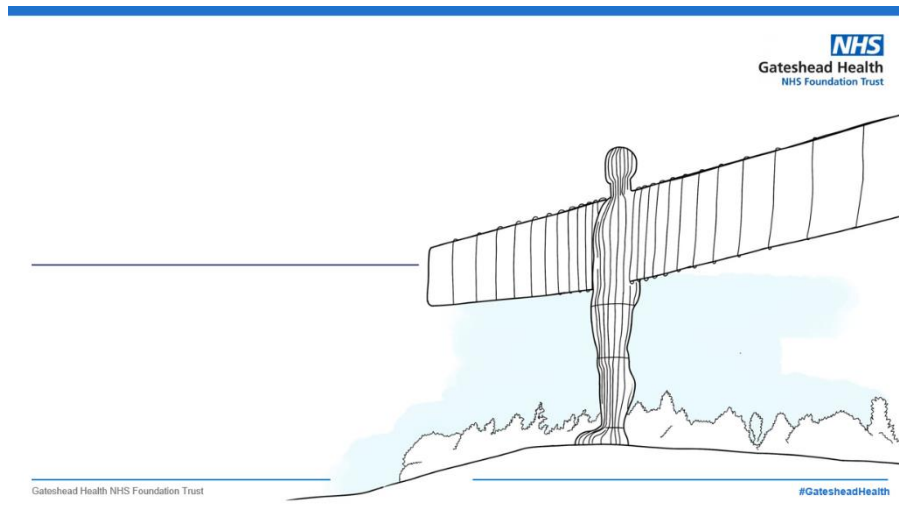


# Gateshead Health NHS Foundation Trust



## Gender Pay Gap Report

2023 – 2024



## 1. Gender Pay Gap Reporting

Gender Pay gap reporting legislation (April 2017) requires employers with a headcount of 250 or more employees to publish statutory calculations on a year on year basis showing how large the pay gap is between their male and female employees.

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

Gender pay gap calculations are based on employer payroll data drawn from a specific date each year. This specific date called the 'snapshot date' for this report is **31<sup>st</sup> March 2024**.

### **Gender Pay is different 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.

The gender pay gap legislation requires UK employers with 250 employees or more to 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. **(Our preferred measure)**
- **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.

It is important to note that there are a number of multi-dimensional factors which can have an impact upon the gender pay gap. Undertaking this process on a yearly basis takes us a step forward to assess if pay disparities are changing. We will work towards improving the gender pay gap by undertaking the actions set out at the end of the report.

## 2. Workforce data (This does not include bank staff as they are not in receipt of regular pay)

The Gender Pay Gap legislation requires us as an employer to calculate the gender pay gap using a snapshot of data collated on 31 March 2024 for **ordinary pay** and **bonus pay** calculations based on a reference period of 12 months (1 April 2023 – 31 March 2024). Under the regulation payments the remit of bonus include the Clinical Excellence awards for consultants.

### What is included in the calculations: -

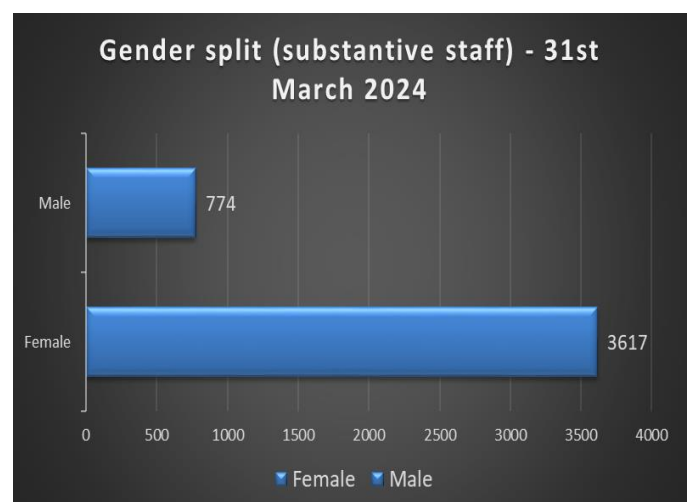
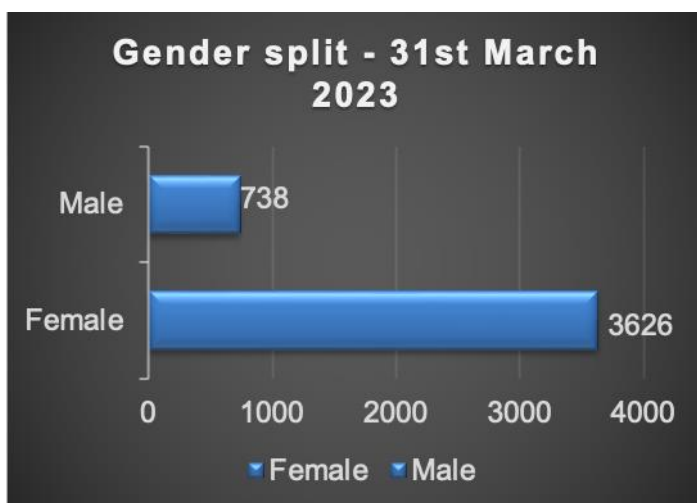
- Basic pay (ordinary pay)
- Full paid leave including annual leave, sick, maternity, paternity, adoption, or parental leave (ordinary pay)
- On call allowances and shift premium payments (ordinary pay)
- Additional programmed activities for Consultants (ordinary pay)
- Clinical Excellence Awards for Consultants (bonus)
- Other bonus payments (these include 'Refer a friend' – open to all staff and 'Welcome bonus' payments for International Educated Nurses (IEN))

### 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

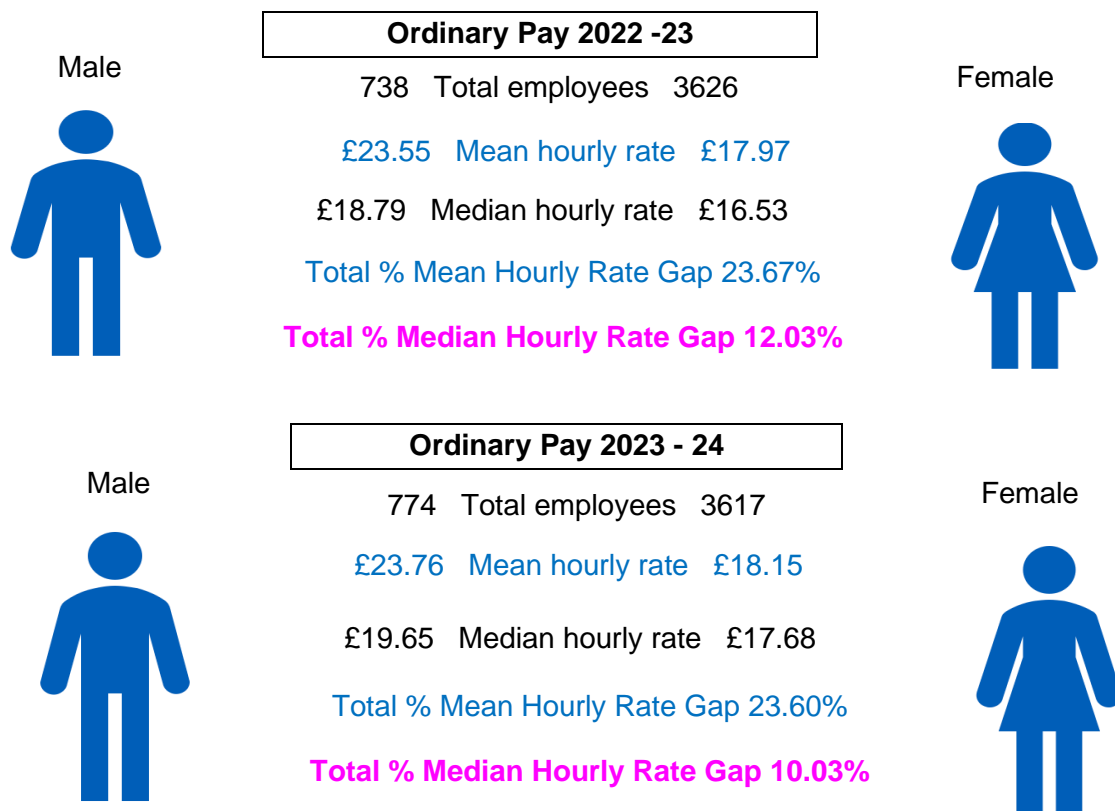
## 3. Workforce gender split (The snapshot below shows the gender split for 2023 -2024)

Overall figure for Male and Female staff across the Trust has increased by 0.6%. Proportional gender split between male and female staff still remains virtually the same as last year - 83% female and 17% male.



## 4. Ordinary pay

The “ordinary pay” element includes all relevant staff who have received full-pay within the pay period (**1 April 2023 – 31 March 2024**). The ordinary pay element also includes salary sacrifice deductions, therefore lowering the actual pay



In 2022 / 2023 the median hourly rate gap was **£2.26** and the Median Hourly Rate Gap stood at **12.03%**

In 2023 / 2024 the median hourly rate gap was **£1.97** and the Median Hourly Rate Gap had dropped by 2% to **10.03%**

## 5. 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 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.

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 five years by **ordinary pay** and bonus pay:

Pay and Bonus Pay Gap	Mean 2024	Mean 2023	Mean 2022	Mean 2021	Mean 2020
Ordinary Pay	23.60%	23.67%	28.29%	27.25%	28.39%
Bonus	73.86%	77.52%	55.11%	47.60%	45.38%

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

Pay and Bonus Pay Gap	Median 2024	Median 2023	Median 2022	Median 2021	Median 2020
Ordinary Pay	10.03%	12.03%	12.73%	12.17%	12.21%
Bonus	92.49%	92.01%	0.00%	69.37%	60.82%

For **AFC** staff in **2023**, of the **131** members of staff, 115 females received a £250 bonus payment, resulting in their median pay showing as £250 and 16 male members of staff received a bonus payment of £250:00 which indicates a median bonus pay gap of 0%. This does not include the Medical Staff

**In 2024** the median pay gap in ordinary pay has dropped by **2% (12.03% to 10.03%)** and the Bonus median gender pay had gone up by **0.48% (92.01% to 92.49%)**.

This is as a result of bonus payments ('Refer a friend' - open to all staff and 'Welcome bonus' payments for International Educated Nurses – IEN). It is important to note that the Welcome Bonus paid to the IEN nurses was a one off payment, but it still has an impact upon the pay gap.

**NB**

**The Bonus median gender pay gap is high as this also includes the Medical staff.**

Benchmarking data captured via the NHS Model System reflected in the ESR National Returns Dashboard information compared to the Model System data indicates that comparatively the Trust sits lower to the other providers in the North East and North Cumbria Region (our Peer Average) and lower than the national value for both the mean and median gender pay gap. However in both

the Average Gender hourly pay and the Median Gender hourly pay, we are still higher than the National indicator\*\*

Pay Gap Metrics	Data period	Provider value	Peer average ⓘ	National value
Average gender hourly pay gap	2023/24	■ 23.7%	24.0%	19.4%
Median gender hourly pay gap	2023/24	■ 12.0%	12.3%	8.6%

\*\* Important to note that in comparisons – our calculations are from our own internal data captured on ESR. The national figure may have other variances which we are unaware of. The data period 23/24 above is capturing the previous years reporting.

By comparison The Office for National Statistics (ONS) data, released 29 October 2024, ONS website, statistical bulletin, [Gender pay gap in the UK: 2024](#) confirm that the UK gender pay gap is 7%. This is based on the average calculated as the median.

## 6. Quartile pay bands

**As of 31 March 2024, the numbers of whole time equivalent staff has not significantly changed from the 2023 figure. 83% of our workforce is female and 17% is male.**

The number of women in the organisation is much higher than the number of men in the organisation, when divided into four quartiles. The average hourly rate for women is £18.15, whereas for men, is £23.76. This is influencing the organisation’s 10.03% median hourly rate gender pay gap.

The table below indicates that the gender split across the lower, lower middle, and upper middle quartiles is fairly proportionate to the organisational gender split and has been for the last few years. **The lowest quartile (Q1) represents the lowest salaries in the Trust and the upper quartile (Q4) represents the highest salaries.** The information has also further been divided into Gender Pay Gap reflective of all staff, Medical and AFC.



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 five years:

Year	Lower (Q1)		Lower Middle (Q2)		Upper Middle (Q3)		Upper (Q4)	
	Female	Male	Female	Male	Female	Male	Female	Male
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%
2024	83.99%	16.01%	86.42%	13.58%	85.95%	14.05%	73.34%	26.66%
	Increase	Decrease	Increase	Decrease	Increase	Decrease	Same	Same

- In Q1, Since 2022 show an increase over the years. The dip in male staff was also evident, dropping by 7.8% in 2024.

- In Q2, the female % has remained in the 80% mark, dropping to 78.75% in 2023 but was back up to the high 80% mark seen in 2020. For the male figures there was an increase in 2022/23 but has dropped to the 2024 figure of 14% (rounded up).
- Across Quartile 4 the gender split has remained at a 74% /26% split across the years being compared. Although the 2024 figure shows a slight decrease in the upper male quartile from the last year.



## All Staff 2024

Quartile	Headcount Female 	Average Hourly Rate Female	Headcount Male 	Average Hourly Rate Male	Average Hourly Rate difference	Gender Pay Gap
1	962	£12.25	180	£12.31	£0.06	0.49%
2	954	£15.58	146	£15.59	£0.01	0.06%
3	920	£20.18	157	£20.37	£0.19	0.94%
4	775	£30.18	192	£39.70	£9.52	31.54%
<b>Total</b>	<b>3611</b>	<b>£19.00</b>	<b>775</b>	<b>£24.88</b>	<b>£5.88</b>	<b>30.95%</b>

**All staff** - The information shows that across all quartiles there are more female employees than males. The Average hourly rate in quartiles 1 to 3 shows an insignificant difference.

In Quartile 4, there are significantly fewer female staff compared to male staff than in the lower quartiles. The average hourly rate difference stands at £9.52 (31.54%) in this quartile, which is driving our overall pay gap.

## Medical

Quartile	Headcount Female 	Average Hourly Rate Female	Headcount Male 	Average Hourly Rate Male	Average Hourly Rate difference	Gender Pay Gap
1	0	£0.00	0	£0.00	£0.00	0.00%
2	0	£0.00	0	£0.00	£0.00	0.00%
3	18	£20.88	6	£21.06	£0.18	0.86%
4	136	£47.00	154	£49.88	£2.88	6.13%
<b>Total</b>	<b>154</b>	<b>£43.95</b>	<b>160</b>	<b>£48.80</b>	<b>£4.85</b>	<b>11.04%</b>

Dividing the all staff information out shows that for Medical staff, Quartile 3 has more Female staff than Male Staff and the average hourly rate difference stands at £0.18.



Quartile 4 is the area we should focus on for the following reasons:

- There are more Male staff than Female, although this is only 18 staff out of 290.
- Across this 'broadly similar' number of staff the hourly rate difference is £2.88, greater than in any other area
- There is limited role variation in quartile 4 so these are comparable (In Q4 below there is wide variation)
- Male staff are being paid 6.13% higher than females, and with the highest average pay rates is the main cause of our gender pay gap.

The overall Average Hourly Rate difference for Medical staff equates to **£4.85**



## Agenda for Change

Quartile	Headcount Female 	Average Hourly Rate Female	Headcount Male 	Average Hourly Rate Male	Average Hourly Rate difference	Gender Pay Gap
1	962	£12.25	180	£12.31	£0.06	0.49%
2	954	£15.58	146	£15.59	£0.01	0.06%
3	902	£20.17	151	£20.34	£0.17	0.84%
4	639	£26.60	138	£28.35	£1.75	6.58%
<b>Total</b>	<b>3457</b>	<b>£17.89</b>	<b>615</b>	<b>£18.66</b>	<b>£0.77</b>	<b>4.30%</b>

Dividing the all staff information out shows that for the agenda for change staff the Average Hourly Rate differences in Quartiles 1 -3 are insignificant.

Quartile 4 the focus is around the following reasons:

- Has significantly less female staff than the other quartiles
- has a higher average hourly rate difference at £1.75, equivalent to 6.58%
- although this % is similar to that for medical staff, the pay rates are significantly lower so this is not impacting the overall pay gap to such a large extent

The overall Average Hourly Rate difference for AFC staff equates to **£0.77**

Looking further into the Agenda for Change Bandings for Q4 range, as below these range from Band 5 to Band 9:

Bands	Females (639)	Males (138)
Band 5	6%	2.8%
Band 6	21.9	16.1%
Band 7	49.3%	39.9%
Band 8a	14.8%	21%
Band 8b	4.7%	12.6%
Band 8c	1.0%	3.5%
Band 8d	0.7%	1.4%
Band 9	0.7%	2.8%

There are more Females at Bands 5 to 7 (77% of those in the quartile), and in comparison there are more males in each of the higher bands. In bands 8a-9 there are 41.3% of male staff and only 23% of female staff hence the Average Hourly Rate difference in Quartile 4.

In summary there is a higher mean gender pay gap of **11.04%** in favour of males specifically within the **medical** pay group compared to the gender pay gap within the **Agenda for Change** pay group, where it is **4.30%** in favour of men.

## 7. Bonus pay

A total of **318** staff received a bonus. This bonus is composed of a mix of 'refer a friend' (open to all staff) and 'welcome bonus payments' (paid for work undertaken in respect of the IEN (international nurses)).

These figures **include bank staff** as they also received a bonus in this period.



**36% of those who received a bonus were female in comparison to 64% male employees** receiving a bonus out of the total 318 payment.

When reviewing the total numbers of bonus payments, **a number of individuals received more than 1 payment** thus there is a the difference between 'Total number of bonuses' and 'Total number of individuals receiving a bonus'.

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	132	87.42%	19	12.58%	151	40.27%
Clinical Ex Award PAY NHS	90	40.18%	134	59.82%	224	59.73%
<b>Grand Total</b>	<b>222</b>	<b>59.20%</b>	<b>153</b>	<b>40.80%</b>	<b>375</b>	<b>100%</b>

NB the 375 figure refers to the number of bonuses paid to the 318 staff as some staff received more than one bonus

This table illustrates that 10 2023/24:

- 40.27% cash bonuses were paid for 'Refer a friend scheme' and 'Welcome bonus' payments for international nurses that were recruited from overseas.
- When reviewing bonuses offered, it is important to note that dependent upon the staff groups there is a huge variance (starting at £250 up to £39,915).
- 87.42% females and 12.58% males received a bonus that were non-pensionable
- For IEN's, cash bonuses the breakdown equates to 80.78%, of which 70.19% were females and 10.59% male.
- Clinical Excellence award bonuses made up 59.73% of the overall Trust bonus for 23/24 with 59.82% males and 40.18% receiving a CEA bonus.
- Within 23/24 bonuses were split at 59.20% female and 40.80% male.

## 8. Mean and Median Bonus Paid

Gender	Mean Bonus Pay	Median Bonus Pay
<b>Male</b>	£7362.92	£3327.40
<b>Female</b>	£1924.80	£250.00
<b>Difference</b>	£5438.12	£3077.40
<b>Pay Gap %</b>	73.86%	92.49%

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. When reviewing the data a number of males within the consultant cohort are receiving higher Clinical Excellence Award values which identifies a higher mean value. When an individual retires / retires and returns their pre 2018 Clinical Excellence Award ceases which will result in the mean difference between male and female becoming closer due to the individuals who are in receipt of the higher Clinical Excellence Awards on the old scheme (Levels 1-9).

## 9. 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. Prior to April 2024 the Trust operated a local scheme, this ceased in line with the National Consultant Contract changes. The National Clinical Excellence Awards now known as National Clinical Impact Awards remain however, from April 2022 those working less than full time receive the full value of award payments prior to this they were pro-rated.

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

During 2022-23 employers were required to run the local awards with their own discretion, and the Trust agreed to pay an equal proportion of the funding available to all eligible consultants. This resulted in the **median CEA** being the same - £3130.80. The figure for 2023-24 increased to £3327.40, due to an increase in eligible FTE and a decrease in the number of pre-2018 LCEAs in payment both of which influence the available 'pot' for awards.

Although the scheme has now ceased there are a number of individuals receiving historic awards known as the pre 2018 LCEAs which are recurrently paid on a pro rata basis for part time staff each year.

The table below highlights the total number of male and female consultants, and how many are in receipt of a Clinical Excellence Award. A total of **166** individuals received a payment. This is as follows:

- 3 individuals received a pre-2018 award only, all of which were pro-rated.
- 105 individuals received an equal payment only, none of which were pro-rated
- 58 individuals received both payments, with 23 of them having their payments pro-rated.

The 2022 figures showed that the Trust employed 206 consultants of which 98 (47.57%) were female and 108 male (52.43%).

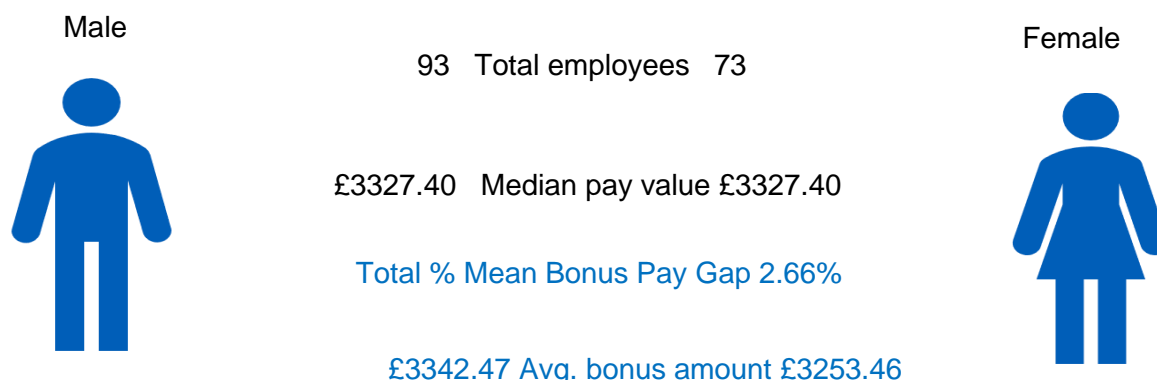
The **2023** figures show that both the numbers of female and male consultants have gone up, the number of CEA for females and males has dropped.

Gender	Total number of consultants	As a % of total	Number in receipt of bonus	As a % of total CEA holders	As a % of consultants
Female	101	46.98%	<b>73</b>	43.98%	<b>33.95%</b>
Male	114	53.02%	<b>93</b>	56.02%	<b>43.26%</b>
Total	<b>215</b>		<b>166</b>		<b>77.21%</b>

The **2023 – 24** figures show that of the **215** consultants, only **166** were in receipt of a CEA payment. Of these, 73 (72.8%), were female and 93 (81.5%) were male. The % figures in the orange column show the numbers of females v males in receipt of the Bonuses compared to the total number of consultants. **77.21%** reflects the total in receipt of bonus payments compared to the total number of consultants.

These figures also show that there is a 11.4% difference within the medical workforce as there are **more males than females**

## Male and Female breakdown of CEA Bonus Pay 2023-24



## 10. Conclusion

In summary:

- The Trust's gender split is 83% female and 17% male.
- The Trust's ordinary pay **median gender pay gap is 10.03%** (down from 12.03%).
- The Trust's mean gender pay gap is higher at 23.06%
  - A higher mean and lower median indicates that the majority of employees, men and women, have earnings that are more comparable, with some male individuals earning higher salaries
- The data shows that the pay gap is being driven by higher earning male staff in Quartile 4 - **31.5%** gap in Q4, specifically, although not solely, within medical staff
  - For medical staff in Q4 the hourly rate difference is £2.88
  - For Agenda for Change staff in Q4 the hourly rate difference is £1.75
  - For quartiles 1-3 in both staff groups the hourly pay rate gap is 18p or less
- The Trust's mean bonus pay gap for has decreased by 3.66% from 77.52% to **73.86%**

## 11. 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 to build on some of our existing activity to maximise opportunities. This includes:

- Working with the Women's Network and our wider staff networks to understand some of the broader gender issues.
- Establish a set of Gender Equality Metrics based on the WRES and WDES themes by utilising the Medical WRES to identify gaps
- Conduct an analysis of senior roles, specifically 8C and upwards to assess if the gender balance starts to show a much higher proportion on males in roles in different specialities

- Analysing data from a gender perspective by comparing the experiences of our male and female staff, particularly around the themes of equity, line management and appraisals
- Assessing how often women have been supported in terms of aspiring women to access opportunities for development and career progression
- Engage with the OD team to ensure women are supported in respect of career progression
- Identifying the number of female staff that have accessed activity such as Leadership, and what more can be done to improve engagement.
- Gather data by service areas, departments and occupations, and across other protected characteristics to understand patterns and trends.
- Extend our pay gap reporting by ethnicity to gain a better understanding of the difference in pay.
- Further detailed review of AfC staff in Q4 and what specific actions are needed to address the gender pay difference

### **Medical Staff specific actions**

- Review the Clinical Excellence Awards and what proportions of males / females have higher levels of CEA or national awards.
- Further detailed review of staff in Q4 to understand the detail and work through specific actions
- Work with the women in medicine network

### **Ongoing work in the following areas**

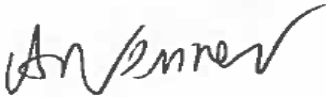
- Recruitment and retention
- Inclusive Recruitment
- Strategic Focus
- Leading and Managing Well
- Staff Networks
- Flexible Working
- Engagement

### **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: Amanda Venner

Job Title: Executive Director of People and OD

Signature: 

Date: 26/03/2025

**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)**