

Gender Pay Gap Report As at 31 March 2022

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 5,000 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 stretching from Berwick upon Tweed in the North to Wakefield in the South, and across the whole of North Yorkshire, from Settle in the West to Scarborough in the East.

The total number of staff eligible for inclusion in this report was 4,445.

| | 31 March 2022 | | 31 March 2021 | |
|---------------|---------------|-----|---------------|-----|
| | Headcount | % | Headcount | % |
| Female | 3,822 | 86% | 3,597 | 85% |
| Male | 623 | 14% | 655 | 15% |

| | | | | |
|--------------|--------------|--|--------------|--|
| TOTAL | 4,445 | | 4,252 | |
|--------------|--------------|--|--------------|--|

Figure 1 illustrates the gender distribution within the Trust at 31 March 2022

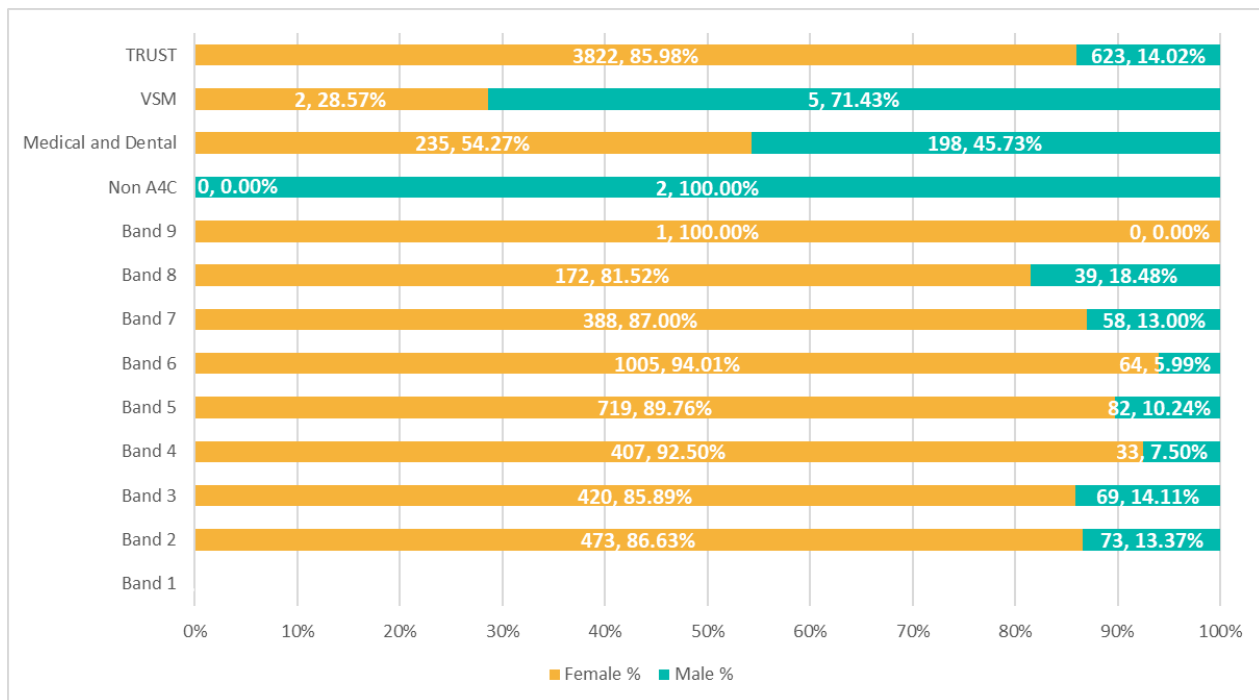
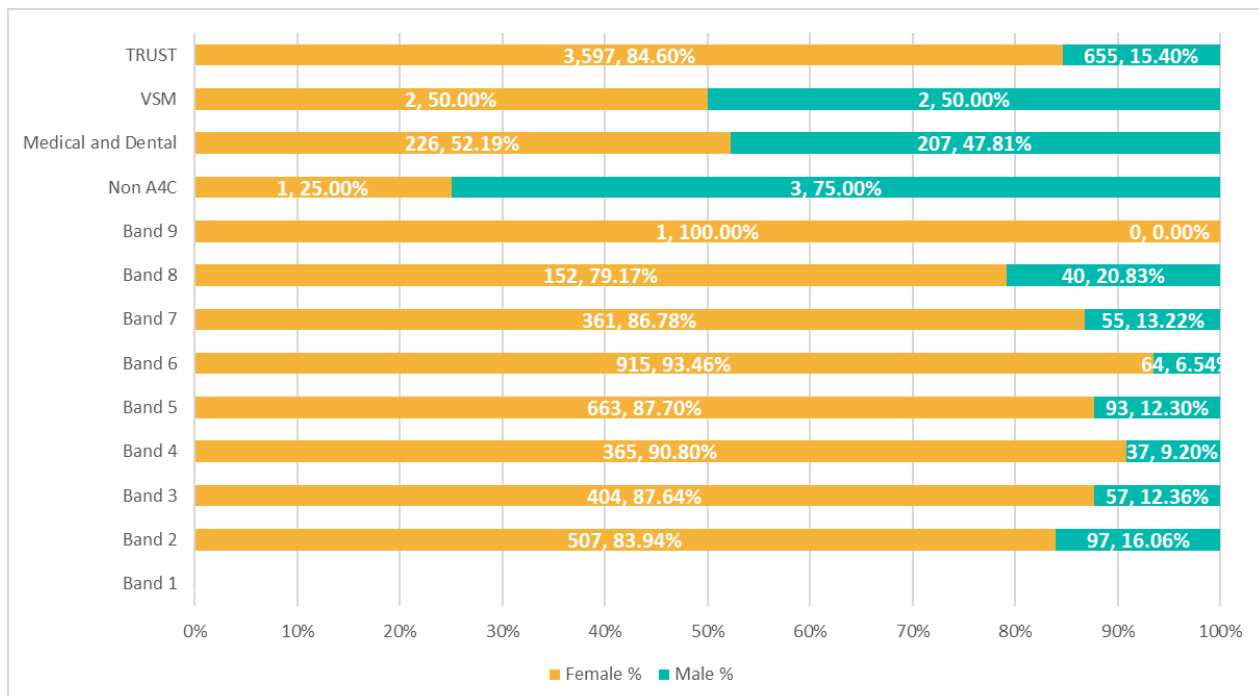


Figure 2 illustrates the gender distribution within the Trust at 31 March 2021



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.

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 2020/21. It includes all workers in scope at 31 March 2021. A positive figure indicates a gender pay gap disadvantageous to women; a negative figure indicates the gender pay gap disadvantageous to men.

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 2022 is reduced from 27.66% to 4.68%. The median hourly rate pay gap percentage is almost equal for males and females when you take out the medical and dental staff meaning men earn £1 for every £1 that women earn when comparing median hourly wages.

4. Mean and median gender pay gap in hourly pay

| Gender | Mean Hourly Rate 2022 | Median Hourly Rate 2022 | Mean Hourly Rate 2021 | Median Hourly Rate 2021 |
|-----------------------|------------------------------|--------------------------------|------------------------------|--------------------------------|
| Male (£) | 24.88 | 19.33 | 24.22 | 18.76 |
| Female (£) | 18.00 | 16.52 | 17.53 | 16.04 |
| Difference (£) | 6.88 | 2.81 | 6.69 | 2.72 |
| Pay Gap % | 27.66 | 14.53 | 27.61 | 14.51 |

* rounded up

- As highlighted in Figure 1, the proportion of female to male staff is much higher in lower bands when compared to senior bandings, Medical and Dental and VSM, which would explain why there is a gender pay gap.
- As shown the Trust is reporting a 27.66% gender pay gap, meaning that based on an average hourly rate men are paid 27.66% more than women.
- The figures also demonstrate that the Trust has a 14.53% median gender pay gap, which is a minimal increase of 2021's figure of 14.51%.

5. Mean and median bonus gender pay gap

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

The Long Service Awards were postponed in 2021/22 due to Covid and are to be awarded to employees in November 2022, along with the Long Service Awards for 2022/23. The two consecutive years will therefore be reported on in the 31 March 2023 Gender Pay Gap report.

In 2021/2022 there were two types of CEA's that were awarded to the Trust's Consultants. One of these CEA's was a lifetime CEA Award and that was paid to 81 Consultants. The other type of CEA paid was a non-pensionable, non-consolidated award, which is part of the 2018-2021 scheme that has been extended into 2022 due to Covid.

The Trust currently employs 150 consultants of whom 70 are male and 80 are female (as at 31.03.22 and are eligible for inclusion in this report). Of the 70 male Consultants, 68 Consultants received a CEA payment in 2021/22 (97.14% of male Consultants), which is 10.91% of the total male workforce. Of the 80 female Consultants, 73 Consultants received a CEA payment in 2021/22 (91.25% of female Consultants), which is 1.91% of the total female workforce.

| Gender | Mean Bonus 2022 (£) | Median Bonus 2022 (£) | Mean Bonus 2021 (£) | Median Bonus 2021 (£) |
|-------------------|----------------------------|------------------------------|----------------------------|------------------------------|
| Male | 10,651.97 | 7,246.00 | 11,332.00 | 9,124.00 |
| Female | 9,979.67 | 7,246.00 | 9,117.81 | 6,108.00 |
| Difference | 672.30 | 0.00 | 2,214.19 | 3,016.00 |
| Pay Gap % | 6.31 | 0.00 | 19.54 | 33.06 |

- The data shows a decrease in the mean gender bonus gap differential by 13.23% from 2021 to 2022.
- The median gender bonus gap also shows a decrease, with a differential of 33.06% from 2021 to 2022, reducing the pay gap percentage to 0%. This displays that the median bonus is equal for both genders.

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.

Included within this report are 70 male Consultants and 80 female Consultants. As the Trust employees fewer men overall, the number of male Consultants as a proportion of the overall male workforce at 11.08% is higher than that of female Consultants 2.09% of the female workforce.

To evidence the influence of medical and dental staff driving the percentage gap, the table below shows that taking out all medical and dental staff from the calculations, the pay gap percentage for the average mean hourly rate in 2022 is reduced from 27.66% to 4.68%. The median hourly rate pay gap percentage is almost equal when you take out the medical and dental staff.

The data shows a reduction in the gender pay gap percentage for the mean hourly rate of non-medical staff in 2022 compared to 2021, from 7.40% to 4.68%.

| Gender | Mean Hourly Rate 2022 | Median Hourly Rate 2022 | Mean Hourly Rate 2021 | Median Hourly Rate 2021 |
|----------------|-----------------------|-------------------------|-----------------------|-------------------------|
| Male (£) | 17.36 | 16.13 | 17.48 | 15.66 |
| Female (£) | 16.55 | 16.13 | 16.19 | 15.66 |
| Difference (£) | 0.81 | 0.00 | 1.29 | 0.00 |
| Pay Gap % | 4.68 | -0.01 | 7.40 | -0.01 |

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.

The Long Service Awards were postponed in 2021/22 due to Covid and are to be awarded to employees in 2022/23. Therefore the recipients will be included in the 31 March 2023 Gender Pay Gap report.

Due to no inclusions for the Long Service Awards in the 2021/22 report, the bonus pay will only take into account the Clinical Excellence Award payments. As a proportion, 1.91% of females (73 employees) received a bonus compared to 10.91% of males (68 employees). This is again influenced by the ratio of males in receipt of bonus to the overall number of males.

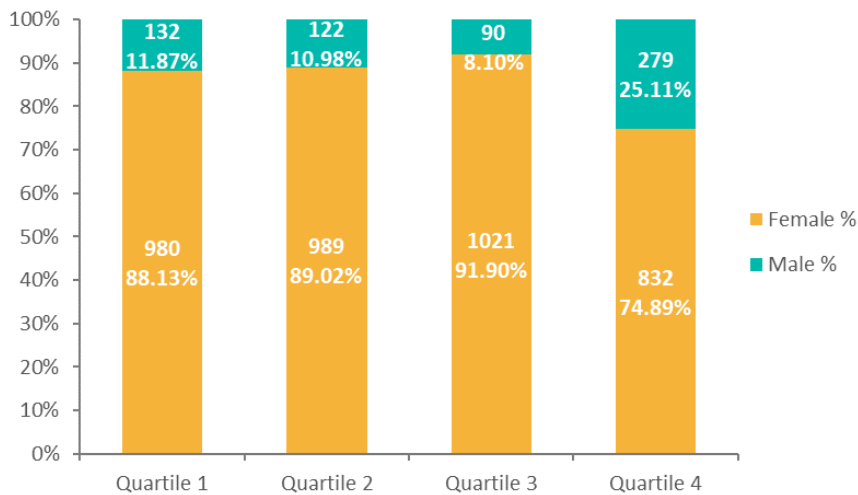
7. Proportion of men and women in each pay quartile

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.

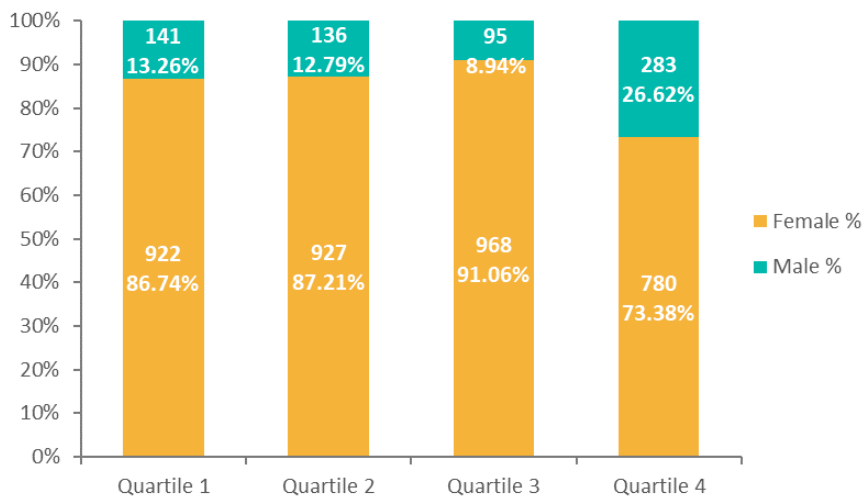
- Quartile 2 – lower middle
- Quartile 3 – upper middle
- Quartile 4 – upper

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 2021 figures.

2022



2021



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

Based on the data at 31 March 2022, women working in HDFT earn 85p for every £1 that men earn when comparing median hourly wages. Their median hourly wage is 14.53% lower than men’s.

When comparing mean hourly wages, women’s mean hourly wage is 27.66% lower than men’s.

Women occupy 74.89% of the highest paid jobs and 88.13% of the lowest paid jobs – women account for 85.98% of the total workforce.

In the ‘Medical and Dental’ category, the number of female Consultants (of whom were eligible to be included in this report) increased from 76 in 2021 to 80 in 2022, whereas male Consultants decreased from 78 in 2021 to 70 in 2022.

When comparing mean bonus pay, women's bonus pay is 6.31% lower than men's, however the median bonus pay is equal for both genders.

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.

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:

| Action Point | Target for Completion |
|---|------------------------------|
| Continue work in relation to encouraging more applications for CEA from women with a medical focus, and providing support for individuals who have submitted unsuccessful applications in the past. | End of Q4 |
| Develop a Women's Development Network and discuss across each Staff Network. | End of Q1 |
| Develop talent pipeline and encourage conversations with staff to discuss progression/promotion and goal setting through annual review processes. | End of Q2 |