

Annual Gender Pay Gap Report 2021

Bruce Campion-Smith
Head of Equality Diversity and Inclusion

This is our annual gender pay gap report for the snapshot date of 31 March 2021.

Our mean gender pay gap is 33.7% (32.7%).

Our median gender pay gap is 26.3 % (25.4%)

Our mean gender bonus gap is 32.9% (39.20%)

Our median gender bonus gap is 33.3% (50.00%)

The proportion of male employees receiving a bonus is 4.56% (6.75%)

and the proportion of female employees receiving a bonus is 0.49% (0.56%)

figures in brackets are values for 2020

Table 1: Pay quartiles by gender

This table shows our workforce divided into four equal-sized groups based on hourly pay rate. Band A includes the lowest-paid 25% of employees (the lower quartile) and band D covers the highest-paid 25% (the upper quartile).

Band	Males	Females	What is included in this band?
A	15.75% (15.90%)	84.25% (84.10%)	All employees whose standard hourly rate is within the lower quartile
B	17.00% (16.58%)	83.00% (83.42%)	All employees whose standard hourly rate is more than the lower quartile but the same or less than the median
C	15.25% (15.49%)	84.75% (84.51%)	All employees whose standard hourly rate is more than the median but the same or less than the upper quartile
D	40.48% (39.80%)	59.52% (60.20%)	All employees whose standard hourly rate is within the upper quartile

A quartile is one of four equally sized groups created when you divide a selection of numbers that are in ascending order into four. The "lower quartile" is the lowest group. The "upper quartile" is the highest group.

77.86% (78.06%) of EKHUFT staff are Female, 22.14% (21.94%) of EKHUFT staff are Male.

The figures in this table have been calculated using the standard methods used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Why do we have a gender pay gap?

Legally, men and women must receive equal pay for:

the same or broadly similar work;
work rated as equivalent under a job evaluation scheme; or
work of equal value.

We are committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or anything else listed above).

We:

- carry out regular pay and benefits audits;
- provide regular equal pay training for all managers and staff members who are involved in pay reviews; and
- evaluate job roles and pay grades to ensure fairness.

We are confident that our gender pay gap is not because we pay men and women differently for the same or equivalent work. Instead, our gender pay gap is because men and women work in different roles and those roles have different salaries.

Across the UK economy, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations). Women are more likely than men to be in front-line roles at the lower end of the organisation. Men are more likely to be in technical and IT-related roles, which are paid more highly than other roles at similar levels of seniority. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid.

This pattern from the UK economy as a whole is reflected in the make-up of our organisation.

The table above shows our workforce divided into four equal-sized groups based on hourly pay rate. Band A includes the lowest-paid 25% of employees (the lower quartile) and band D covers the highest-paid 25% (the upper quartile). If we had no gender pay gap, there would be an equal ratio of men to women in each band. However, instead, **81.25% (84.10%)** of the employees in band A are women and **15.75% (15.90%)** men. The percentage of male employees in band D is **40.48% (39.80%)**

How does our gender pay gap compare with that of others?

Most organisations have a gender pay gap. Our gender pay gap and bonus pay gap are similar to other NHS Trusts.

The mean gender pay gap for the whole economy for all NHS Hospitals over the last three years is shown in the table below.

Table 2: Comparison with other organisations

Mean Gender Pay Gap	2017/18	2018/19	2019/20	2020/21	2021/22
EKHUFT	30.90	31.40	33.00	32.73	33.7
Average of all NHS Hospitals	26.39	27.51	26.91	26.5	N/K
Median Gender Pay Gap					
EKHUFT	17.70	18.70	24.60	25.41	26.3
Average of all NHS Hospitals	11.52	12.55	12.81	11.6	N/K
Mean Bonus Pay Gap					
EKHUFT	25.80	20.60	35.20	39.20	32.9
Average of all NHS Hospitals	29.92	33.61	35.20	33.7	N/K
Median Bonus Pay Gap					
EKHUFT	33.30	33.30	45.20	50.00	33.3
Average of all NHS Hospitals	33.87	36.23	41.05	36.5	N/K

The Gender Pay Gap Service removed the requirement to submit data last year in a response to COVID-19. Although there was no requirement to submit EKHUFT and 18 other hospital trusts did submit their GPG data and reports. 70 Trusts chose not to submit data last year. Our mean and median gender bonus gaps are large: 32.9% (39.20%) and **33.3% (50.00%)** respectively but have shown significant reductions in the last year.

4.56% (6.75%) of men at our organisation received a bonus in the 12 months up to 5 April 2020. For women this was 0.49% (0.56%). This is because there are more men in consultant roles, which are eligible for a performance bonus.

What are we doing to address our gender pay gap?

We are not happy with our gender pay gap and are committed to doing everything we can to reduce the gap. However, we also know this is a difficult task. For example, we have no control over the gender make up of our current staff or the systems of pay. If we do not include consultants in our GPG calculations the mean GPG reduces from **32.73%** to around **16%** and the Median GPG reduces from **25.41% to around 11%**. The gender configuration of new doctors is far more balanced and we will strive to retain female doctors and provide a more flexible approach to working at EKHUFT to help us do that. To change the gender balance at the top of our medical workforce is a long-term goal which should address our pay gaps.

For the immediate future we are unable to address the Bonus Pay Gap as we are bound to follow the guidelines of NHSEI which this year will be the same as last year and resulted in our current Bonus Pay Gap.

Action Plan

Recommendation	Action	Start Date	Completion Date	Lead	Success Measure	Comments/Update
Enabling Flexible Working	To review the Flexible Working Policy. To promote flexible working as a benefit to the Trust. To encourage staff to apply for and be granted flexible working. Current policy permits and allows flexible working but does not encourage.	31/06/2021	31/12/2021	ER	The number of flexible working arrangements agreed increases for males and females, thus improving the GPG.	
	To work with the Communications Team to raise awareness and promote the Flexible Working policy and Shared Parental Leave entitlements.	30/06/2021	30/09/2021	EDI		
	To work with managers to ensure they are aware of their responsibilities in considering flexible working arrangements.	30/06/2021	31/03/2022	Resourcing		
	To work with recruiting managers to encourage them to consider flexible working options when recruiting to a vacancy. Ensuring the options are clearly highlighted on the job advert.	30/06/2021	31/03/2022	Resourcing		
	To incorporate flexible working options into the Recruitment and Selection Training.	30/06/2021	30/09/2021	Resourcing		

I, Andrea Ashman, Director of Human Resources and Organisational Development, confirm that the information in this statement is accurate.

Signed

Date