

Gender Pay Gap Report As at 31 March 2023

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 4,697.

	31 March 2023		31 March 2022	
	Headcount	%	Headcount	%
Female	3,979	85%	3,822	86%
Male	718	15%	623	14%

TOTAL	4,697		4,445	
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Figure 1 illustrates the gender distribution within the Trust at 31 March 2023

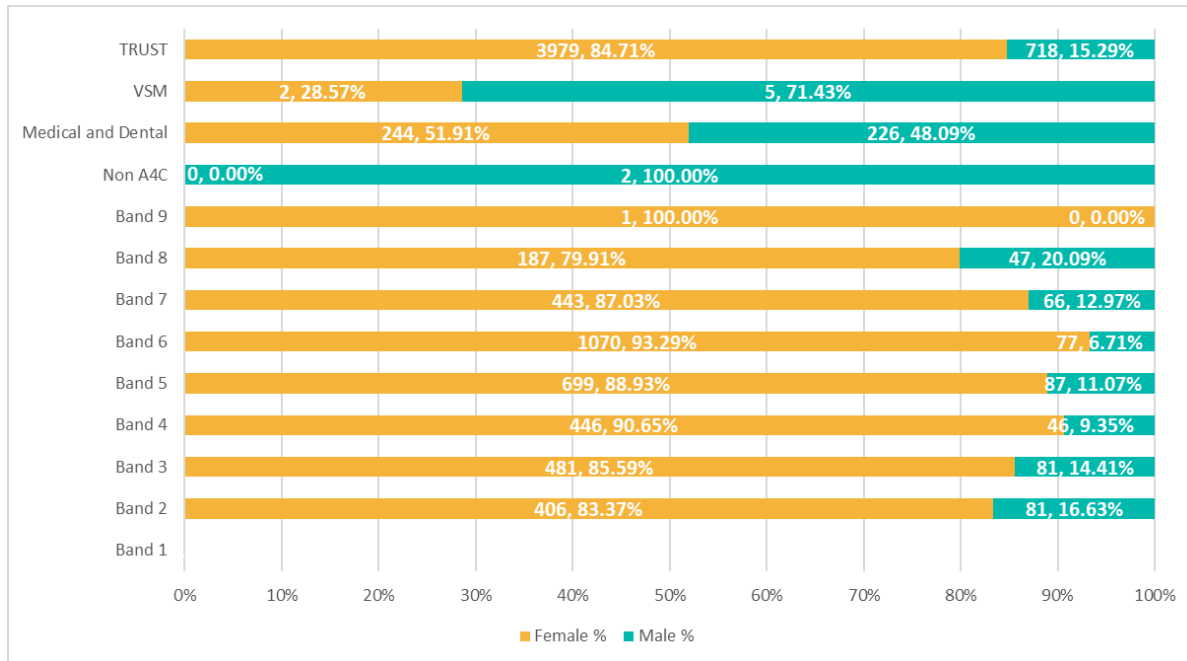
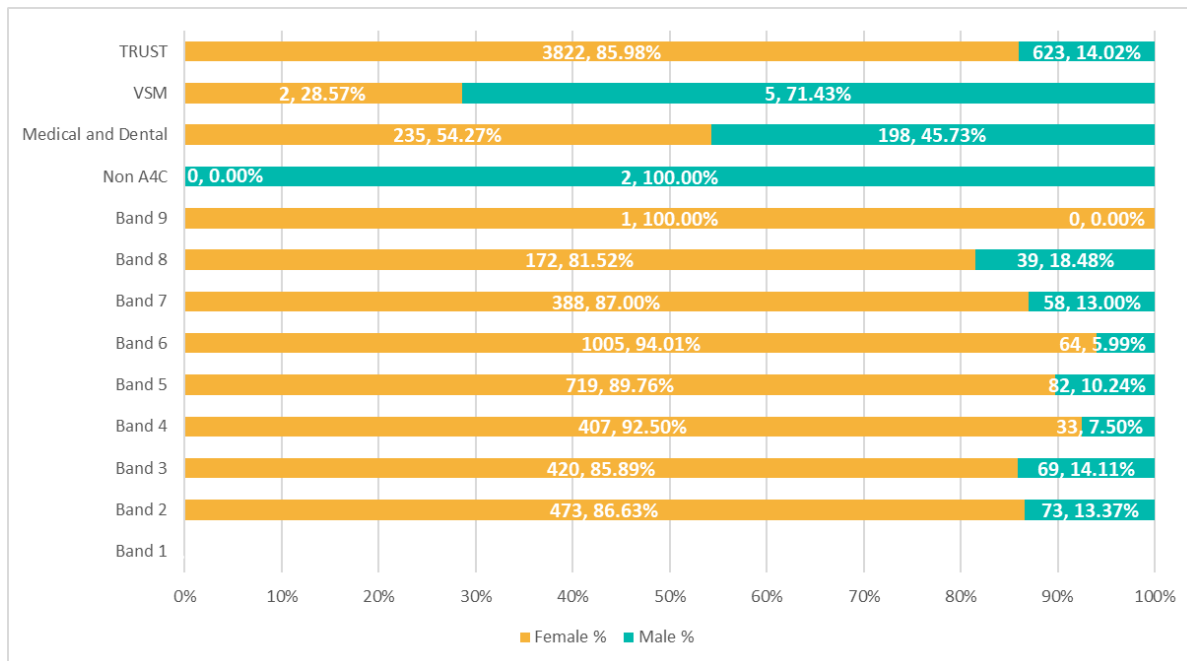


Figure 2 illustrates the gender distribution within the Trust at 31 March 2022



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.

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 2022/23. It includes all workers in scope at 31 March 2023. 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 2023	Median Hourly Rate 2023	Mean Hourly Rate 2022	Median Hourly Rate 2022
Male (£)	25.43	19.73	24.88	19.33
Female (£)	18.82	17.24	18.00	16.52
Difference (£)	6.61	2.50	6.88	2.81
Pay Gap %	26.00	12.65	27.66	14.53

* rounded up to 2 d.p.

- 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 26.00% gender pay gap, meaning that based on an average hourly rate men are paid 26.00% more than women.
- The figures also demonstrate that the Trust has a 12.65% median gender pay gap, which is a decrease of 2022's figure of 14.53%.

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 76 male Consultants and 81 female Consultants. As the Trust employs fewer men overall, the number of male Consultants as a proportion of the overall male workforce at 10.6% is higher than that of female Consultants, which is 2.0% 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 2023 is reduced from 26.00% to 3.48%. The median hourly rate pay gap percentage is favourable to females when you take out the medical and dental staff as the median rate changes from 12.65% to -3.01%.

The data shows a small decrease in the gender pay gap percentage for the mean hourly rate of non-medical staff in 2023 compared to 2022, from 4.68% to 3.48%.

Gender	Mean Hourly Rate 2023	Median Hourly Rate 2023	Mean Hourly Rate 2022	Median Hourly Rate 2022
Male (£)	17.94	16.38	17.36	16.13
Female (£)	17.32	16.87	16.55	16.13
Difference (£)	0.62	-0.49	0.81	0.00
Pay Gap %	3.48	-3.01	4.68	-0.01

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 latter takes the shape of a £40 bonus paid to both males and females in recognition of 25, 30, 35, 40 and 50 years' service at the Trust. As this bonus is paid out at an equal level to all employees it has no influence on the figures.

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

In 2022/2023 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.

The below figures reflect the CEA payments for Consultant medical staff. The Trust currently employs 157 Consultants of whom 76 are male and 81 are female (as at 31.03.23 and are eligible for inclusion in this report). Of the 76 male Consultants, 66 Consultants received a CEA payment in 2022/23 (86.8% of male Consultants), which is 9.2% of the total male workforce. Of the 81 female Consultants, 73 Consultants received a CEA payment in 2022/23 (90.1% of female Consultants), which is 1.8% of the total female workforce.

Gender	Mean Bonus 2023 (£)	Median Bonus 2023 (£)	Mean Bonus 2022 (£)	Median Bonus 2022 (£)
Male	10,049.22	6,781.47	10,651.97	7,246.00
Female	9,024.28	6,781.47	9,979.67	7,246.00
Difference	1,024.93	0.00	672.30	0.00
Pay Gap %	10.20	0.00	6.31	0.00

- The data shows a decrease in the mean gender bonus gap differential by 3.89% from 2022 to 2023, with the gap increase being more favourable to males.
- The median gender bonus gap displays that the median bonus is equal for both genders and remains the same compared to the previous year.

6. Proportion of men and women receiving a bonus payment

In addition to the above, the Trust issues Long Service Awards. 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.

229 Long Service Awards were issued to staff still employed as at 31st March 2023. 91.3% were issued to females with the remaining 8.7% being issued to males. All long service awards carry the same financial value of £40 meaning that the gender bonus gap would be zero.

Taking both Clinical Excellence Awards and Long Service Awards into account, as a proportion 7.1% of females received a bonus compared to 12.0% of males. This is again influenced by the ratio of males in receipt of bonus to the overall number of males.

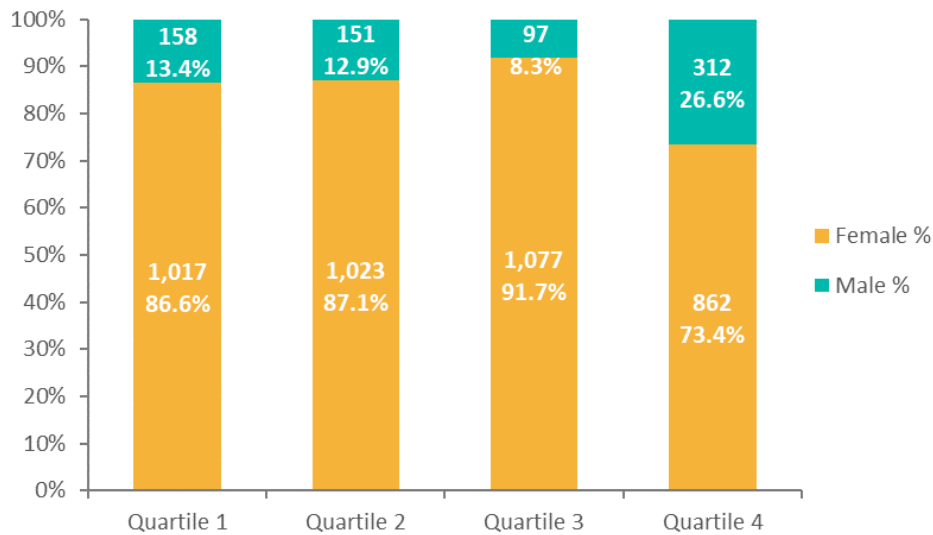
7. Proportion of men and women in each pay quartile

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.

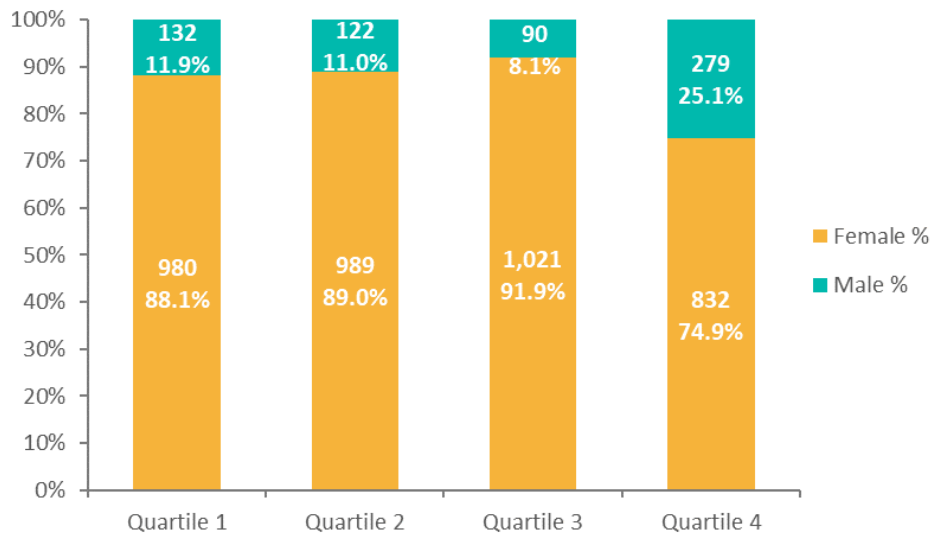
- Quartile 2 – lower middle
- Quartile 3 – upper middle
- Quartile 4 – upper

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 2022 figures.

2023



2022



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

Based on the data at 31 March 2023, women working in HDFT earn 87p for every £1 that men earn when comparing median hourly wages. Their median hourly wage is 12.65% lower than men's.

When comparing mean hourly wages, women's mean hourly wage is 26.00% lower than men's.

Women occupy 73.4% of the highest paid jobs and 86.6% of the lowest paid jobs. Women account for 84.7% 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 slightly from 80 in 2022 to 81 in 2023 and male Consultants increased from 70 in 2022 to 76 in 2023.

When comparing mean bonus pay, women's bonus pay is 10.20% lower than men's, however the median bonus pay is equal for both genders.

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 2023 is reduced from 26.00% to 3.48%. The median hourly rate pay gap percentage is 3.01% greater for females when you take out the medical and dental staff meaning men earn 96p for every £1 that women earn when comparing median hourly wages.

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 Belonging subgroup to include:

- Promote awareness of opportunities and policies including flexible and agile working arrangements that encourage 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.