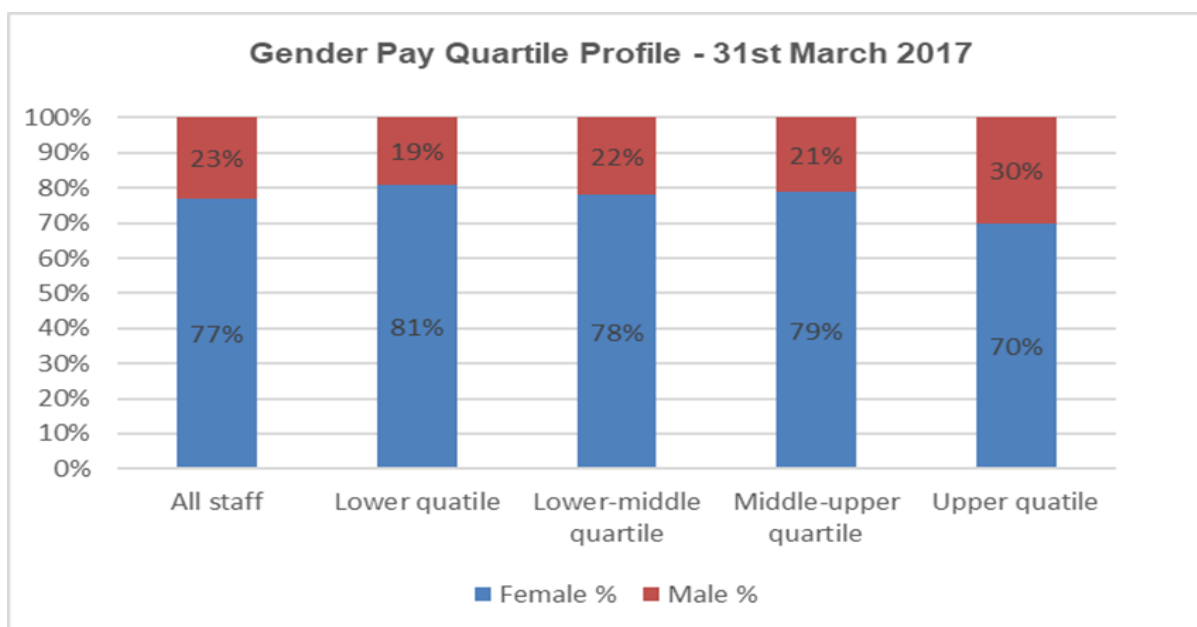
The mean gender pay gap has increased from 9.05% (£3.94 per hour) in 2021 to 10.7% (£4.31 per hour) in 2022. The median gender pay gap has also increased between male and females in the past year from 3.17% to 3.31%. This equates to females experiencing an increased difference in hourly pay to male counterparts from £1.45 per hour less to £1.50 per hour less.

Gender Pay Quartile Profile

The following graph shows the proportion of males and females in each pay quartile. The lower quartile represents the lowest salaries in the Trust and the upper quartile represents the highest salaries. The Trust employs more women than men in every quartile, with the highest proportion of females within the lower quartile.

82% of employees in the lower quartile are female, compared with 74% in the upper quartile. Of note is the upper quartile has seen the proportion of females increase from 70% to 74% since 2018. The remaining quartiles have remained broadly the same. A quartile profile from 2017 is included on the following page to allow for comparisons.





Bonus Payments

Under the national Medical & Dental terms and conditions Consultants are eligible to apply for Clinical Excellence Awards (CEA). These awards recognise individuals who demonstrate achievements in developing and delivering high quality patient care over and above the standard expected of their role and are part of a commitment to the continuous improvement of the NHS. The table below highlights the mean and median bonus pay linked to clinical excellence awards.

Gender	Mean Bonus Pay	Median Bonus Pay
Male	£13,066	£12,065
Female	£9,916	£7,009
Difference	£3,149	£5,596
Pay Gap %	24.10%	46.4%

At the time of reporting the Trust was operating a local clinical excellence award scheme based on the national terms and conditions. For the 2021 award year it was agreed locally following guidance that the same process would be followed as that which took place in 2020. This meant that the Trust could again stand down the usual formal process of application and review for CEA's. Instead, the money could be divided equally between all eligible individuals, and they received a non-consolidated and non-pensionable payment for the year. Therefore, everyone received the same amount of award for 2022.

There are also however a number of individuals receiving historic awards from 2017 which are recurrently paid each year. Once an award had been made the Consultant continues to receive that level of award going forward. A further submission may be made the following year and as a consequence progression through the varying payment levels occurred. This may account for one of the reasons for the significant difference being reported.

There were more males receiving larger monetary amounts than females.

Proportion of eligible Consultants receiving a CEA



All 145 eligible Consultants received a Clinical Excellence Award in the reporting year.

Long Service Awards

The Trust operates a locally agreed long service award scheme to recognise the service of staff who have 25 years NHS service. The award is a £100 gift voucher. In the reporting period a total of 129 staff received an award. **98 females and 31 males** received an award, equating to 76% of females which is lower than the Trust gender breakdown. In the previous year more females received an award (133) and marginally more males (39).

Under the Regulation we are required to include payments which relate to profit sharing, productivity, performance, incentive or commission should be included in the bonus calculations. It could be argued long service awards do not provide the incentive usually associated with the criteria outlined above. Guidance from ACAS states that such payments with a monetary value should be included.

The table below provides **combined details of the clinical excellence awards and long service awards**.

Gender	Mean Bonus Pay	Median Bonus Pay
Male	£6,682	£6,498
Female	£2,031	£100
Difference	£4,651	£6,398
Pay Gap %	70.0%	98.5%

It is important to recognise when combining the bonus awards in this way the data is skewed as long service awards are predominantly paid to women with a higher proportion of males receiving clinical excellence award payments.

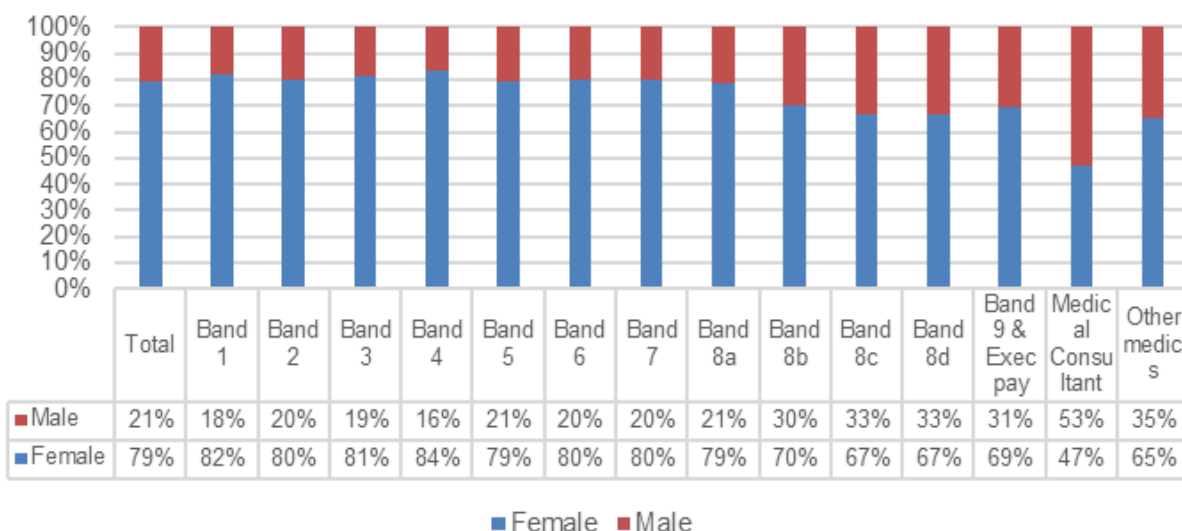
Gender Breakdown by Pay Band

The following two graphs provide a gender profile breakdown by pay band as at March 2022 and March 2017. The graphs highlight the changes in the profile of male / female ratio's within the bands, in the past 5 years.

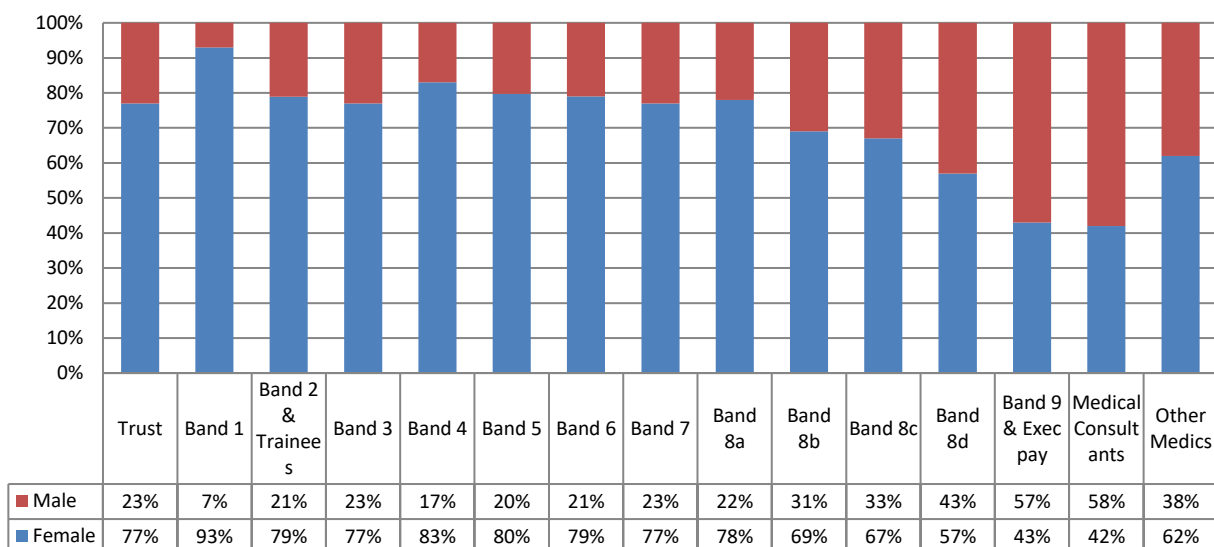
There has been increases in the ratio of female staff within Bands 3 and 7 by 3% and 4 respectively. More significant positive increases are evident within bands 8d, 9 and Executive pay and Medical Consultants.

Band 1 was closed to new entrants from 1 December 2018, therefore the number of overall staff in this banding will continue to reduce.

Gender Breakdown by Pay band - March 2022



Gender Breakdown by Pay band - March 2017



Update on Progress from Gender Pay Report 2021

In previous years following the publication of the Gender Pay Report further work has been undertaken to better understand the reasons for differences in gender pay. Due to the impact of the Covid pandemic following the publication of the report in March 2021 further work was not identified to be undertaken.

Proposed Areas for Further Action based on 2022 report

- Undertake analysis of leavers by gender and their respective point on the scale comparing this with new starters by gender and their point on scale. This may provide more understanding around the percentage of female leavers and joiners and their average hourly rates, taking into account national pay structures.
- Carry out further analysis in respect of how salary sacrifices impact on the gender pay gap, including age profiles
- Review the potential impact of the new Trust management structure
- Review the Clinical Excellence Awards and what proportions of males / females have higher levels of CEA or national awards.