

Gender Pay Gap Report

As at 31 March 2024

1. Gender pay gap reporting

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. Legislation has made it statutory for organisations with 250 or more employees to report annually on their gender pay gap. These regulations underpin the Public Sector Equality Duty and require the relevant organisations to publish their gender pay gap data, 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 of their gender.

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 in the same way as their peers.

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. In addition, it provides 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 4,910.

	31 March 2024		31 March 2023	
	Headcount	%	Headcount	%
Female	4,110	84%	3,979	85%
Male	800	16%	718	15%
TOTAL	4,910		4,697	

Figure 1 illustrates the gender distribution within the Trust at 31 March 2024.

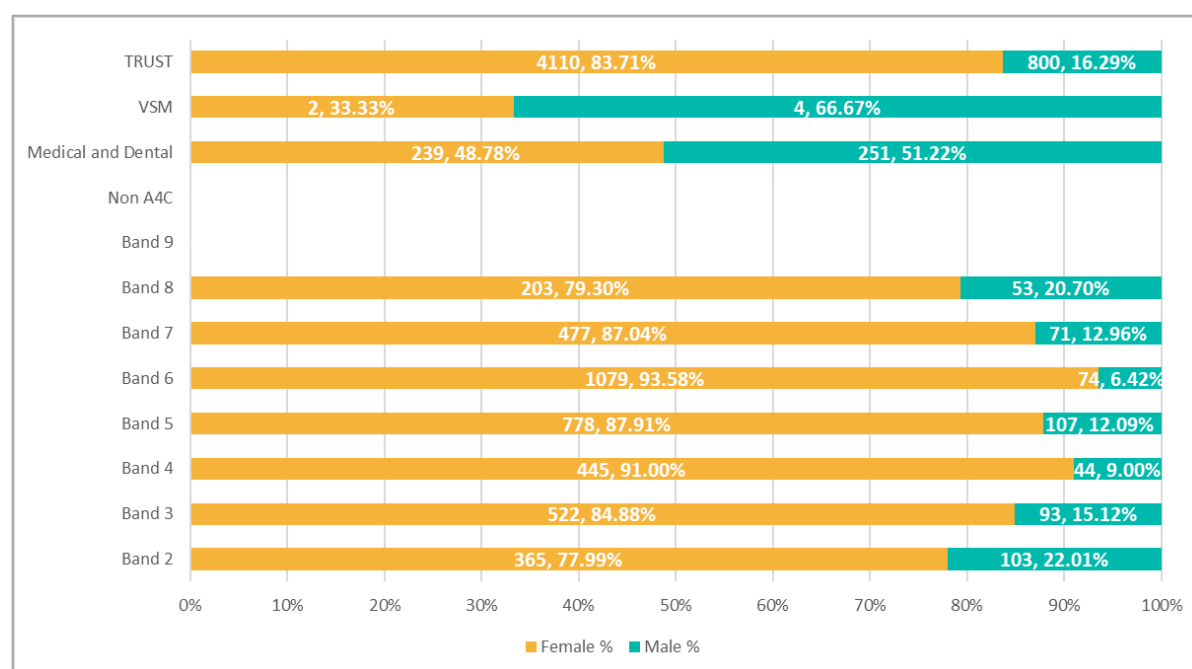
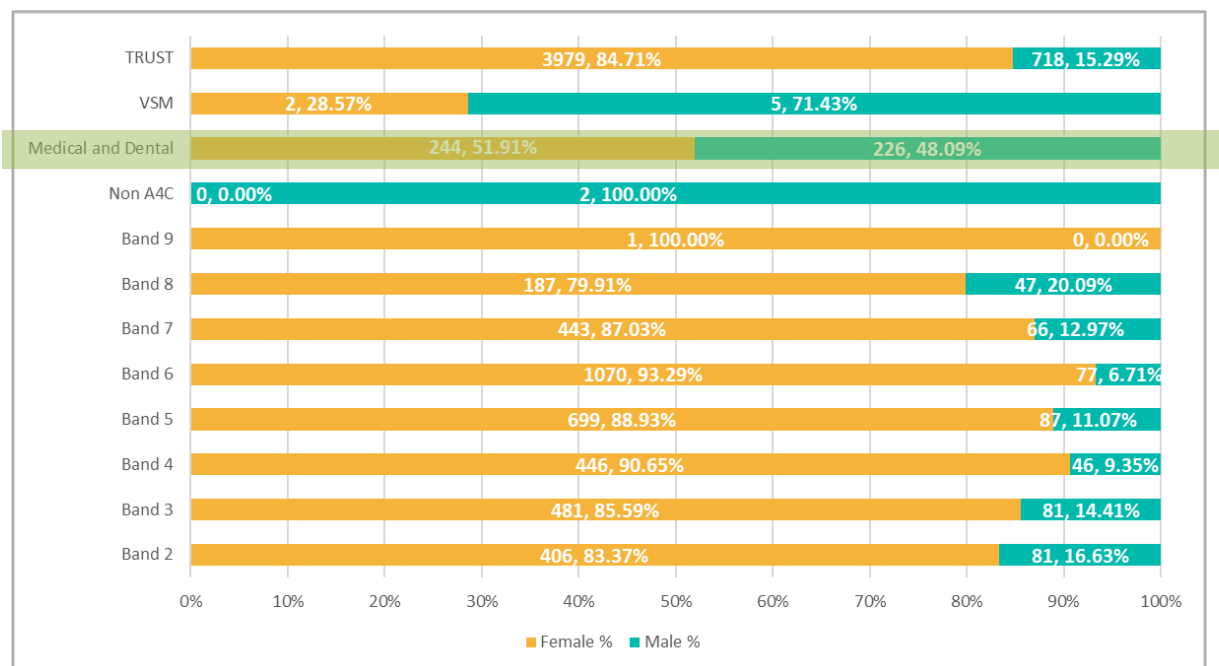


Figure 2 illustrates the gender distribution within the Trust at 31 March 2023



Note - As part of the 2018 pay deal, Band 1 closed to new entrants with effect from 1 December 2018 and from April 2019, all existing staff on a Band 1 contract at the Trust transitioned to Band 2.

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 terms. Firstly, the difference between the mean of hourly rates of men and those of women, and secondly as the difference between the median hourly rates of men and 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 2023/24. It includes all workers in scope at 31 March 2024.

Employees in scope are those who received their usual full basic pay during the pay period. Employees out of scope are those who did not receive their usual full basic pay during the pay period, including staff who had reduced pay due to maternity leave, sickness and unpaid leave.

A positive figure indicates a gender pay gap disadvantageous to women; a negative figure indicates the gender pay gap disadvantageous to men:

3. Mean and median gender pay gap in hourly pay

Gender	Mean Hourly Rate 2024	Median Hourly Rate 2024	Mean Hourly Rate 2023	Median Hourly Rate 2023
Male (£)	25.99	21.06	25.43	19.73
Female (£)	19.65	18.10	18.82	17.24
Difference (£)	6.34	2.96	6.61	2.50
Pay Gap %	24.40	14.07	26.00	12.65

* rounded up to 2 d.p.

- As highlighted in Figure 1, the proportion of female to male staff is higher in lower bands when compared to the senior bandings, (i.e. Band 8, Medical and Dental and VSM), which would explain why there is a gender pay gap. For these senior bandings the proportion of females is lower than the overall Trust average.
- As shown, the Trust is reporting a 24.40% gender pay gap, meaning that based on an average hourly rate, men are paid 24.40% more than women.
- The figures also demonstrate that the Trust has a 14.07% median gender pay gap, which is an increase from 12.65 % for 2023.

The Influence of Medical and Dental Staff

Medical and Dental staff have a substantial impact on the Trust's gender pay gap, as the data shows that individuals in this staff group tend to be paid higher wages than other Trust employees.

Included within this report are 82 male Consultants and 80 female Consultants. As the Trust employs fewer men overall, at 10.3%, the number of male Consultants is higher than that of female Consultants (1.9%) as a proportion of the overall workforce.

To evidence the influence of medical and dental staff driving the percentage gap, the table below shows that removing these staff from the calculations, in 2024, the pay gap percentage for the mean hourly rate is reduced from 24.40% to 1.67%. In this instance, the median hourly rate pay gap percentage becomes favourable to females, changing from 14.07% to -5.53%.

The data shows a small decrease in the gender pay gap percentage for the mean hourly rate of non-medical staff in 2024, dropping from 3.48% to 1.67% when compared to 2023.

Gender	Mean Hourly Rate 2024	Median Hourly Rate 2024	Mean Hourly Rate 2023	Median Hourly Rate 2023
Male (£)	18.48	16.76	17.94	16.38
Female (£)	18.17	17.69	17.32	16.87
Difference (£)	0.31	-0.93	0.62	-0.49
Pay Gap %	1.67	-5.53	3.48	-3.01

4. Mean and median bonus gender pay gap

The Trust pays 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.

In 2023/2024 there were two types of CEA's that were awarded to the Trust's Consultants. One of these was a lifetime CEA Award, and that was paid to 80 Consultants. The other type of CEA paid was a non-pensionable, non-consolidated award.

The figures below reflect the two CEA payments for Consultant medical staff. The bonus pay gap calculations includes the bonus pay over the previous 12 month period for all Consultant medical staff employed as at 31st March 2024.

The Trust currently employs 171 Consultants, of whom 87 are male and 84 are female (as at 31.03.24). 70 of the 87 male Consultants received a CEA payment in 2023/24 (80.5% of male Consultants) and 77 of the 84 female Consultants received a CEA payment in 2023/24 (91.7% of female Consultants).

Gender	Mean Bonus 2024 (£)	Median Bonus 2024 (£)	Mean Bonus 2023 (£)	Median Bonus 2023 (£)
Male	9,030.94	7,277.16	9,287.97	6,781.43
Female	9,137.20	4,316.00	8,819.99	5,725.91
Difference	-106.26	2,961.16	467.98	1,055.52
Pay Gap %	-1.18	40.69	5.04	15.56

- The data shows a 6.22% decrease in the mean gender bonus gap differential from 2023 to 2024. The mean gender bonus gap is favourable to females in 2024 compared to the previous year, when it was favourable to males.
- The figures demonstrate that the Trust has a 40.69% median gender bonus gap. This is an increase from 15.56% in 2023 and in contrast to the mean gender bonus gap, is favourable to males.

5. Proportion of men and women receiving a bonus payment

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

146 Long Service Awards were issued to staff still employed as at 31st March 2024. 89.0% were issued to females, with the remaining 11.0% 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, in 2024 5.0% of females received a bonus compared to 10.8% of males. This is again influenced by the ratio of males in receipt of a bonus. .

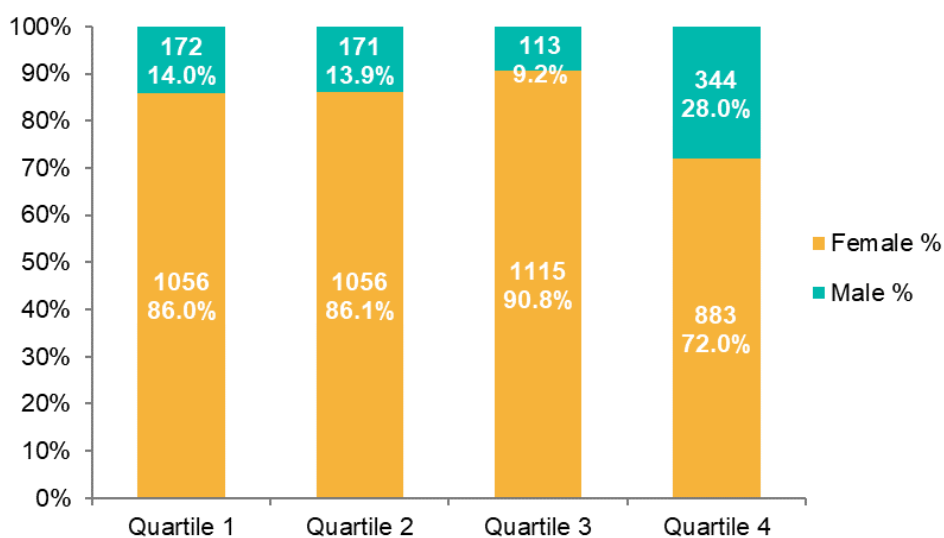
6. Proportion of men and women in each pay quartile

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.

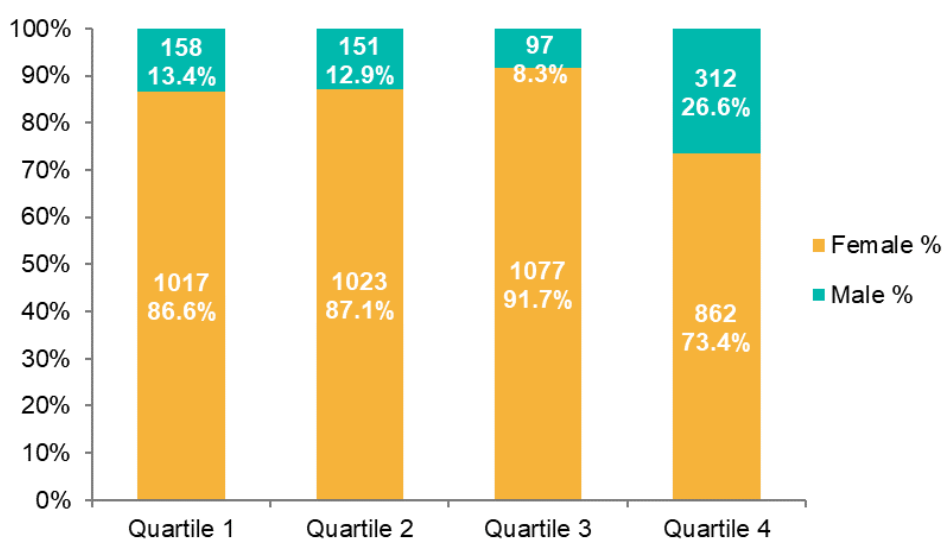
- Quartile 2 – lower middle
- Quartile 3 – upper middle
- Quartile 4 – upper

The graph below shows that the highest proportion of males and lowest proportion of females is found in the upper quartile when compared with other quartiles. This is influenced by the large proportion of male doctors and dentists within the Trust. The percentage of females has decreased across all quartiles compared to the 2023 figures, however this is due to an increase in the male workforce, which now accounts for 16% of the overall workforce, compared to 15% in the previous year.

Proportion of male to female staff allocated to quartiles, 31st March 2024



Proportion male to female staff allocated to quartiles, 31st March 2023



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

Based on the data at 31 March 2024, when comparing median hourly wages, women working in HDFT earn 85p for every £1 that men earn. Their median hourly wage is 14.07% lower than men's.

When comparing mean hourly wages, women's mean hourly wage is 24.40% lower than men's.

Women occupy 72.0% of the highest paid jobs and 86.0% of the lowest paid jobs and account for 83.7% of the total workforce.

In the 'Medical and Dental' category, the number of female Consultants eligible to be included in this report decreased slightly from 81 in 2023, to 80 in 2024. Male Consultants increased from 76 in 2023 to 82 in 2024.

When comparing the gender bonus pay gap, men's mean bonus pay is 1.18% lower than women's, however in contrast, the median bonus pay is favourable to males and has a gap of 40.69%.

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, in 2024, the pay gap percentage for the mean hourly rate is reduced from 24.40% to 1.67%. In this instance, the median hourly rate pay gap percentage is 5.53% greater for females, meaning that men earn 94p 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. These will include

- Promoting awareness of opportunities and policies, including flexible and agile working arrangements, which encourage women to return to careers following maternity and other life events.
- Promoting training in equality issues as part of the First Line Leaders' programme and Pathway to Management.
- Progressing the Working Carers Passport initiative and providing/initiating welfare discussions for all colleagues.

There is no significant risk associated with the identified pay gap.