

Gender Pay Gap Report As at 31 March 2020

1. Gender pay gap reporting

Legislation has made it statutory for organisations with 250 or more employees to report annually on their gender pay gap. Government departments are covered by the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 which came into force on the 31 March 2017. These regulations underpin the Public Sector Equality Duty and require the relevant organisations to publish their gender pay gap data annually, including:

- Mean gender pay gap in hourly pay.
- Median gender pay gap in hourly pay.
- Mean bonus gender pay gap.
- Median bonus gender pay gap.
- Proportion of men and women receiving a bonus payment.
- Proportion of men and women in each pay quartile.

The gender pay gap is different to equal pay. Equal pay means that men and women in the same employment who are performing equal work must receive equal pay, as set out in the Equality Act 2010. It is unlawful to pay people unequally because they are a man or a woman.

While the Electronic Staff Record (ESR) facility does not enable the Trust to include non-binary staff as part of the data, the Trust is committed to including staff who have transitioned and is proud to have established our Policy for supporting Transgender patients, services users and staff.

The Trust pays most employees, excepting some medical and dental staff, on the Agenda for Change pay system, and this framework provides assurance that equal pay for equal work is recognised i.e. someone entering the band 5 scale with the same level of qualifications and experience would be paid the same irrespective of gender; they would then have the opportunity to progress up the pay scale annually.

2. Harrogate and District NHS Foundation Trust

Harrogate and District NHS Foundation Trust (the Trust) employs more than 4,000 members of staff to provide essential hospital treatment as well as community health services to the population of Harrogate and the local area, across North Yorkshire and Leeds, and children's services in North Yorkshire and the North East in County Durham, Darlington, Middlesbrough, Stockton-on-Tees, Gateshead and Sunderland.

The total number of staff eligible for inclusion in this report was 4,231.

	31 March 2020		31 March 2019	
	Headcount	%	Headcount	%
Female	3,615	85%	3,553	86%
Male	616	15%	581	14%
TOTAL	4,231		4,134	

Figure 1 illustrates the gender distribution within the Trust at 31 March 2020

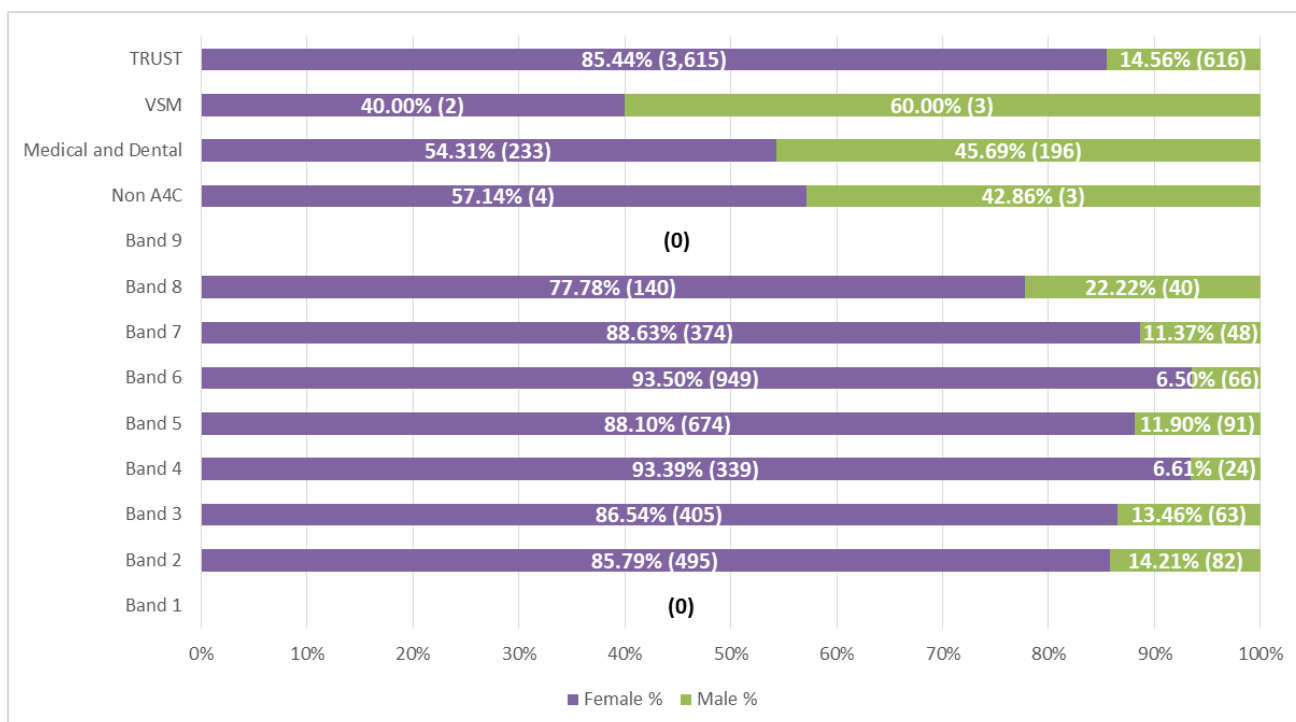
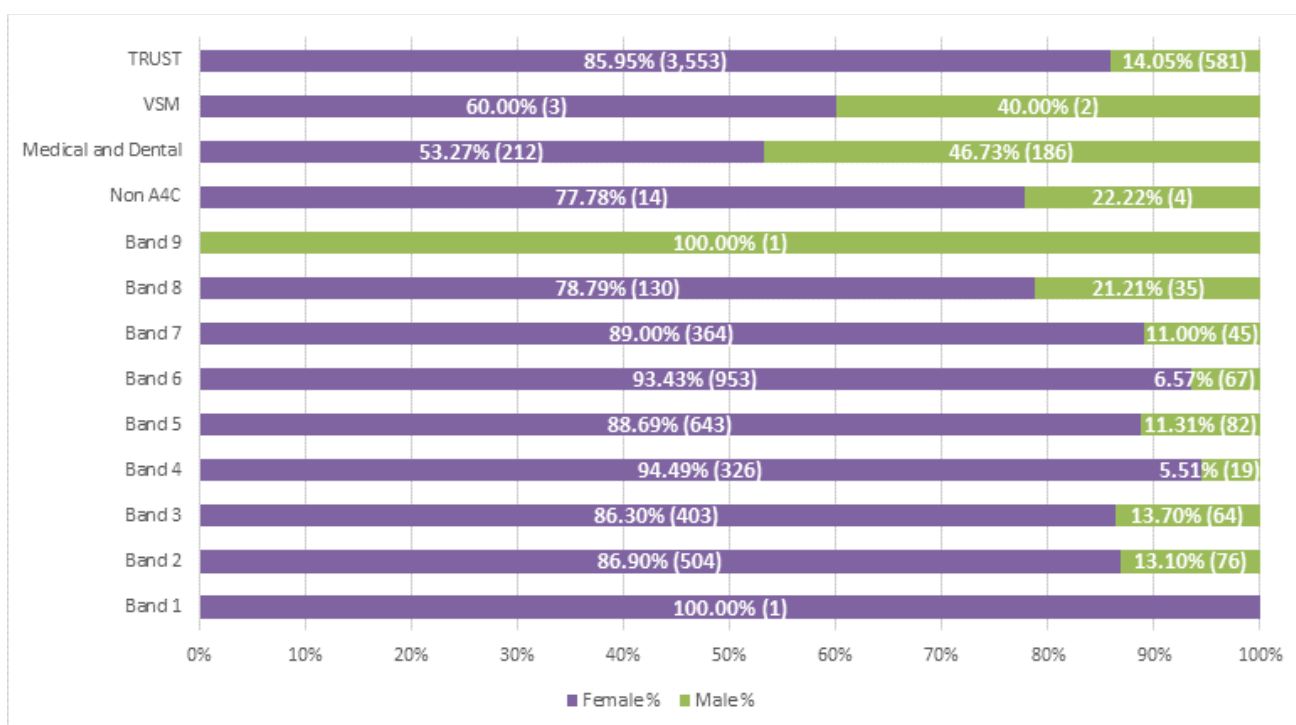


Figure 2 illustrates the gender distribution within the Trust at 31 March 2019



Note - As part of the 2018 pay deal, Band 1 closed to new entrants with effect from 1 December 2018 and all existing staff on a Band 1 contract at the Trust transitioned over to Band 2 from April 2019. The data above shows that prior to the transition there was 1 employee in a Band 1 position as at 31 March 2019.

3. Definitions and scope

The gender pay gap is a measure that shows the difference in average earnings between men and women across an organisation.

The gender pay gap is described in two different terms. Firstly, the difference between the mean of hourly rates of men and the hourly rates of women, and secondly as the difference between the median of hourly rate (men) and hourly rate (women).

Mean and Median

- The "mean" is an average of all hourly rates of pay.
- The "median" is the middle value in a complete list of all hourly rates of pay.

The report is based on rates of pay for the financial year 2019/20. It includes all workers in scope at 31 March 2020. A positive figure indicates a gender pay gap disadvantageous to women; a negative figure indicates the gender pay gap disadvantageous to men:

4. Mean and median gender pay gap in hourly pay

Gender	Mean Hourly Rate 2020	Median Hourly Rate 2020	Mean Hourly Rate 2019	Median Hourly Rate 2019
Male (£)	24.48	18.49	23.59	17.37
Female (£)	17.14	15.55	16.62	15.14
Difference (£)	7.34	2.94	6.97	2.23
Pay Gap %	29.98	15.92	29.53	12.82

* rounded up

- As highlighted in Figure 1, the proportion of female to male staff is much higher in lower bands, which would explain why there is a gender pay gap.
- As shown the Trust is reporting a 29.98% gender pay gap, meaning that based on an average hourly rate men are paid 29.98% more than women.
- The figures also demonstrate that the Trust has a 15.92% median gender pay gap, which was an increase of 2019's figure of 12.82%.

5. Mean and median bonus gender pay gap

The Trust pays out two types of bonuses, Clinical Excellence Awards (CEA) and Long Service Awards.

CEA are awarded based on the performance of a consultant. The CEA process requires the consultant to apply for the award and their application is then reviewed by a Panel.

The Trust currently employs 145 consultants of whom 71 are male and 74 are female (as at 31.03.20). Of the total workforce, 53 male consultants (74.65%) which are 8.60% of all men employed received a CEA payment and 48 female consultants (64.86%) which are 1.33% of all females employed received a CEA payment.

Gender	Mean Bonus 2020 (£)	Median Bonus 2020 (£)	Mean Bonus 2019 (£)	Median Bonus 2019 (£)
Male	11,267.32	7,540.00	11,551.85	6,032.00
Female	10,069.83	6,032.00	10,219.91	6,032.00
Difference	1,197.49	1,508.00	1,331.94	0.00
Pay Gap %	10.63	20.00	11.53	0.00

- This shows a positive reduction in the mean gender bonus gap differential by 0.9%, however a 20% increase in the median gender bonus gap difference from 2019 to 2020.
- Male consultants receive a higher level of payment despite there being fewer male consultants.
- The continuing gap in the bonus pay is linked to the fact that the medical workforce has traditionally been male dominated however this gap continues to reduce reflecting the number of female employees who are eligible to apply for higher levels of reward.
- In 2020 a part-time representative was on the CEA Panel.
- Following a change of CEA payment rules in 2019, part-time consultants (mostly female) who were awarded a CEA received the full award payment rather than a pro-rata payment based on their working hours.

The Influence of Medical and Dental Staff

Medical and Dental staff have a substantial impact on the Trust's gender pay gap, as individuals in this staff group tend to be paid higher wages than other Trust employees. Although the Trust currently has 71 male consultants and 74 female consultants, because the Trust employs fewer men overall, the number of male consultants as a proportion of the overall male workforce at 11.53% is higher than that of female consultants 2.05% of the female workforce.

To evidence the influence of medical and dental staff driving the percentage gap, the table below shows that taking out the medical and dental staff from the calculations, the pay gap percentage for the average mean hourly rate in 2020 is reduced from 29.98% to 3.55%. The median hourly rate pay gap percentage is more favourable to females when you take out the medical and dental staff.

Gender	Mean Hourly Rate 2020	Median Hourly Rate 2020	Mean Hourly Rate 2019	Median Hourly Rate 2019
Male (£)	16.21	15.19	15.52	14.34
Female (£)	15.64	15.40	15.26	15.14
Difference (£)	0.58	-0.21	0.26	-0.80
Pay Gap %	3.55	-1.40	1.68	-5.55

6. Proportion of men and women receiving a bonus payment

Long Service Awards include a £40 bonus paid to both men and women in recognition of 25, 30, 35, 40 and 50 years' service at the Trust. As this bonus is paid out equally to both men and women it would have no influence on the figures.

Due to the Coronavirus pandemic, Long Service Award celebrations in 2020 were postponed. Staff who would have been eligible for an award in 2020 will be honoured in 2021.

Taking this into account, and as stated above, of the total workforce, 1.33% of females (48) received a bonus compared to 8.60% of males (53). This is again influenced by the ratio of males in receipt of bonus to the overall number of males.

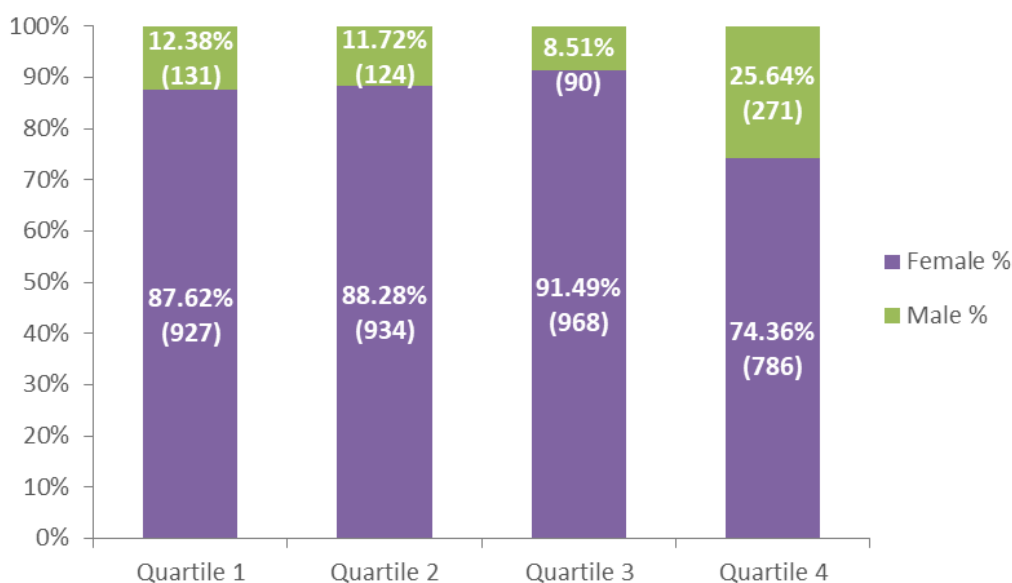
7. Proportion of men and women in each pay quartile

A quartile is where you take the range of data and divide it up. In this case it would be the range of hourly earners divided into four groups. Therefore, Quartile 1 is the lower 25% of staff hourly wages.

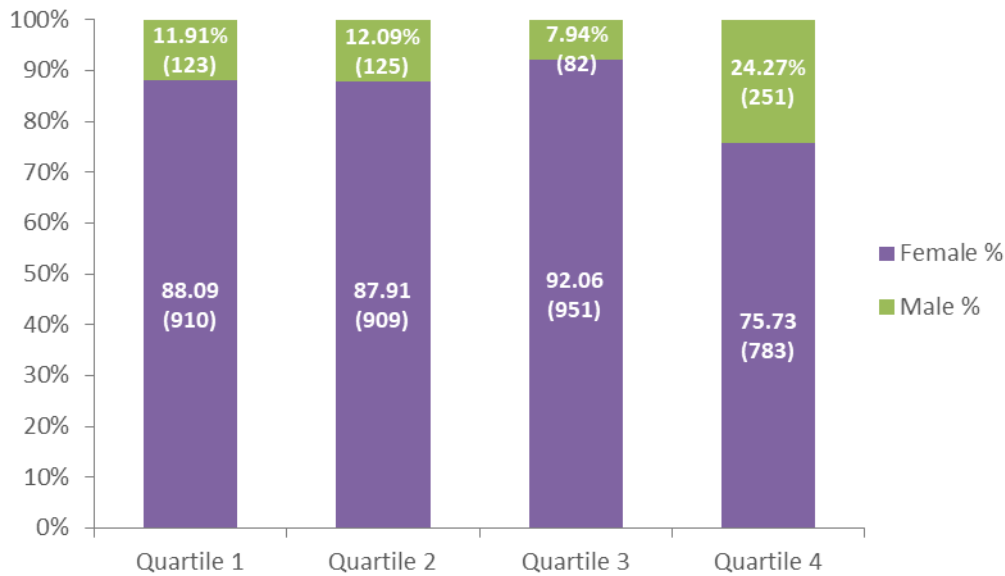
- Quartile 2 – lower middle
- Quartile 3 – upper middle
- Quartile 4 - upper

The graph below shows that the highest proportion of males is found in the upper quartile. In contrast, the lowest proportion of females is found in the upper quartile compared with other quartiles. This is influenced by the large proportion of male doctors and dentists within the Trust. The percentage of females in the upper middle and upper quartiles has decreased from the 2019 figures.

2020



2019



8. Summary and next steps in reducing the gender pay gap

Based on the data at 31 March 2020, women working in HDFT earn 84p for every £1 that men earn when comparing median hourly wages. Their median hourly wage is 15.92% lower than men's.

When comparing mean hourly wages, women's mean hourly wage is 29.97% lower than men's.

Women occupy 74.36% of the highest paid jobs and 87.62% of the lowest paid jobs – women account for 85.44% of the total workforce.

In both categories 'Very Senior Managers' (VSM) and 'Medical and Dental', the percentage of males increased from 2019.

When comparing mean and median bonus pay, women's bonus pay is 10.63% and 20% lower than men's respectively.

The gender pay gap report has been shared with the Trust Board to make informed decisions on actions that are required to improve the gender pay gap.

It can be seen from the data in the report that the influence of medical and dental staff is driving the percentage gap. Removing medical and dental staff from the calculations, the pay gap percentage for the average mean hourly rate in 2020 is reduced from 29.98% to 3.55%. The median hourly rate pay gap percentage is more favourable to females when you take out the medical and dental staff meaning men earn 98p for every £1 that women earn when comparing median hourly wages.

Further workforce analysis is required to continue efforts in reducing the gender pay gap and identifying patterns and trends within service areas, departments, and occupations. This will be monitored by the Equality Diversity and Inclusion Steering Group to include:

- Disaggregate the data in different ways to better understand the drivers of the gender pay gap, considering the differences in terms of age, disability and race to provide better insights.
- Promote awareness of opportunities and policies including flexible and agile working arrangements that encourages women to return to careers following maternity and other life events.
- Encourage the take up of shared parental leave, job-share and part-time working and promote flexible working arrangements in vacancies including part-time, job share, compressed hours, home working etc.
- Promote unconscious bias training as part of the First Line Leaders programme and Pathway to Management.
- Develop a Women's Development Network and discuss across each Staff Network.
- Progress Working Carers Passport initiative and welfare discussions for all colleagues.
- Develop talent pipeline and encourage conversations with staff to discuss progression/promotion and goal setting through annual review processes.
- Continue work in relation to encouraging more applications for CEA from women and providing support for individuals who have submitted unsuccessful applications in the past.