

# Gender Pay Gap Report 2021

## Gateshead Health NHS Foundation Trust



## About the Trust

Gateshead Health NHS Foundation Trust is based in the North East of England and provides a range of health services from the Queen Elizabeth Hospital and Bensham Hospital, as well as many other locations across the borough.

The Trust employs around 4199 staff and currently provides 600 hospital beds across Gateshead. Alongside a full range of local hospital services, the Trust provides breast screening services for Gateshead, South Tyneside, Sunderland and parts of Durham – and is the North Eastern hub for the National Bowel Cancer and AAA Screening Programmes. The Trust also provides Gateshead community services working with the Gateshead Care Partnership (GCP). In 2019 the Trust became the provider of HPV testing for the northern region of the country, providing screening services to women from Sheffield to the Scottish Borders.

## Gender Pay Gap reporting requirements

The gender pay gap legislation introduced in April 2017 requires that UK employers with 250 employees or more publish data about their gender pay gap using six different measures:

- Mean gender pay gap: the difference between the mean hourly rate of pay of male and that of female full-pay relevant employees.
- Median gender pay gap: the difference between the median hourly rate of pay of male and that of female full-pay relevant employees
- Mean bonus gap: the difference between the mean bonus pay paid to male and that paid to female relevant employees
- Median bonus gap: the difference between the median bonus pay paid to male and that paid to female relevant employees
- Bonus proportions: the proportions of male and female relevant employees who were paid bonus pay
- Quartile pay bands: the proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands. (CIPD)

The gender pay gap differs from equal pay as it is concerned with the differences in the average pay between men and women over a period of time no matter what their role is. Equal pay deals with the pay differences between men and women who carry out the same or similar jobs.

Previous reports can be found [here](#).

Our gender pay gap report data has been produced using a number of set reports available through the ESR (Electronic Staff Record) system. This is a national NHS tool for generating gender pay gap information and by default takes into account a large number NHS pay and bonus pay elements when generating reports.

## Workforce data

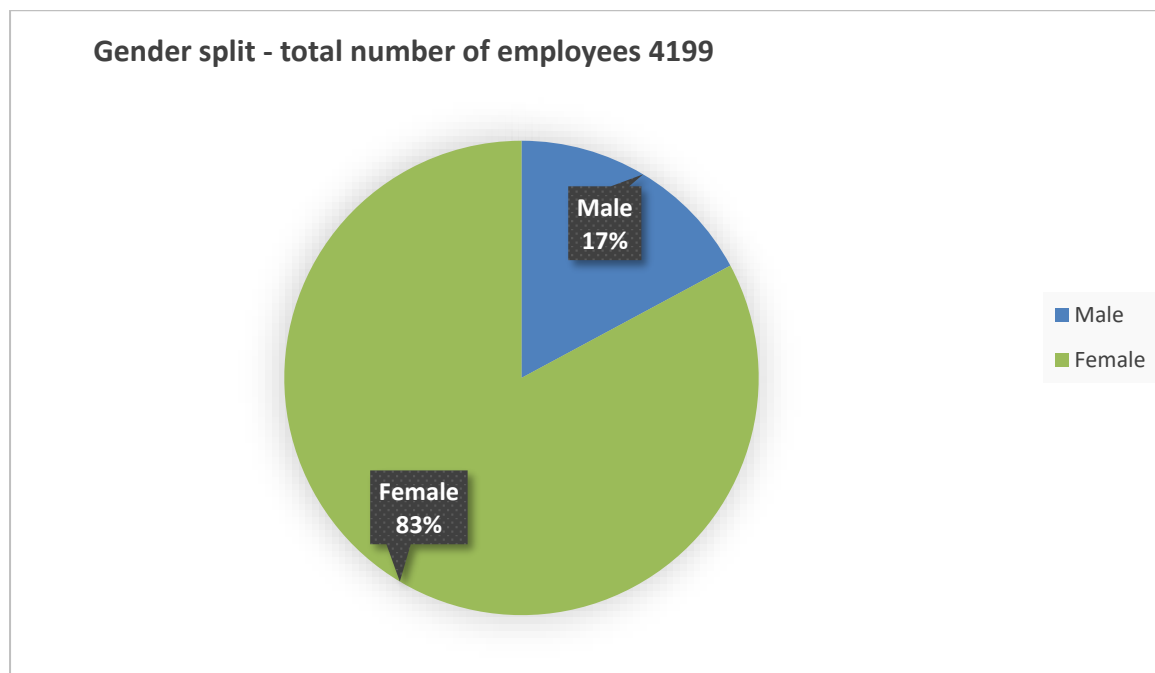
The legislation requires us as an employer to calculate the gender pay gap using a snap shot of data collated on 31 March 2021 for ordinary pay and bonus pay calculations are based on a reference period of 12 months (1 April 2020 – 31 March 2021).

What is included in the calculations:-

- Basic pay (ordinary pay)
- Full paid leave including annual leave, sick, maternity, paternity, adoption or parental leave (ordinary pay)
- On call allowances and shift premium payments (ordinary pay)
- Additional programmed activities for Consultants (ordinary pay)
- Clinical Excellence Awards for Consultants (bonus)

What is excluded from the calculations:-

- Any member of staff who is not receiving full pay when the 'snap shot' data is taken. For example those employees on statutory maternity pay, sick pay or parental leave.
- Overtime pay (including Waiting List Initiatives)
- Expenses, for example mileage for use of vehicle
- Salary sacrifice schemes



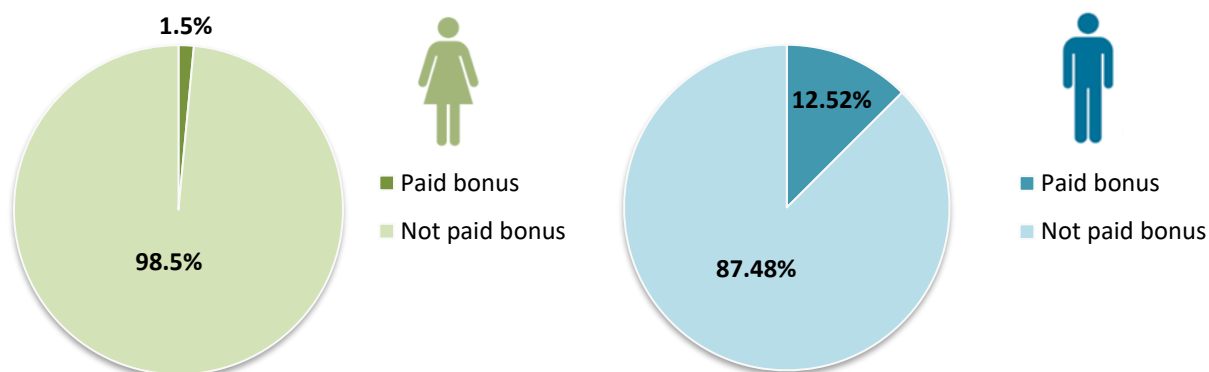
## Ordinary pay

The ordinary pay element is calculated after any salary sacrifice deductions are made, therefore lowering the actual pay. The gender split for such schemes will therefore affect the ordinary pay element.

Salary Sacrifice scheme	Female 2021	Male 2021
Payments for Nursery	0.40%	0.83%
Childcare Vouchers	1.12%	1.94%
Lease Cars	7.33%	9.30%
White Goods	5.37%	4.17%
Cycle to Work Scheme	0.34%	1.11%

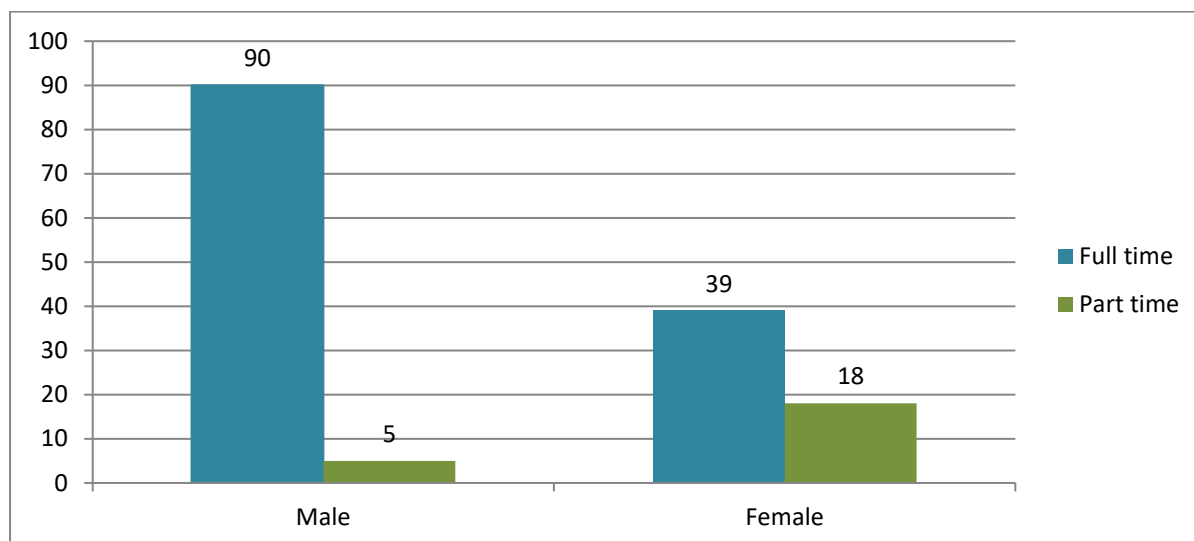
## Bonus pay

In our Trust, the only group to receive a bonus payment is the Consultant body in relation to Clinical Excellence Awards. The proportion of male and female employees who received these payments in the reference period are outlined below.



We know that more female consultants work part time and this may be a contributing factor to the opportunity to demonstrate the achievements required to receive an award. Our data informs us that there are a large proportion of female consultants working less than full time hours.

**Gender and 'hours worked' split of employees receiving a bonus 2020-2021:**



Our long service awards are not included in the bonus calculations as they are a benefit in kind.

### Gender pay gap

Pay and Bonus pay gap	Mean 2021	Mean 2020	Mean 2019	Median 2021	Median 2020	Median 2019
Ordinary Pay	27.25%	28.39%	29.83%	12.17%	12.21%	16.26%
Bonus	47.60%	45.38%	44.5%	69.37%	60.82%	53.9%

The above table shows our mean and median gender pay gap based on hourly rates of pay as at the snapshot dates for the last three years. It also captures the mean and median difference between bonuses paid to men and women at the Trust for the last three years.

## Quartile pay bands

The proportion of male and female full-pay relevant employees in the equally sized lower, lower middle, upper middle and upper quartile pay bands is as follows:

	2021	2020	2019	2021	2020	2019
Quartile	Female	Female	Female	Male	Male	Male
Upper	73.98%	74.75%	70.55%	26.02%	25.25%	29.45%
Upper Middle	84.96%	83.27%	84.7%	15.04%	16.73%	15.3%
Lower Middle	86.31%	85.84%	85.84%	13.69	14.16%	14.16%
Lower	86.19%	87.22%	88.0%	13.81%	12.78%	12.0%

## Summary analysis of Gender Pay Gap

83% of our workforce is female and a higher percentage of female staff are employed within the lower to upper middle quartiles compared to the upper quartile. There has been little change in comparison with the snapshot dates of for the last three years. There are more male employees in certain occupations that fall into the upper quartile, for example consultants. The gender split across the national landscape of the NHS is 77% female and 23% males; Gateshead is not dissimilar to the national picture.

Our upper quartile (highest paid quartile) has a higher percentage of male employees compared to the percentage of male employees in the other three quartiles. The gender split across the other three quartiles remains fairly consistent. The number of male employees in the upper quartile had increased slightly compared to the previous snapshot date and the number of female employees in the upper quartile has decreased slightly. To explore further the data below tell us that there are more male employees in higher paid roles working more hours than female employees. This is consistent when considering our part time workforce whereby female employees are more prevalent.

## Summary analysis of Bonus Pay Gap

The only element classed as bonus for the purposes of this report is the Clinical Excellence Award Scheme (CEA). The scheme is intended to recognise and reward those consultants who go above and beyond in the delivery, leadership and continuous improvement of safe and high quality care to patients (the Trust operates a local scheme, as well as some Consultants being part of a national scheme).

Bonus payments were made to 188 Consultants in the relevant period; 79 female and 109 male consultants. Female employees received a total of £591,807.60 in bonus payments; an average of £7,491.23 per female. Male employees received a total of £1,114,899.60 in bonus payments; an average of £10,228.43 per male.

The difference between the average payment made to male employees and female employees is 30.89% - our mean bonus pay gap. Our mean bonus pay gap in 2020 was 45.38%, in 2019 it was 44.50%.

## **Action to reduce the pay and bonus gap**

### **Recruitment and retention**

The NHS People Plan sets the strategic framework for the development and improvement of a number of issues, including recruitment. In addition to the actions in the NHS People Plan the Trust is also responding to the six priorities identified by NHSEI for improving equality, diversity and inclusion through overhauling recruitment practices and the actions identified in respect of recruitment and selection as a result of our WRES and WDES reports.

- More focus on selection processes, not just interviews. Rather than relying only on interviews, ask candidates to perform tasks they would be expected to perform in the role they are applying for. Use their performance on those tasks to assess their suitability for the role. Standardise the tasks and how they are scored to ensure fairness across candidates and we use one standard scoring matrix for all interviews and assessments.
- Improving the diversity of recruitment panels. We are working with our staff networks to train a more diverse group of people to be involved in our recruitment and selection processes.
- We implemented a recruitment management system (Trac) to provide a recruitment solution which ensures no personal information is available to recruiters until the interview stage.
- We will develop improved reporting from Trac in relation to the progression of candidates between the recruitment stages based on protected characteristics i.e. from application to shortlist, shortlist to interview and interview to appointment.
- We are a placement provider for the NHS graduate training scheme and work with other partners such as Kickstart and Project Choice.
- We have implemented an agile working approach, encouraging flexible and part time working options. We have also enabled home working for those staff who are able.
- Flexible working is a key programme of work, ensuring that we offer opportunities to improve the range of flexible working opportunities available in different roles and across professional groups to encourage a diverse range of potential candidates.

### **Strategic Focus**

We have introduced an Equality, Diversity and Human Rights Programme Board, the aim of which is to support the delivery of Gateshead NHS FT's work on Equality and Diversity which seeks to ensure that all members of staff (Clinical and Non-Clinical) are treated in a fair and equitable manner. The Trust will actively work to ensure that all members of staff are enabled to reach their full potential. The board will also;

- Act as champions for monitoring and implementing EDI recommendations arising from National Initiatives e.g. The Workforce Race Equality Standard, The Workforce Disability Equality Standard, Gender and Ethnicity Pay Gaps, The Equality Delivery System.
- Act as the body responsible for ensuring coherence and synchronicity for EDI agenda across the Trust.
- Receive and review equality data presented in respect of recruitment, workforce, service delivery, achievement of staff, potential barriers to achievement and progression.

Leading and Managing Well at Gateshead are two significant leadership development programmes which are accessible to all and have a focus on developing a culture of compassionate leadership and just and restorative learning culture principles, included in these programmes is a focus on diversity and inclusion and ensuring access to opportunities for all employees at Gateshead.

### **Staff Networks**

We work closely with our staff networks who represent our BAME, disabled, female and LGBTQ+ groups across the medical and non-medical workforce to ensure we offer equality of opportunity as an employer and accessible opportunities to all of our employees. The womens network is the most newly formed network group and is sponsored at an executive level by the Medical Director and group Director of Finance/Deputy Chief Executive.

### **Clinical Excellence Awards**

During 2021 the application of CEA awards was changed nationally in response to the pressures faced by all of our medical workforce in responding to Covid-19. The decision was to pay an equal proportion of the funding available to all of our permanently employed medical workforce. The CEA scheme is being reviewed nationally to improve gender equality.

### **Flexible Working**

The NHS People Plan sets the strategic framework for the development and improvement of a number of issues, including flexible working. The Trust is working towards implementing all of the required action including;

- Advertise and offer all jobs as having flexible working options, such as part-time work, remote working, job sharing or compressed hours
- Allow people to work flexibly, where possible
- Encourage senior leaders to role model working flexibly and to champion flexible working
- Encourage men to work flexibly, so that it isn't seen as only a female benefit



## Engagement

The Gender Pay Gap reports are shared and discussed with our staff network groups and at the relevant formal forums with elected representatives. Any potential issues relating to gender equality within the Trust identified as an action moving forward.

## Statement

I confirm that Gateshead Health NHS Foundation Trust is committed to the principle of gender pay equality and has prepared this report in line with mandatory requirements.

Name: Mrs Yvonne Ormston MBE

Job Title: Chief Executive Officer



Signature:

Date: 23 March 2022

**If you require a copy of this report in a different format please contact the  
People and OD team at [ghnt.pod@nhs.net](mailto:ghnt.pod@nhs.net)**