

Gender Pay Gap reporting 20/21 reporting year

(which uses a snapshot date of 31 March 2020)

1.0 Purpose of this report

1.1 SMT is asked to.

- Note the Gender Pay Gap (GPG) in LCHT as at 31 March 2020
- Agree the wording of the *Assurance and Supporting statements* (Appendices A)
- Note the conclusions that can be drawn from the data

Background

1.2 Leeds Community Healthcare NHS Trust takes the issues of fairness, rights and equality very seriously. We recognise the value of our colleagues and their diversity, and work to ensure that the workforce is representative of the communities we serve. There is recognition of the societal issues facing females in the workforce and the long-term focus required to address the gender pay gap.

1.3 The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 came into force on 31 March 2017. These regulations underpin the Public Sector Equality Duty which requires all public and private sector bodies with a workforce of more than 250 members of staff to publish details of any gender pay gap within their organisation. The data must be published annually on its public website by 30 March and is a snapshot of pay taken on 31 March in the preceding year. This must then be submitted electronically onto the [government viewing website](#).

1.4 (For the purposes of the analysis in this report, the snapshot date is 31 March 2020. Due to the continuing impact of the Coronavirus (COVID-19) pandemic, the Equality and Human Rights Commission (EHRC) extended the deadline for employers to report their gender pay gap information to 5 October 2021)

1.5 LCH employs approximately 3600 staff in a range of roles within the medical and dental, allied health, nursing and administrative and clerical functions. All staff other than very senior managers (VSM's) are on Agenda for Change or Medical and Dental national pay-scales and these ensure all staff are paid equally, in terms of the pay banding regardless of their gender.

1.6 The gender pay gap is the difference in average pay between men and women in an organisation and highlights any imbalances that exist between the average hourly earnings of women compared with men. This is not to be confused with Equal pay which covers the difference in pay

between men and women who carry out 'like work' – work that is the same or broadly similar, work rated as equivalent or work of equal value¹.

1.7 For the purposes of gender pay gap reporting, the definition of who counts as an employee is defined in the Equality Act 2010 and includes:

- Employees (with a contract of employment)
- Workers
- Self-employed people where they have to personally perform the work

Data Used to Calculate Gender Pay Gap Figures

1.8 There are 6 key indicators against which an employer must publish its calculations. The following information must be provided and the figures as at 31/3/20 are shown in brackets below:

- **Mean gender pay gap** – The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees. (9.8%)
- **Median gender pay gap** – The difference between median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees. (0%)
- **Mean bonus gender pay gap** – The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees. (22.3%)
- **Median bonus gender pay gap** – The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees. (0%)
- **Bonus proportions** – The proportion of males and females receiving a bonus payment. (A total of 7 females and 5 males which is 0.3% and 1.2% of the whole workforce)
- **Quartile pay bands** – The proportion of males and females in each of the four pay quartiles for 2020 and 2019 is shown below. (See table below)

	Female Headcount	Male Headcount	Female %	Male %	Female £	Male £	Mean Pay Gap (%)
1 (Lowest)	662 (616)	113 (113)	85.4 (84.5)	14.6 (15.5)	10.27 (10.0)	9.94 (9.720)	-3.3% (-3.3)
2	648 (632)	77 (85)	89.4 (88.1)	10.6 (11.9)	13.74 (13.05)	13.84 (12.91)	0.7% (-1.1%)
3	699 (673)	82 (69)	89.5 (90.7)	10.5 (9.3)	17.79 (16.92)	17.66 (16..88)	-0.7% (-0.3%)
4 (Highest)	680 (604)	142 (126)	82.7 (82.7)	17.3 (17.3)	24.26 (23.45)	28.83 (25.43)	15.9% (8.00%)

¹ ACAS – Equal Pay - <http://www.acas.org.uk/index.aspx?articleid=1811>

1.9 In addition, a written statement, authorised by an appropriate senior person, who confirms the accuracy of the calculations must be provided This is contained in Appendices A, *Assurance and Supporting Statements*.

**Clinical excellence awards will be regarded as bonus pay, as well as any other payments above the level of ordinary pay for performance or expertise such as performance related pay for very senior managers and others.*

2.0 Methodology

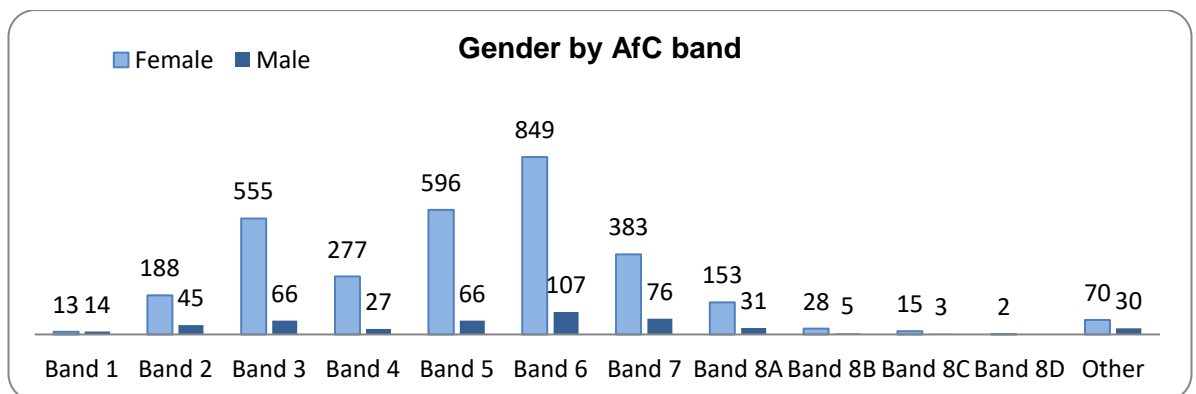
The data produced in this report has been generated using the Electronic Staff Record (ESR) report designed specifically for gender pay gap reporting.

The report is based on rates of pay as 31st March 2020 and bonuses paid in the year 1st April 2019 – 31st March 2020 and is based solely on the agreed data sets held on ESR.

3.0 Results for LCH

Like most NHS Trusts, LCHT has a significantly higher proportion of females in its workforce to males. In LCHT females make up 87% (3129 female members of staff) of the workforce, significantly higher than the 77% of females in the overall NHS workforce (NHS Digital)

Graph 1

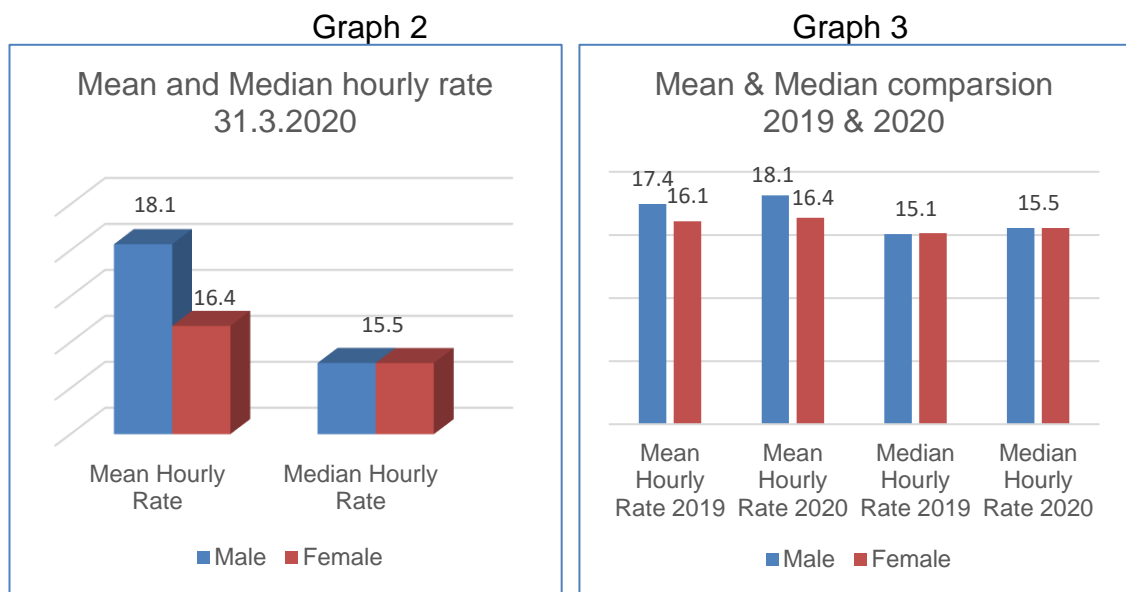


3.1 Mean and Median gender pay gap

Graph 2 represents the Mean and Median hourly rates of pay for men and women for 2020. It illustrates there is a gender pay gap of £1.70 in the mean hourly rate of pay, which means for every £1 a man earns a woman will earn 90p. There is however no gender pay gap in the median hourly rate of pay.

The median gender pay gap using hourly rates is useful to indicate what the “typical” situation is as they are not distorted by very high or low hourly pay (or bonuses).

<https://www.gov.uk/guidance/making-your-gender-pay-gap-calculations>



Graph 3 offers a comparison of this year’s figures against those reported for 2019. The figures show a slight widening of the mean gender pay gap hourly rate from £1.30 to £1.70. (Further detail below in section 3 explains why this might be).

3.2 Proportion of Males and Females in each Pay Quartile

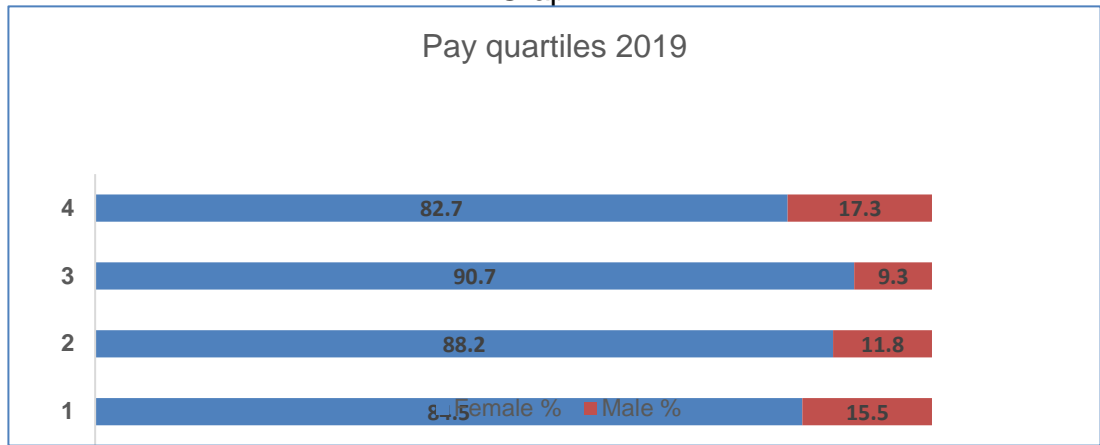
3.2.1 A pay quartile represents a quarter of the workforce ranked by pay. That 25% is then categorised based on gender to illustrate the proportion of females and males in each quartile. Graphs 4 and 5 below compare the percentage of females and males in each quartile for 2019 and 2020.

3.2.2 The positive news is that female representation in quartile 4 has remained static.

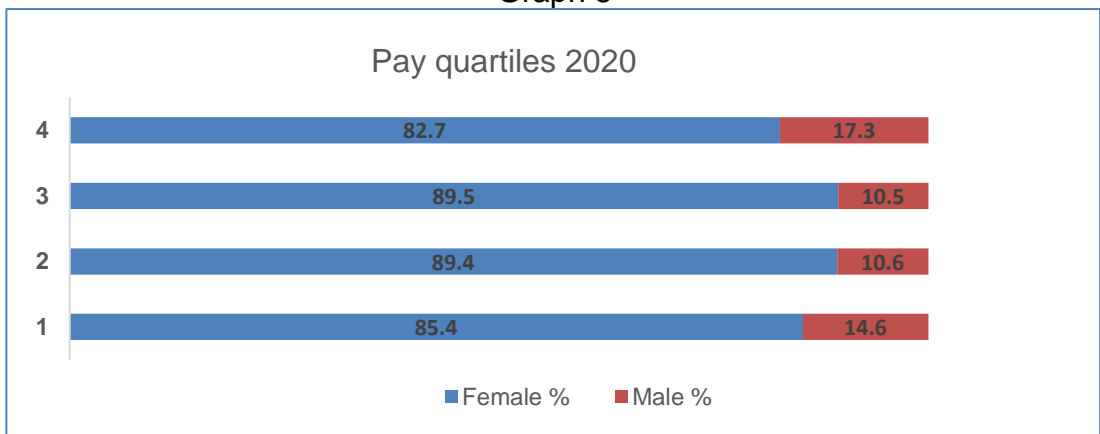
There has been a marginal increase of males (1.2%) in quartile 3 and a decrease in male representation in quartiles 2 and 1 (A decrease of 1.2% & 0.9% respectively), which could be one possible reason for the overall increase in the mean gender pay gap.

3.2.3 Except for quartile 4 the remaining quartiles are broadly representative of the overall workforce where 87% are female and 13% are male.

Graph 4

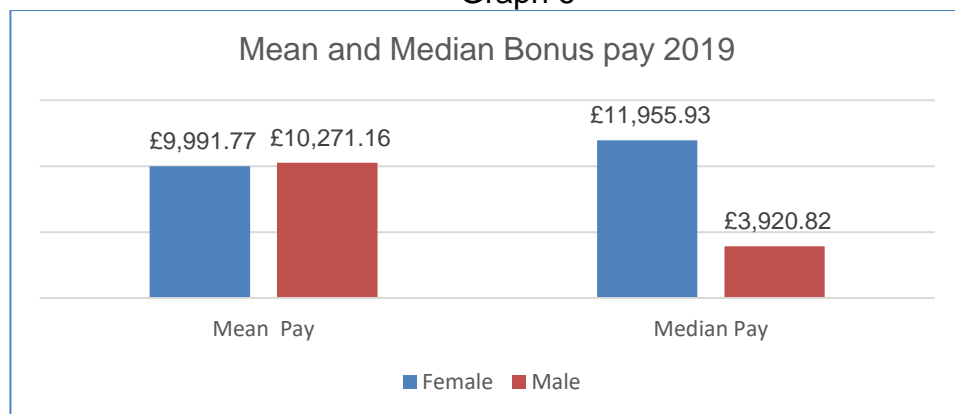


Graph 5

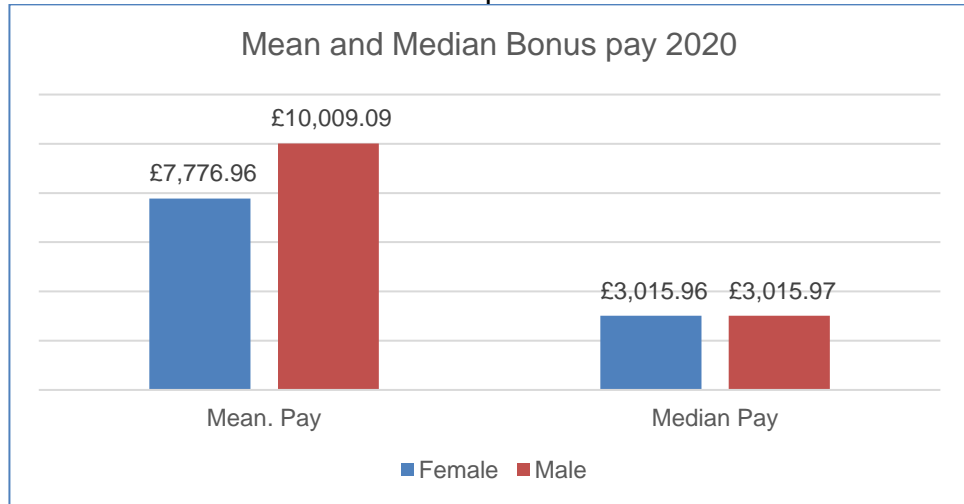


4.0 Mean and Median gender Bonus Pay Gap

Graph 6



Graph 7



The bonus payment percentages are intended to reflect the distribution of bonus payments made to men and women who were paid a bonus in the preceding 12 months. This is based on the number of “relevant employees” which is classed as those men and women who have a contract of employment on the snapshot date, and then go on to actually receive a bonus.

The Gender Bonus Pay Gap within LCHT has increased from 10.7% in 2019 to 22.30% in 2020 in favour of males, which is due to the payment of Local Clinical Excellence Awards (CEA). Whilst the gap is significant, the Medical staffing group make up a small proportion of the overall workforce and within this grouping, the majority are male. During the snapshot date, the number of male consultants in receipt of a CEA award increased from 3 males in 2019 to 5 males during 2020, and the number of female consultants in receipt of a CEA award has increased from 5 females to 7 females. Of note, there is separation between award application content and identifying information.

However, it is worthy of note that proportionately, men within LCHT are more likely to receive a bonus than women. Males receiving a bonus payment is 1.2% (5 males from a male workforce of 414) and the proportion of females receiving a bonus payment is 0.3% (7 females from a female workforce of 2683).

In addition to Local CEA's, there are National CEAs which are determined externally and administered by the Department of Health and periodically reapplied for and as such are categorised as bonus payments. During the reporting period there is 1 male consultant who is in receipt of a National Bronze award which is over £36k, which disproportionately impacts on the bonus payments figures.

5 What the data is telling us?

Gender Pay Gap

Whilst there is a gender pay gap in Mean hourly pay, which means that on average for every £1 a man earns a woman earns 90p, analysis

suggests that this is not indicative of a trend or undue concern. The change in gap looks to be attributable to an increase in the number of male employees in Quartile 3 and a decrease in men in quartile 1 and 2; and is offset by the 0% gap in Median pay.

As Gender Pay Gap data for the NHS is not available, to provide some context, the table below shows LCHT comparison with the mean UK Gender pay is shown below:

	2019	2020
UK Gender Pay Gap	17.8%	15.5%
LCHT Gender pay Gap	7.8%	9.8%

Female representation in Quartile 4 has remained static since 2019.

The Gender Bonus Pay Gap is based on the number of “relevant employees” which is classed as those men and women who have a contract of employment on the snapshot date, and then go on to actually receive a bonus.

Further detailed explanation is as outlined above.

6.0 Conclusion

The LCHT Gender Pay Gap overall has increased slightly from 7.8% in 2019 to 9.8% in 2020,

The change in gap looks to be attributable to an increase in the number of male employees in Quartile 3 and a decrease in men in quartile 1 and 2; and is offset by the 0% Gender Pay Gap in Median pay. Local analysis suggests the increased Mean gap is not indicative of a trend at this point.

The positive news is that the % of female representation within quartile 4 has remained static.

Whilst the Gender Bonus Pay Gap has increased, this can be attributable to the payment of CEA awards to a section of the workforce which has proportionately more men than women, and therefore not a cause for concern. Further encouragement to support female doctors in applying for CEA will take place.

As the next Gender Pay Gap for the reporting year 2021/22 is due to be published and uploaded by 31 March 2022 (taking a snapshot of 31 March 2021), we will continue to ensure that gender equality is part of our overall diversity and inclusion workstreams, to ensure that the workforce is representative of the communities we serve.

7.0 Recommendations

SMT is asked to:

- Note the LCH Gender Pay Gap figures and analysis
- Note that the figures will be reported to the YouGov website and Appendices A on the LCH website by 5 October 2021
- Agree the wording of the *Assurance and Supporting statements* (Appendix A)

Appendices A

Assurance and Supporting Statements

Leeds Community Healthcare NHS Trust fully supports gender pay gap reporting across both private and public sector organisations. The Trust is fully committed to equality of opportunity within our workforce and recognises the societal issues facing women in the workforce and the long-term focus required to address the gender pay gap. Gender equality is part of our overall diversity and inclusion workstreams, to ensure that the workforce is representative of the communities we serve.

Our data shows that whilst the mean gender pay gap overall has increased, the median gender pay gap is static and neutral. Analysis suggests that the increase is attributable to an increase in the number of males in Quartile 3 and decrease in males in Quartiles 1 and 2.

The LCHT Gender Bonus Pay Gap has increased this year for some very specific reasons listed below*

The data has been drawn directly from our financial records and the pay-roll system. The information has been analysed using the NHS national gender pay gap business intelligence reporting programme produced by the national Electronic Staff Records (ESR) team. This therefore provides assurance on the data gathering and analysis process and the controls to support the data quality within this report.



Thea Stein
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Leeds Community Healthcare NHS Trust



Jenny Allen & Laura Smith
Director of Workforce, OD & System Development
Leeds Community Healthcare NHS Trust

5 October 2021

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