

<b>Name of meeting</b>	<b>People Committee</b>
<b>Date of Meeting</b>	<b>Wednesday 31 January 2024</b>
<b>Title of report</b>	<b>Gender Pay Gap Reporting 2022-2023</b>
<b>Executive Lead</b>	<b>Lynne Shaw, Executive Director of Workforce &amp; OD</b>
<b>Report author</b>	<b>Chris Rowlands – Equality, Diversity &amp; Inclusion Lead Emma Silver Price – Equality, Diversity &amp; Inclusion Officer</b>

<b>Purpose of the report</b>	
<b>To note</b>	
<b>For assurance</b>	
<b>For discussion</b>	
<b>For decision</b>	

<b>Strategic ambitions this paper supports (please check the appropriate box)</b>	
<b>1. Quality care, every day</b>	
<b>2. Person-led care, when and where it is needed</b>	
<b>3. A great place to work</b>	x
<b>4. Sustainable for the long term, innovating every day</b>	
<b>5. Working with and for our communities</b>	

<b>Meetings where this item has been considered</b>		<b>Management meetings where this item has been considered</b>	
Quality and Performance		Executive Team	
Audit Committee		Executive Management Group	x
Mental Health Legislation		Business Delivery Group	
Remuneration Committee		Trust Safety Group	
Resource and Business Assurance		Locality Operational Management Group	
Charitable Funds Committee			
People Committee	x		
CEDAR Programme Board			
Other/external (please specify)			

<b>Does the report impact on any of the following areas (please check the box and provide detail in the body of the report)</b>			
Equality, diversity and or disability	x	Reputational	x
Workforce	x	Environmental	
Financial/value for money		Estates and facilities	
Commercial		Compliance/Regulatory	
Quality, safety and experience		Service user, carer and stakeholder involvement	

<b>Board Assurance Framework/Corporate Risk Register risks this paper relates to</b>
N/A

**People Committee**  
**Wednesday 31 January 2024**

**Gender Pay Gap Reporting 2022-2023**

**1. Executive Summary**

Organisations with 250 employees or more are required to report on gender pay gaps using six different measures. This has been a requirement since April 2018 and the legislation underpins the Public Sector Equality Duty.

The gender pay gap shows the difference in the average pay between all men and women in the workplace. This 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.

This report fulfils legislative requirements and sets out what the Trust is doing to close the gender pay gap. The figures for the 6 metrics we are required to report on for 2022-2023 (based on 31 March snapshot) are as follows:

- Mean gender pay gap is 11.56% - a decrease of 0.84% points on 2021-2022
- Median gender pay gap is 0.54% - a decrease of 1.66% points on 2021-2022
- Percentage of men and women receiving bonus pay is 2.0% men and 0.5% women (these figures remain the same from 2021-2022 data)
- Mean (average) gender pay gap using bonus pay is 10.99% - up from 9.6% in 2021-2022
- Median gender pay gap using bonus pay is 39.35% - up from 31.3% in 2021-2022
- Percentage of men and women in each hourly pay quartile

	CNTW Figures of 2022-2023		CNTW Figures for 2021-2022		CNTW Figures for 2020-2021	
	Male	Female	Male	Female	Male	Female
Top quartile	26.83%	73.17%	27.7%	72.3%	29.0%	71.0%
Upper middle	19.79%	80.21%	20.0%	80.0%	21.6%	78.4%
Lower middle	26.03%	73.97%	27.4%	72.6%	26.6%	73.4%
Lower quartile	20.84%	79.16%	19.3%	80.7%	20.6%	79.4%

**2. Key issues, significant risks and mitigations**

There are no specific risks associated with this report.

**3. Recommendation/summary**

The People Committee is asked to note the content of the report and the actions outlined.

Chris Rowlands  
Equality, Diversity & Inclusion Lead

Lynne Shaw  
Executive Director of Workforce & OD

Emma Silver Price  
Equality, Diversity & Inclusion Officer

January 2024

# Gender Pay Gap Report 2022-23

# What is gender pay gap reporting?

Gender pay gap reporting compares the average hourly earnings of male and female staff. The regulations require employers with over 250 staff to publish six metrics each year which are calculated from a snapshot date. Data in this report is calculated from a snapshot taken on 31 March 2023. The report analyses the pay disparities between the binary sexes of men and women. At Cumbria,

Northumberland, Tyne and Wear NHS Foundation Trust we recognise that gender identity is non-binary and commit to increasing our understanding of the barriers faced by minority groups.

**The six metrics we are reporting on are:**

The median gender pay gap using bonus pay	The percentage of men and women in each hourly pay quarter	The percentage of men and women receiving bonus pay
The mean (average) gender pay gap using hourly pay	The mean (average) gender pay gap using bonus pay	The median gender pay gap using hourly pay

## Gender pay gap vs equal pay

The gender pay gap measures the differences in hourly pay between men and women, no matter what their role in an organisation.

Equal pay is the right of men and women to be paid the same for the same work or work of equal value. Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust is committed to ensuring that it remains an Equal Pay Employer.

## The gender pay gap and Cumbria, Northumberland Tyne and Wear NHS FT

For 2022-2023, we are reporting a mean gender pay gap, based on our March 31 snapshot of 11.56% and a median gap of 0.54%. That is a slight decrease on 2021-22 reporting – down 0.84% points for the mean and a decrease of 1.66% points for the median.

Metric	CNTW Figures for 2022-2023	CNTW Figures for 2021- 2022	CNTW Figures for 2020-2021
Mean gender pay gap	11.56%	12.4%	13.2%
Median gender pay gap	0.54%	2.2%	3.4%

Over the past three reporting periods the gaps for both mean and median have closed approximately a percentage point, year on year.

### Proportion of gender in each pay band

	CNTW Figures of 2022- 2023		CNTW Figures for 2021-2022		CNTW Figures for 2020-2021	
	Male	Female	Male	Female	Male	Female
Top quartile	26.83%	73.17%	27.7%	72.3%	29.0%	71.0%
Upper middle	19.79%	80.21%	20.0%	80.0%	21.6%	78.4%
Lower middle	26.03%	73.97%	27.4%	72.6%	26.6%	73.4%
Lower quartile	20.84%	79.16%	19.3%	80.7%	20.6%	79.4%

On 31 March 2023 we employed 7957 members of staff, 6097 (77%) of those were female. Whilst staff numbers have grown since 2021-2022 the 77/23 percentage profile remains relatively the same. 1872 (30.7%) of female staff work on a part time basis, compared to 378 (20.3%) of male staff who work on a part time basis. 2250 members of staff work on a part time basis for the Trust, 83.2% of those are female. This is the single biggest factor in explaining our gender pay gap.

In the past three years the proportions of male and female staff across each quartile have broadly remained the same. Differences of note that may explain the decrease in the gender pay gap are:

- Growth of female representation in top quartile from 71% to 73.17% during the three year period.
- Growth of female representation in the upper middle quartile from 78.4% to 80.21% during the three year period.

### Bonus payment gender pay gap

Metric	CNTW Figures of 2022-2023	CNTW Figures for 2021-2022	CNTW Figures for 2020-2021
<b>The mean gender bonus gap:</b> the % difference in average bonus payments made to male and female employees during the 12 month period to 31 March	10.99%	9.6%	22.3%
<b>The median gender bonus gap:</b> the % difference between the mid-point value of bonus payments made to male and female employees during the 12 month period to 31 March	39.35%	31.3%	55.9%

The proportions of relevant male and female employees who received bonus payments during the 12 month period to 31 <sup>st</sup> March	2.0% Men	2.0% Men	2.2% Men
	0.5% Women	0.5% Women	0.6% Women

Bonus payments for staff in the Trust are entirely accounted for by doctors in receipt of Clinical Excellence Award Scheme payments. 68 doctors were in receipt of the award on the 31 March. Of those 31 (45.59%) were female and 37 (54.4%) were male. 16 of the 31 female doctors worked part time, compared to 17 of the 37 male doctors. This, along with the small numbers explains the gap.

There have been important changes to the National Clinical Excellence Award scheme (NCEAs) during 2022. These will now be known as the National Clinical Impact Award scheme (NCIAs) and the eligibility criteria for their award has changed. Transitional arrangements are in place for applicants in England whose NCEAs are expiring after 2023. In addition Consultants in England are currently voting on a pay offer from Government. If members vote in favour of the offer, the contractual entitlement to new Local Clinical Excellence Awards will cease from 1 April 2024.

## How are we tackling the gender pay gap?

### Actions we have taken and continue to take to close the gender pay gap

**Commitment to paying the UK Living Wage:** Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust became an accredited Living Wage Employer in 2013.

We were the first NHS Trust in the North-East of England to accredit with the Living Wage Foundation and have continued to champion the Living Wage during Living Wage Week each November. The Real Living Wage is worked out independently and takes into account rising bills and costs. Paying a Living Wage means that all staff are appointed on at least Band 2 of the Agenda for Change pay scales for NHS staff.

**Encouraging flexible working:** the Trust promotes a supportive and flexible working culture. We recognise that flexible working helps employees to achieve a better balance between their work and home life, as well as improve service delivery through a flexible workforce. It can help the Trust become an employer of choice, aid recruitment and retention, reduce sickness absence and improve employee engagement, leading to an improved patient experience.

**Inclusive recruitment:** the Trust has undertaken a substantial piece of work examining our recruitment processes, with the objective of removing any barriers to entry by protected characteristics as defined by the Equality Act 2010. Many of the measures we have adopted have recently been implemented. The next key piece of work that follows on from this will be a review of job descriptions. As part of this we will carefully examine and remove any gender bias that may affect the numbers of men and women applying for jobs with the Trust.

**Continue with Springboard for Women Programme:** across society, the NHS, and here in the Trust, people who identify as having a protected characteristic tell us they do not always have the same opportunities as others to learn, develop and progress. Springboard for Women, one of several development programmes offered by Springboard Consultancy, provides women with the inspiration, tools and confidence boost to enable them to choose what they want to do and to take their next steps (at work, in life) when the time is right for them

## Actions we plan to take to close the gender pay gap

### **Map Trust Activity against the Mend the Gap Recommendations and Develop an Action Plan:**

The gender pay gap in the UK has been declining slowly over time; over the last decade it has fallen by approximately a quarter among full time employees. Nationally pay gap is relatively small for the 88% of NHS staff employed on Agenda for Change (AFC) terms and conditions. However, it is 47% for the 12% of NHS staff who are not, essentially doctors and senior leaders. Within CNTW this too is where our biggest gap is found. In line with the recommendations of Mend the Gap: The Independent Review into Gender Pay Gaps in Medicine in England and the requirements of NHS England's EDI Improvement Plan we will conduct a mapping exercise of our practice against the report's recommendations and develop an action plan to address those recommendations where we need further development. The action plan will be in place by the end of March 2024 and where appropriate actions will apply to address gender pay gaps for both Medical and AFC staff. We will work to address these actions during 2024-25.

**Address Intersectional Issues:** as part of our response to the EDI Improvement Plan, we are compiling our first Race Pay Gap report. We will compare the results of this to the Gender Pay Gap and examine if there are intersectional issues which we need to address. Such work will also help inform our key EDI objective of progression for staff who share protected characteristics. The Race Pay Gap will be published in March and we will triangulate these results with the Gender Pay Gap and figures for the Workforce Race Equality Standard (WRES) to be collected in Spring.

### **Our Equality, Diversity and Inclusion Strategy**

We believe that any modern organisation has to reflect all the communities and people it serves, in both service delivery and employment, and tackle all forms of discrimination. We need to remove inequality and ensure there are no barriers to health and wellbeing. We aim to implement this by:

- becoming a leading organisation for the promotion of Equality, Diversity and Inclusion, for challenging discrimination, and for promoting equalities in service delivery and employment
- identifying and removing barriers that prevent people we serve from being treated equally
- treating all people as individuals respecting and valuing their own experiences and needs
- ensuring that Cumbria, Northumberland, Tyne and Wear NHS FT is regarded as a great place to work - an organisation which recognises the contribution of all staff, and which is supportive, fair and free from discrimination.