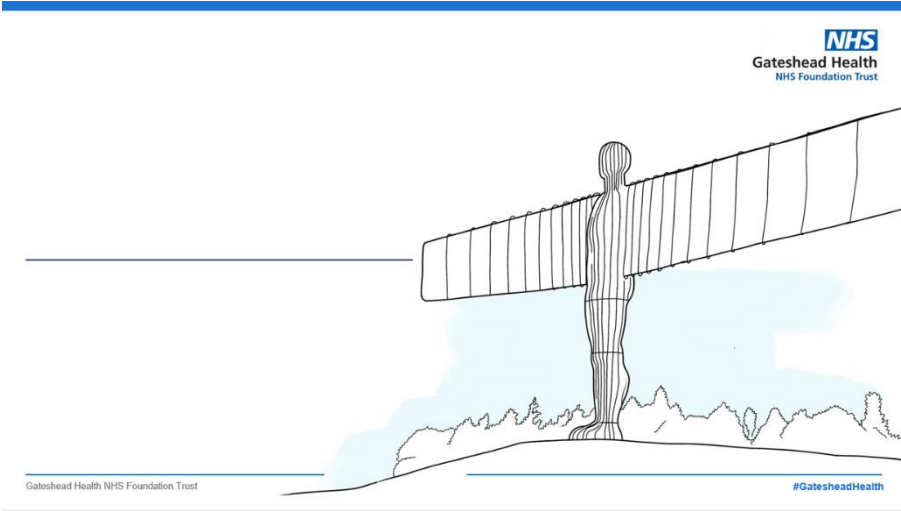


Gender Pay Gap Report 2022 - 2023

Gateshead Health NHS Foundation Trust



1. About the Trust

Based in the North East of England Gateshead Health NHS Trust provides a range of hospital and community health services from our leading facilities, including the Queen Elizabeth Hospital, Blaydon Urgent Care Centre and Bensham Hospital, all within Gateshead.

Established in 2005, we were one of the first foundation trusts in the country and since then have consistently achieved the highest levels of care for patients. The Trust currently employs around 5230 paid staff and currently provides 478 hospital beds across the Gateshead region.

Alongside a full range of local hospital and community services, we provide specialist services, including: -

- A breast screening service for Gateshead, South Tyneside, Sunderland, and parts of Durham. The Trust offers superb standards of treatment – from scanning and diagnosis to treatment.
- The North-Eastern hub for the National Bowel Cancer and AAA Screening Programmes, covering a population of around seven million people.
- Cutting edge care in our state-of-the-art facilities. Including our Emergency Care Centre, Pathology Centre of Excellence, and the Peter Smith Surgery Centre.
- Our maternity services are rated among the very best in the country and our work treating gynaecological cancers has built up a national and international reputation. We also run the Gateshead Fertility Centre, one of the top ten IVF clinics in the country, which has created hundreds of new families in the North East over the last decade.
- We have robotic surgery capacity for the first time which will allow for new services to be offered like robotic keyhole surgery.
- Treatment for gynaecological cancers which have built up a positive reputation nationally and internationally. Services are now provided up to the Scottish borders, through to Cumbria and as far down as Whitby.
- We are an active partner in the “Gateshead Cares” system board and are committed to the Alliance Agreement which underpins collaborative system-wide-working and accountability in Gateshead.

2. Gender Pay Gap Reporting

The Equality Act (2010) legislation ensures people from diverse communities and backgrounds, across society are protected from discrimination. The Act outlines that people who identify from a list of 9 protected characteristics are not subject to discrimination. This includes age, disability, gender, gender assignment, marriage and civil partnership, pregnancy and maternity, race and religion or belief.

As part of this regulation, employers with a headcount of 250 or more employees, are required to comply with regulations on gender pay gap reporting. Gender pay gap

calculations are based on employer payroll data drawn from a specific date each year. This specific date is called the 'snapshot date'. The snapshot date for this report is 31st March 2023.

The gender pay gap is an equality measure that shows the difference in average earnings between women and men.

This report provides a narrative to the calculations gathered providing an explanation and analysing the results, alongside an action plan for the next year.

The information contained within the report gives a snapshot of the difference between the average earning of men and women in the organisation regardless of their role or seniority in the organisation.

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.

The gender pay gap legislation introduced in April 2017 requires 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).

3. Equal Pay Gap and Gender Pay Gap reporting

This report includes the statutory requirements of the Gender Pay Gap legislation but also provides further context to demonstrate our commitment to being fair and equal. It is important to recognise that the Gender Pay Gap differs to equal pay.

Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

The gender pay gap shows the difference in the average pay between all men and women in a workforce. If a workforce has a particularly high gender pay gap,

this can indicate there may be a number of issues to deal with, and the individual calculations may help to identify what those issues are.

4. NHS Pay Structure

The Trust uses the following national pay frameworks to determine appropriate pay bandings, which provides a transparent process of paying employees equally for the same or equivalent work:

- NHS Agenda for Change terms and conditions
- Medical and Dental terms and conditions

The terms and conditions of payment indicated above set out the pay points for annual progression. The longer period of time that someone has been in a band the higher their salary is likely to be irrespective of their gender due to incremental increases.

The majority of staff at our Trust are employed on Agenda for Change terms and conditions of Service. The basic pay structure for these staff is across a number of pay bands and banding for roles is determined by the NHS Job Evaluation Scheme. Within each band there are several incremental pay progression points.

Medical and Dental staff have a separate set of terms and conditions of service. The salary scale for different medical roles are set out within the terms and conditions.

There are also separate arrangements for Very Senior Managers such as the Chief Executive and Executive Directors, which are determined in line with benchmarking data and approved through Appointments and Remuneration committee.

As a public sector organisation, some of the services the Trust provides operate on 24/7 basis which means some staff may work unsocial hours, participate in on-call rotas and work on public holidays. As such some staff may receive enhanced pay in addition to their basic pay.

5. Workforce data

(This does not include bank staff as they do not receive a regular pay)

The legislation requires us as an employer to calculate the gender pay gap using a snapshot of data collated on 31 March 2023 for **ordinary pay** and **bonus pay** calculations are based on a reference period of 12 months (1 April 2022 – 31 March 2023).

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)

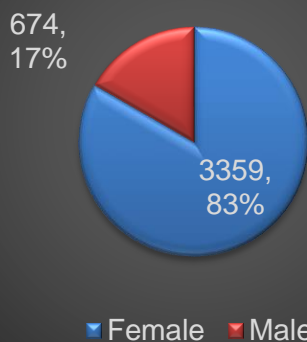
What is excluded from the calculations: -

- Any member of staff who is not receiving full pay when the 'snapshot' 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

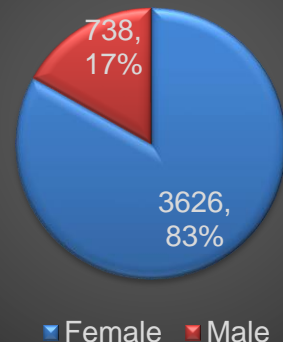
From the graphs below, you can see that in the current reference period, there is movement within our gender split, reflected across the quartiles, which can be seen below.

6. Workforce gender split - (The snapshot below shows an increase between the Male and Female staff between 2022 and 2023).

Gender split - 31st March 2022



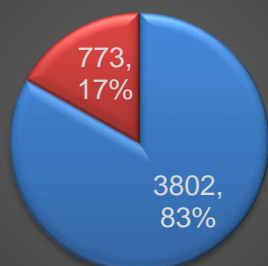
Gender split - 31st March 2023



Whilst the overall figures for staff across the trust have increased, it is interesting to note that that the proportional gender split between male and female staff has remained at 83% female and 17% male.

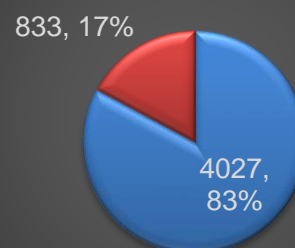
This proportional gender split is the same when including bank workers:

Gender split (including bank) - 31st March 2022



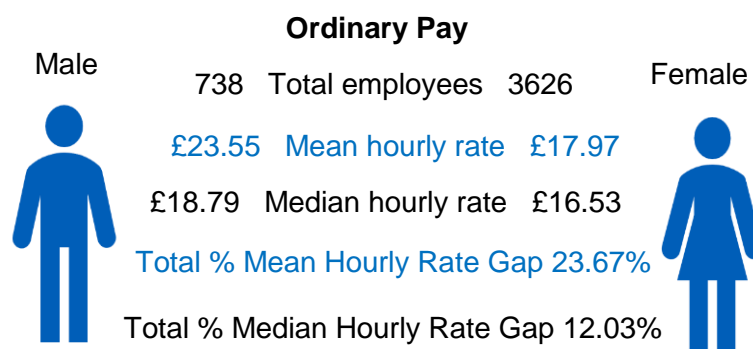
Female Male

Gender split (including bank) - 31st March 2023



Female Male

7. Ordinary pay



The “ordinary pay” element includes all relevant staff who have received full-pay within the pay period (1 April 2022 – 31 March 2023). The ordinary pay element also includes salary sacrifice deductions, therefore lowering the actual pay.

8. Gender Pay Gap

The gender pay gap mean percentage for both ordinary and bonus pay is calculated as follows:

The difference in hourly rates is calculated between male and female staff. This difference is then divided by the total male hourly rate to give the pay gap percentage. The guidance for this calculation is taken from the Statutory Guidance for the Government Equalities Office.

The guidance states that:

A positive percentage shows that women have lower pay or bonuses than men in the organisation.

A negative percentage shows that men have lower pay or bonuses than women in the organisation.

The following data has been produced using the NHS National Returns Dashboard available through the ESR (Electronic Staff Record) system:

Gender	Avg. Hourly Rate	Median Hourly Rate
Male	£23.55	£18.79
Female	£17.97	£16.53
Difference	£5.57	£2.26
Pay Gap %	23.67%	12.03%

The organisation has a high mean gender pay gap coupled with a low median gender pay gap. This suggests that the disparity in earnings is driven by a small group of highly-paid male colleagues within the organisation which skews the mean (average) upward.

The median gender pay gap, which represents the midpoint of earnings when all salaries are ordered from lowest to highest, is lower because it is less affected by extreme values. As the majority of employees within the group have more similar salaries, the median will be a better representation of the typical earnings, and gender differences in pay might be less pronounced.

In summary, a high mean gender pay gap but a lower median gender pay gap indicates that while there are some male individuals earning higher salaries, the majority of employees, including both men and women, have more comparable earnings.

This data points to an issue with salary distribution among the highest earners rather than a widespread disparity affecting all employees.

The table below shows our **mean gender pay gap** over the last four years by ordinary pay and bonus pay:

Pay and Bonus Pay Gap	Mean 2023	Mean 2022	Mean 2021	Mean 2020
Ordinary Pay	23.67%	28.29%	27.25%	28.39%
Bonus	77.52%	55.11%	47.60%	45.38%

The table below shows our **median gender pay gap** over the last four years by ordinary pay and bonus pay:


Pay and Bonus Pay Gap	Median 2023	Median 2022	Median 2021	Median 2020
Ordinary Pay	12.03%	12.73%	12.17%	12.21%
Bonus	92.01%	0.00%	69.37%	60.82%

These tables indicate that this trend of a higher mean pay gap and a lower median pay gap has been ongoing.

In relation to the trend around bonuses, there were high number of staff who received a standard bonus payment of £250 in 2022, which resulted in the same median payment for both men and women that year, hence a 0% median bonus pay gap.

In 2023, a high number of women received a £250 bonus payment, resulting the their median pay showing as £250, however a high number of men received a bonus payment of £3,130.80, which indicates a significant median bonus pay gap of 92.01%.

Benchmarking data is available for the 2022 figures via the NHS Model System. The ESR National Returns Dashboard information compared to the Model System data indicates that the Trust sits comparatively higher to the other providers in the North East and North Cumbria Region (our Peer Average) and higher than the national value for both the mean and median gender pay gap:

Pay Gap Metrics	Data period	Provider value	Peer average 	National value
Average gender hourly pay gap	2022/23	■ 28.3%	23.9%	20.5%
Median gender hourly pay gap	2022/23	■ 12.7%	12.1%	9.3%

9. Quartile pay bands

The information below sets out the proportion of male and female full-pay relevant employees in the equally sized lower, lower middle, upper middle and upper quartile pay bands over the last four years:

Year	Lower		Lower Middle		Upper Middle		Upper	
	Female	Male	Female	Male	Female	Male	Female	Male
2020	87.22%	12.78%	85.84%	14.16%	83.27%	16.73%	74.75%	25.25%
2021	86.19%	13.81%	86.31%	13.69%	84.96%	15.04%	73.98%	26.02%
2022	73.84%	26.16%	81.57%	18.43%	83.13%	16.87%	73.84%	26.16%
2023	76.73%	23.81%	78.75%	21.25%	82.19%	17.81%	73.24%	26.76%
	Decrease	Increase	Decrease	Increase	Decrease	Increase	Decrease	Increase

As of 31 March 2023, 83% of our workforce is female and 17% is male. The table indicates that the gender split across the lower, lower middle, and upper middle quartiles is fairly proportionate to the organisational gender split, however there is a higher proportion of men within the upper quartile than proportionately to the organisation.

Because the number of women in the organisation is much higher than the number of men in the organisation, when divided into four quartiles, the number of men in each quartile is much smaller than the number of women in their quartiles. In the upper quartile, the average hourly rate for women is £28.34, whereas for men, the same is £37.39. This is influencing the organisation's 23.7% mean gender pay gap.

10. Salary Sacrifice

Salary Sacrifice is available to all staff and 519 staff members (101 male, 418 female) used this scheme in 2022-23. The table below shows the breakdown of the salary sacrifice, including the percentage figures of staff in the scheme (male and female) and the percentages of those who use the scheme compared to the Trust as a whole:

Staff in Trust (4364)	Male (101)		Female (418)	
Salary Sacrifice Scheme	% of staff in scheme	% of Trust staff	% of staff in scheme	% of Trust staff
1. Cycle to Work Scheme (19)	42.11% (8)	0.16%	57.89% (11)	0.22%
2. Lease Cars (308)	22.08% (68)	1.37%	77.92% (240)	4.85%
3. Payments for Nursery (4)	0.00% (0)	0.00%	100% (4)	0.08%
4. Tech/White Goods (158)	10.13% (16)	0.32%	89.87% (142)	2.87%
5. Childcare Vouchers (30)	30.00% (9)	0.18%	70.00% (21)	0.42%

In respect of the above, more women are in salary sacrifice schemes than men, which reflects higher proportions of women in the organisation.

The average hourly rate difference including salary sacrifice is £5.57 and the average pay gap is 23.67%. Removing the Salary Sacrifice element shows that the average hourly rate difference is £5.70 and the average pay gap 23.86%. This indicates that due to the low total numbers of staff in salary sacrifice schemes, these schemes do not have a significant impact on the organisation's gender pay gap.

11. Bonus pay

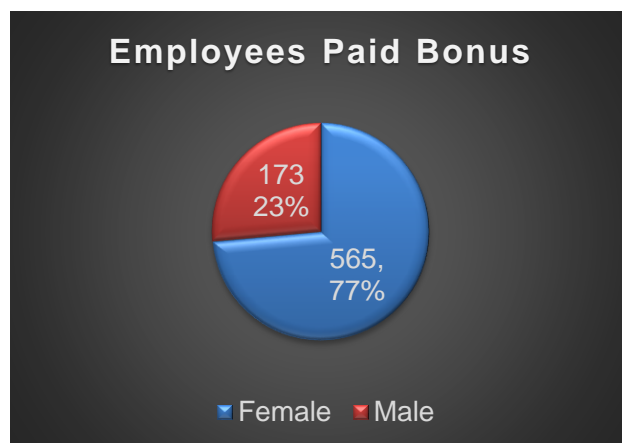
The proportion of male and female employees who received bonus payments in the reference period 1 April 2022 – 31 March 2023 are outlined below, these figures **include bank staff** as they also received a bonus in this period.

A total of 738 staff received a bonus, a breakdown is shown in the table below:

Gender	Employees Paid Bonus	% of total
Female	565	76.55%
Male	173	23.45%

76.55% of female employees received a bonus payment in comparison to **23.45% of our male employees**.

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



The table below shows the type of bonuses, and how many males/females were in receipt of these within the reporting period:

Type of Bonus	Female	Female %	Male	Male %	Total	Total %
Cash Bonus NP PAY NHS	499	85.89%	82	14.11%	581	78.73%
Clinical Ex Award PAY NHS	66	42.04%	91	57.96%	157	21.27%
Grand Total	585	76.56%	173	23.44%	738	100.00%

This table illustrates that:

- 78.73% of bonus payments made were non-pensionable cash bonus payments, which mirrored the organisational gender split
- 21.27% of bonus payments made were for Clinical Excellence Awards (CEA), of which male colleagues received a higher proportion than female colleagues in comparison to the organisational gender split

12. Mean and Median Bonus Paid (738 staff)

Gender	Mean Bonus Pay	Median Bonus Pay
Male	5025.87	3130.80
Female	1,129.69	250.00
Difference	3,896.17	2880.80
Pay Gap %	77.52%	92.01%

This table indicates that there is a significant difference between the mean and median bonuses paid between men and women. These figures can be linked to the Clinical Excellence Awards.

13. Bonus Pay Gap – Clinical Excellence Awards (CEA)

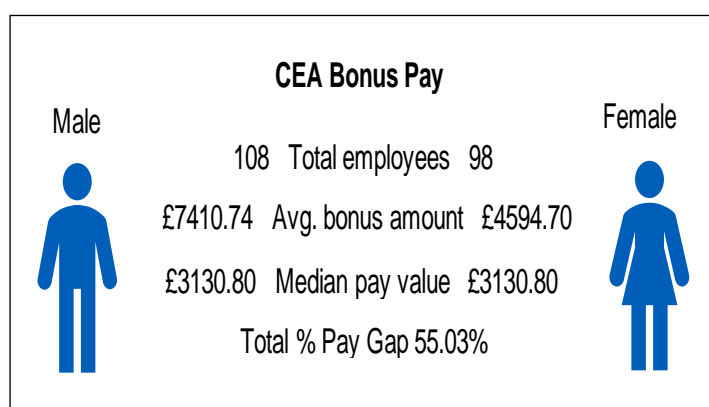
The CEA scheme is intended to recognise and reward those consultants who go above and beyond in the delivery, leadership and continuous improvement of safe and high quality care to patients. The Trust operates a local scheme, as well as some Consultants being part of a national scheme.

The table below highlights the total number of male and female consultants, and how many are in receipt of a CEA payment:

Gender	Total number of consultants	As a % of total	Number in receipt of bonus	As a % of total CEA holders	As a % of consultants	Proportion of those receiving CEA bonus payments compared to entire workforce
Female	98	47.57%	66	42.04%	32.04%	1.16%
Male	108	52.43%	91	57.96%	44.17%	1.60%
Total	206		157		76.14%	

As of the 31st of March 2022, the Trust employed 206 consultants of which 98 (47.57%) were female and 108 (52.43%) male.

Data has highlighted that in total 157 consultants were in receipt of a CEA payment on or before 31st March 2023.



Of the 157 consultants in receipt of a CEA payment 66 are female and 91 are male. When compared to the percentage of male and female consultants, there is a higher percentage of men in receipt of CEA.

The Local CEAs are administered within the Trust, whilst the National CEAs are determined externally and administered by the Department of Health.

During 2022-23 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 eligible consultants. This has resulted in the median CEA being the same at £3130.80, due to the large numbers of consultants in receipt of a standard amount.

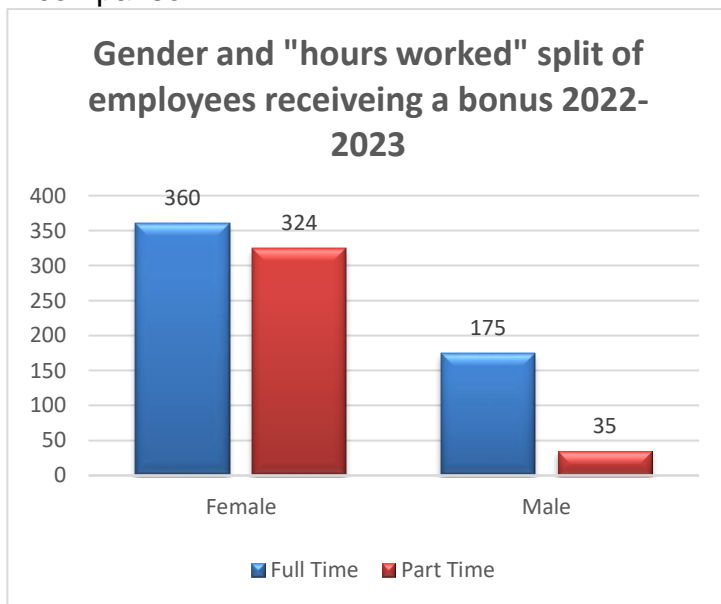
There are also however a number of individuals receiving historic awards from 2017 which are recurrently paid each year. Once an award had been made the Consultant continues to receive that level of award going forward. A further submission may be made the following year and as a consequence progression through the varying payment levels occurs. This may account for one of the reasons for the significant difference being reported in the mean, as more male consultants are in receipt of these higher amounts.

14. Breakdown between Gender, hours worked and bonus applied

We have a higher percentage of our female workforce working part time in comparison to our male workforce. Flexible working requests are open to all.

Our female staffing establishment working full time is 52.63% and part time is at 47.37%.

In comparison:



Our male staffing establishment working full time is 83.33% and part time is 16.67%.

You can see there is a clear difference in our gender split WTE.

As the gender pay gap is calculated using units worked, it is unlikely the numbers of part time workers has significantly impacted the ordinary pay gap, however it is likely to have influenced the bonus paid as this is not pro rata'd.

15. Conclusion

In summary:

- The Trust's gender split is 83% female and 17% male.
- The Trust's ordinary pay mean gender pay gap is 23.7%, which is largely driven by smaller numbers of more highly paid males in the upper quartile.

- The Trust's median gender pay gap is 12.03%, which indicates that the majority of employees, including both men and women, have earnings that are more comparable.
- The Trust's mean and median bonus pay gap are both very high, at 77.52% and 92.01% respectively. This is largely driven by a smaller total sum of bonus payments made to women, divided by a much higher number of women.
- Benchmarking data is available for the 2022 figures via the NHS Model System. The ESR National Returns Dashboard information compared to the Model System data indicates that the Trust sits comparatively higher to the other providers in the North East and North Cumbria Region (our Peer Average) and higher than the national value for both the mean and median gender pay gap.

16. Actions to reduce the pay and bonus gap

A detailed action plan is being developed in light of the information identified in this report and will feed into our organisational Equality, Diversity and Inclusion Strategy.

A summary of some key areas of focus is outlined below:

- **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. Action to re address this are incorporated within the attached Appendix

- **Inclusive Recruitment**

Gateshead Health have a working group set up and we are currently working through identified actions. We have delivered recruitment and selection training to all Cultural Ambassadors to enable them to participate in at least one interview panel per month. The staff networking group members have also been approached to deliver recruitment & selection training in partnership with the Resourcing Manager.

- **Strategic Focus**

The Human Rights Equality, Diversity and Inclusion Programme Board, 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. As part of the overarching work, this group has

developed an Equality and Diversity Action plan, which is cross referenced to the Trusts EDI strategy as well the WRES /WDES indicators. This action plan is a standing item on the HREDI programme board meetings.

The Programme Board;

- Acts as the body responsible for ensuring coherence and synchronicity for EDI agenda across the Trust.
- Acts as champions for monitoring and implementing EDI recommendations arising from National Initiatives e.g. The WRES/ WDES, the EDS, Gender and Ethnicity Pay Gaps,
- Receives and reviews equality data presented in respect of recruitment, workforce, service delivery, achievement of staff, potential barriers to achievement and progression.
- Started work around analysis of leavers and new starters by gender and comparing this their respective point on the salary scale. This may provide more understanding around the percentage of female leavers and joiners and their average hourly rates, taking into account national pay structures.
- Take into consideration and analyse the salary sacrifice's in respect of gender and assess what impact this may have on the gender pay gap, including age profiles
- Review the Clinical Excellence Awards and what proportions of males / females have higher levels of CEA or national awards.

• **Leading and Managing Well**

The Trust has 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.

To date we have had 271 delegates attended the Managing Well programme, with the following breakdown in terms of the gender split - 236 Female and 35 Male. We have had 43 delegates attending Leading well of which 5 were male and 38 were female.

• **Staff Networks**

We work closely with our staff networks who represent our GEM, 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. The staff networks have also helped in helping in raising the profile's not only of the networks but also the awareness of inequalities in respect of the individual Networks. There is ongoing work around how the voices of the Network can be integrated into the work around the WRES and WDES metrics

• **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 all 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: Gill Findley

Job Title: Chief Nurse, Deputy Chief Executive

Signature: 

Date: 28/03/2024

If you require a copy of this report in a different format, please contact the People and OD team at ghnt.pod@nhs.net