

# Gender Pay Gap Report



East and North  
Hertfordshire  
NHS Trust

|  |   |                                     |                      |                                     |
|--|---|-------------------------------------|----------------------|-------------------------------------|
| <b>Meeting</b>   | People Committee  |                                     | <b>Agenda Item</b>   | [10]                                |
| <b>Report title</b>  | Gender Pay Gap Report (March 2021/2022)                 |                                     | <b>Meeting Date</b>  | [14 <sup>th</sup> Feb 23]           |
| <b>Presenter</b>   | Celina Mfuko (ED&I Lead) & Laura Neligan (Head of PIPA) |                                     |                      |                                     |
| <b>Author</b>  | Celina Mfuko (ED&I Lead) & Laura Neligan (Head of PIPA) |                                     |                      |                                     |
| <b>Responsible Director</b>  | Thomas Pounds – Chief People Officer                    |                                     | <b>Approval Date</b> |                                     |
| <b>Purpose</b> <i>(tick one box only)</i><br>[See note 8]  | <b>To Note</b>  | <input type="checkbox"/>            | <b>Approval</b>      | <input checked="" type="checkbox"/> |
|  | <b>Discussion</b>                                       | <input checked="" type="checkbox"/> | <b>Decision</b>      | <input type="checkbox"/>            |
| <b>Report Summary:</b>   |   |                                     |                      |                                     |
| <p>The Gender Pay Gap (GPG) reporting obligations are outlined in the Mandatory gender pay gap reporting introduced in the 2017 (The Equality Act 2010), aiming to narrow and, eventually eliminate the pay differential between men and women. This report captures the Trust gender pay gap analysis and findings covering the full period 2021/22 up to March 2022.</p> <p>The paper is split into various sections</p> <ol style="list-style-type: none"> <li><b>1. Organisation background</b></li> <li><b>2. Average Pay</b></li> <li><b>3. Bonuses Pay</b></li> <li><b>4. Benchmarking against similar Trust</b></li> <li><b>5. Ethnicity Pay Gap</b></li> <li><b>6. Summary of key findings and our action plan</b></li> </ol> <p>Some areas have improved there has been a 4% improvement in the average gender pay gap since 2019 and 3% improvement in the mean average pay gap in the same timeframe. Benchmarking ourselves against other similar Trusts in the East of England Region provides a positive picture, as East &amp; North Herts sits in the second position just after Cambridge University Hospital. There is still much work to do to reduce our gaps and the summary findings outlines how we can work towards further improvements.</p> |   |                                     |                      |                                     |
| <p><b>Impact:</b> where significant implication(s) need highlighting<br/> <i>Significant impact examples: Financial or resourcing; Equality; Patient &amp; clinical/staff engagement; Legal</i><br/> <i>Important in delivering Trust strategic objectives: Quality; People; Pathways; Ease of Use; Sustainability</i><br/> <i>CQC domains: Safe; Caring; Well-led; Effective; Responsive; Use of resources</i></p>  |   |                                     |                      |                                     |
| <p>There are potential legal financial, equity and staff engagement implications that arise where progress declines. Having effective policies, procedures and strategies for closing the gender pay gap seek to address factors and barriers common to most women and can additionally target other inequalities experienced by women belonging to specific groups, based on characteristics such as ethnicity, diverse abilities, caring responsibilities age as well profession groups.</p>   |   |                                     |                      |                                     |
| <p><b>Risk:</b> <i>Please specify any links to the BAF or Risk Register</i></p>  |   |                                     |                      |                                     |

|   |   |
|---|---|
| There is a risk the trust is unable to recruit and retain sufficient supply of staff with the right skills to meet the demand for services. There is a risk that the culture and context of the organisation leave the workforce insufficiently empowered and motivated, impacting the trust's ability to deliver improvements and transformation and enable people to feel proud to work here. |   |
| <b>Report previously considered by &amp; date(s):</b>   |   |
| [NA]  |   |
| <b>Recommendation</b>   | The Board/Committee is asked to note the contents of this paper discuss and approve the gender pay gap report and action plans. |

*To be trusted to provide consistently outstanding care and exemplary service*

## Gender Pay Gap Report (March 2021/2022)

### EXECUTIVE SUMMARY

Gender pay gap (GPG) is the difference between average (mean and median\*<sup>1</sup>) earnings of men and women, expressed relative to men's earnings. GPG should not be confused with unequal pay which is the unlawful practice of paying men and women differently for performing the same or similar work or work of equal value (Equality Act 2010). Figures produced by the Office of National Statistics (ONS) show the gender pay gap fell by almost a quarter for full-time employees between 2011 and 2021.

The gender pay gap reporting is a mandatory requirement for public sector organisations employing more than 250 staff.

This report analyses Trust data regarding any undervaluing of female work and pay for that work compared to male workers, as a measure it captures any pay inequalities resulting from differences in the kind of jobs performed by men and women and the gender composition of the organisation by seniority. East and North Hertfordshire NHS Trust Gender Pay Gap (snapshot date of March 2022) data will be submitted to the Government online reporting service no later than the statutory date of 30<sup>th</sup> March 2023.

The Trust is required to report the following:

#### **Average (Ordinary pay)** (section 2 of this report)

1. Mean<sup>1</sup> (average) gender pay gap using hourly pay rates
2. Median<sup>2</sup> gender pay gap using hourly pay rates
3. Percentage of men and women in the lower, lower middle, upper middle and upper quartile pay bands
4. Gender Pay Gap by staff groups (*this is local additional analysis*)
5. Gender pay gap for ordinary pay by Banding (*this is local additional analysis*)

#### **Bonus pay** (section 3 of this report)

6. Mean (average) gender pay gap using bonus pay
7. Median gender pay gap using bonus pay
8. Percentage of men and women receiving bonus pay

<sup>1</sup> **Mean:** is the average found by adding up all the values in a set of data and dividing it by the total number of values you added together.

<sup>2</sup> **Median:** the middle number in the set of values. You find it by putting the numbers in order from the smallest to largest to find the middle number.

The definition of “Bonus” in Gender Pay Gap reporting is broadly defined under the Regulations as “any remuneration that is in the form of money, vouchers, securities, securities options, or interests in securities; and relates to profit-sharing, productivity, performance, incentive or commission”.

ENHT Clinical Excellence Awards (CEA) which are counted as bonus’, carry a one-off or fixed-term bonus. Any enhancements for unsocial hours for staff on ‘Agenda for Change’ or ‘Medical and Dental’<sup>3</sup> contracts are paid a month in arrears.

The Trust analyses the data and updates its action plan to respond to these findings. Details of how the calculations are made are available in Appendix 1.

## 1. ORGANISATIONAL BACKGROUND

East and North Hertfordshire NHS Trust provides secondary and acute health care services for a population of around 600,000 in East and North Hertfordshire, parts of South Bedfordshire and tertiary cancer services for a population of approximately 2 million people across Hertfordshire, Bedfordshire, north-west London, and parts of Thames Valley.

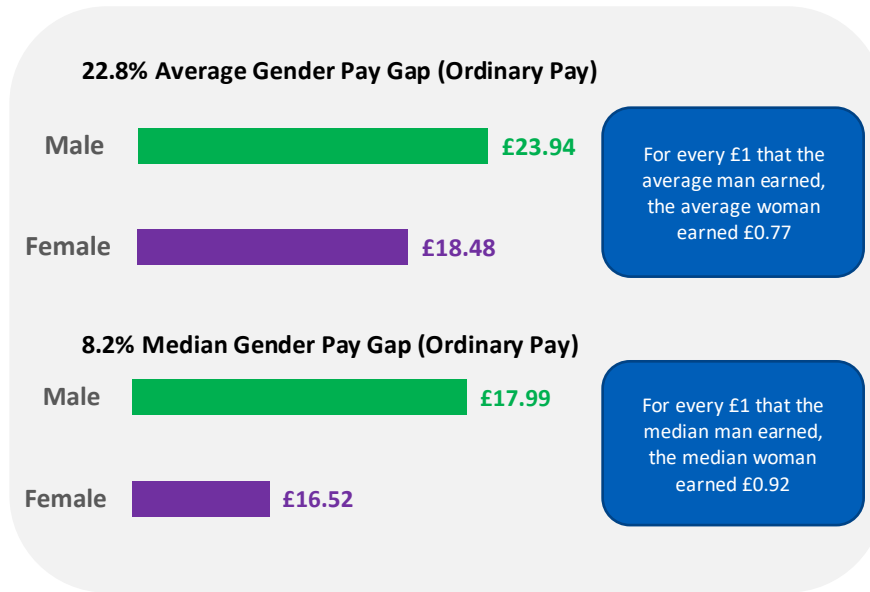
We are committed to Inclusion, Equality and Diversity being at the heart of all we do to deliver for service users, their relatives and our 6,200 staff.

The composition of our workforce is presented in the table below; it is based on a staff list report from the Electronic Staff Record (ESR) as of 31<sup>st</sup> March 2022. It also represents the ratio of females to males in each staff group, and females and males in relation to all staff in each staff group.

| Staff Group 2022                                 | Male<br>(as % of staff group) | Female<br>(as % of staff group) | Male<br>(as % of total Trust) | Female<br>(as % of total Trust) |
|--|-------------------------------|---------------------------------|-------------------------------|---------------------------------|
| Additional Professional Scientific and Technical | 21.6%                         | 78.4%                           | 0.7%                          | 2.7%                            |
| Additional Clinical Services                     | 16.6%                         | 83.4%                           | 2.5%                          | 12.6%                           |
| Administrative and Clerical                      | 16.3%                         | 83.7%                           | 3.7%                          | 19.2%                           |
| Allied Health Professionals                      | 20.3%                         | 79.7%                           | 1.0%                          | 3.8%                            |
| Estates and Ancillary                            | 63.5%                         | 36.5%                           | 3.6%                          | 2.1%                            |
| Healthcare Scientists                            | 36.6%                         | 63.4%                           | 1.1%                          | 1.9%                            |
| Medical and Dental                               | 54.7%                         | 45.3%                           | 7.7%                          | 6.4%                            |
| Nursing and Midwifery Registered                 | 12.0%                         | 88.0%                           | 3.7%                          | 27.2%                           |
| <b>TRUST TOTAL</b>                               | <b>24.0%</b>                  | <b>76.0%</b>                    | <b>24.0%</b>                  | <b>76.0%</b>                    |

<sup>3</sup><https://www.nhsemployers.org/topics-networks/pay-pensions-and-reward/nhs-terms-and-conditions-service-agenda-change>  
<https://www.nhsemployers.org/topics-networks/pay-pensions-and-reward/medical-and-dental-pay-and-contracts>

## 2. AVERAGE (ORDINARY) PAY

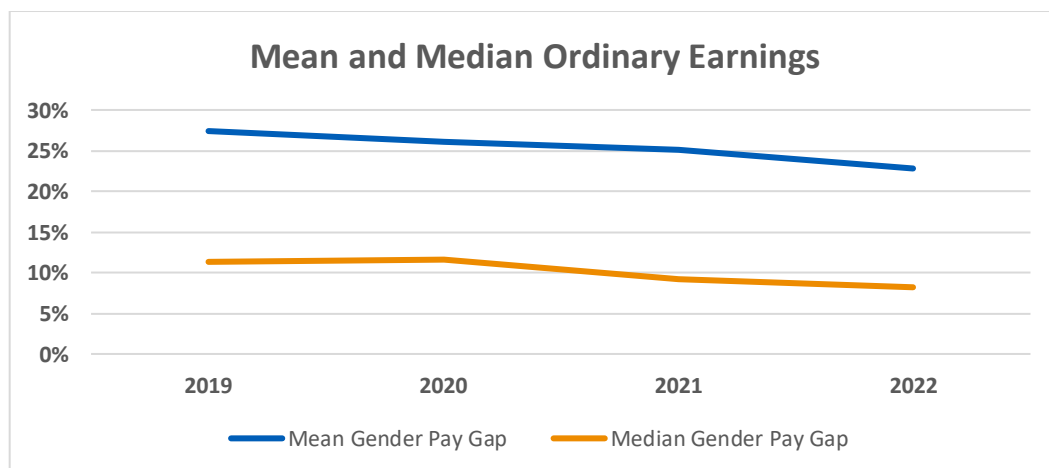


### Average & Median Ordinary Earning

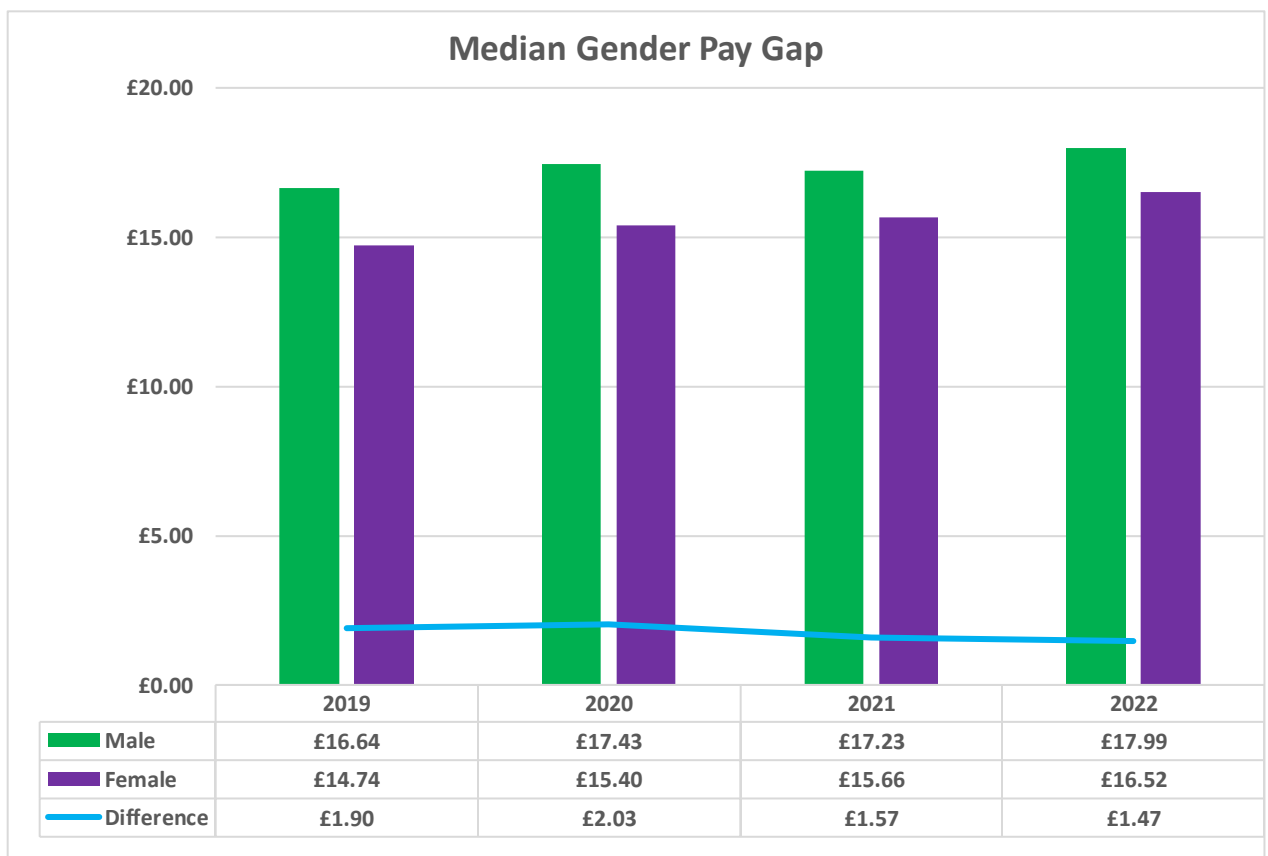
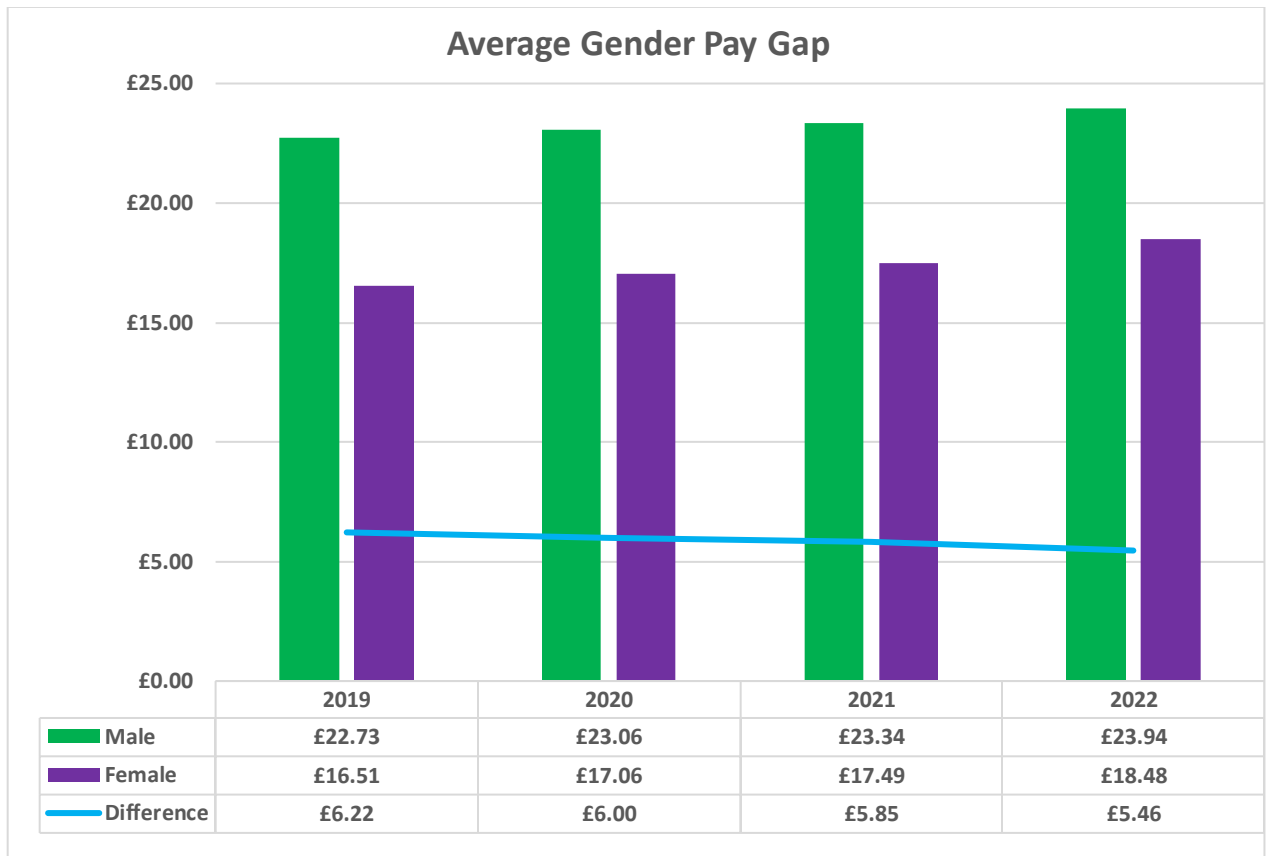
|  | 2019  | 2020  | 2021  | 2022  |
|--|-------|-------|-------|-------|
| <b>Gender pay gap for Average Earnings</b> | 27.4% | 26.0% | 25.1% | 22.8% |
| <b>Gender pay gap for Median Earnings</b>  | 11.4% | 11.6% | 9.1%  | 8.2%  |

- Average gender pay gap** – The gender pay gap for average ordinary earnings for women in 2022 is **22.8%** less than for men; **this is over 2% better than the data for 2021 and a 4% improvement since 2019.**
- Median gender pay gap** – The gender pay gap for median ordinary earnings for women is **8.2%** less than for men; **this is a 1% improvement in comparison to 2021 and over a 3% improvement since 2019.**

\*With a gap of 22.8 average earnings and 8.2% median earning, the GPG focus group is exploring further targeted interventions to close the gap in addition to the existing Equity and Inclusion plans.



## Cumulative Data

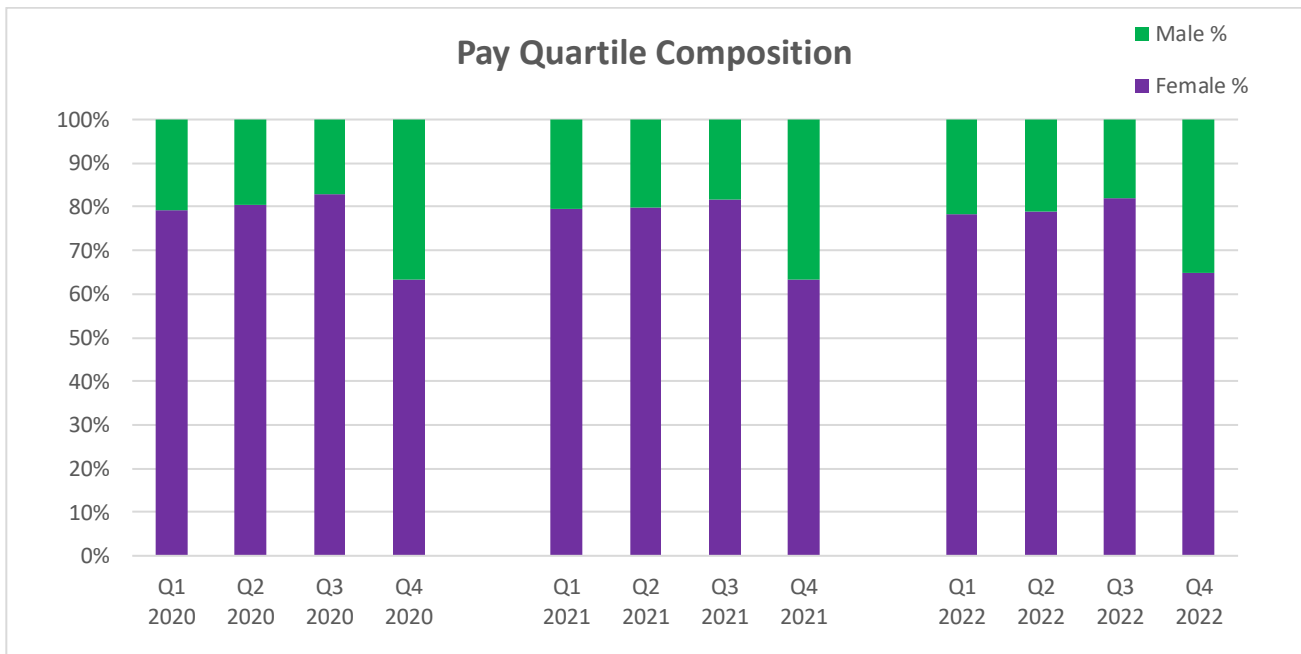


## Gender composition in each quartile pay band

To further understand pay gap in more details, it is useful to look at the proportion of workforce by gender in terms of seniority. This involves calculating the proportions of male and female employees and split between four 'quartiles' according to their level of pay. The tables below represent the proportion of male and female employees in each quartile pay band.

Q1 = Lower Quartile (lowest paid)  
Q3 = Upper Middle Quartile

Q2 = Lower Middle Quartile  
Q4 = Upper Quartile (Highest Paid)



The table (also shown in previous reports) highlights that representation at each quartile remains consistent and for Upper Quartile 4 (highest pay) it continues to show disparity on gender pay gap in favour of men. Based on Trust overall staff groups composition of 76% Female and 24% Male as well as overall profile being 76% Female and 24% Male, Trust GPG data demonstrated that Men are highly represented in higher paid jobs, this snapshot of March 2022 shows that men make up of 35.2% of colleagues with the highest quartile of pay.

There has been stagnant improvement with reference to previous years, (higher percentage of men in upper quartile such as 36.5% for both 2020 and 2021) and the same for representation of women in Upper Middle quartile (81.6% for 2021 and 82% for 2022), this is a key area to direct our future interventions in where succession planning can create pipeline of talents and potentially enter the upper quartile (highest paid).

Marginal increase of women in the top quartile of 1% (April 2021 – March 2022) has taken place.

## Gender Pay Gap by staff groups

To give greater detail around the mean difference, additional reports were taken from the Electronic Staff record (ESR). This highlights the gender pay differences by different staff groups, understanding this data can help to identify what is working well and where there are existing structures that may potentially reinforce inequality. A negative figure indicates a gender pay gap in favour of females, a positive figure indicates the pay gap that exists. Positive trends for some staff groups in comparison to year 2021 have been highlighted in green (8.2%, 6.5% and 5.0%). The

reverse is true for Allied Health Professionals and Nursing and Midwifery roles where the pay gap is reversed. The most significant gender pay gap, in favour of males continues to be in Administrative and Clerical roles, Additional Clinical Services and Medical & Dental staff groups.

| Average Hourly Rates of Pay by Staff Group       | Male          | Female        | Difference   | 2020 Pay Gap | 2021 Pay Gap | 2022 Pay Gap |
|--|---------------|---------------|--------------|--------------|--------------|--------------|
| Additional Professional Scientific and Technical | £21.77        | £19.98        | £1.79        | 10.4%        | 12.4%        | 8.2%         |
| Additional Clinical Services                     | £12.06        | £11.65        | £0.41        | 3.4%         | 3.1%         | 3.4%         |
| Administrative and Clerical                      | £19.41        | £15.02        | £4.40        | 27.7%        | 24.5%        | 22.6%        |
| Allied Health Professionals                      | £19.96        | £21.69        | -£1.73       | -5.6%        | -7.4%        | -8.6%        |
| Estates and Ancillary                            | £12.47        | £11.66        | £0.81        | 6.2%         | 8.7%         | 6.5%         |
| Healthcare Scientists                            | £23.10        | £21.93        | £1.17        | 8.3%         | 7.3%         | 5.0%         |
| Medical and Dental                               | £39.00        | £34.54        | £4.46        | 11.1%        | 10.6%        | 11.4%        |
| Nursing and Midwifery Registered                 | £18.22        | £20.03        | -£1.81       | -7.4%        | -9.3%        | -9.9%        |
| <b>TRUST TOTAL</b>                               | <b>£23.94</b> | <b>£18.48</b> | <b>£5.47</b> | <b>26.0%</b> | <b>25.1%</b> | <b>22.8%</b> |

The coloured rating above is classified as follows compared to 2021:

- **Green** highlights a positive change for female workers
- **Red** shows a change in favour of male workers
- **Amber** shows slight positive change towards females, however the pay gap is still in favour of male workers
- **Blue** shows negative values which means female workers earn more than their male colleagues and the gap in favour of females is increasing
- The above excludes student midwives; the current cohort is all female

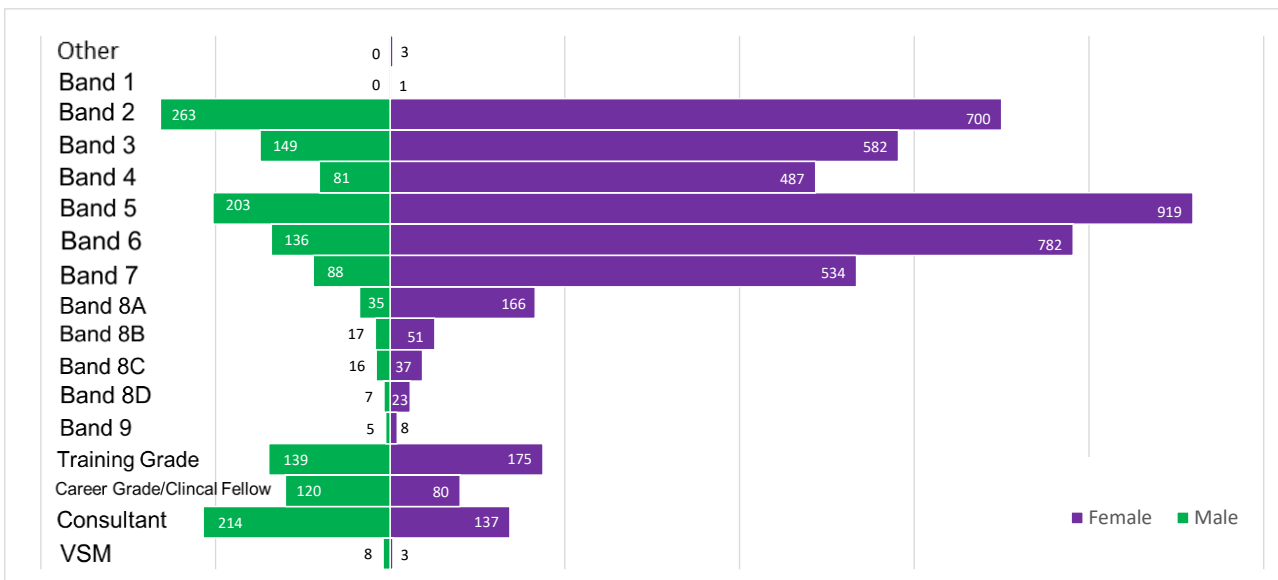
Data below suggests there is a positive gender pay gap for Agenda for Change employees' (in favour of females), whereas, medical and dental staff group's gender pay gap still shows in favour of males. This reflects the historical narrative of occupational segregation and widespread gender-biased roles of the healthcare workforce. More exploratory work to identify the existing barriers and to close the gap continues.

| Mean average hourly rate | 2021                                     |                    | 2022                                     |                    |
|--------------------------|--|--------------------|--|--------------------|
|                          | Non-Medical (AfC, Trust Pay, VSM & Tupe) | Medical and Dental | Non-Medical (AfC, Trust Pay, VSM & Tupe) | Medical and Dental |
| Male                     | £16.31                                   | £38.09             | £16.88                                   | £39.00             |
| Female                   | £16.07                                   | £34.04             | £17.01                                   | £34.54             |
| Difference               | £0.24                                    | £4.05              | <b>-£0.13</b>                            | £4.46              |

### Gender pay gap for ordinary pay by Banding

| Gender Pay Gap by Band       | Male   | Female | Difference | 2022 Pay Gap |
|------------------------------|--------|--------|------------|--------------|
| VSM                          | £66.64 | £66.20 | £0.45      | <b>0.7%</b>  |
| Consultant                   | £51.67 | £50.25 | £1.42      | <b>2.7%</b>  |
| Career Grade/Clinical Fellow | £34.28 | £32.00 | £2.27      | <b>6.6%</b>  |
| Training Grade               | £23.58 | £23.39 | £0.19      | <b>0.8%</b>  |
| Band 9                       | £52.52 | £54.47 | -£1.95     | <b>-3.7%</b> |

|                    |               |               |              |              |
|--------------------|---------------|---------------|--------------|--------------|
| Band 8D            | £46.06        | £45.17        | £0.89        | <b>1.9%</b>  |
| Band 8C            | £38.15        | £37.36        | £0.79        | <b>2.1%</b>  |
| Band 8B            | £31.10        | £31.55        | -£0.45       | <b>-1.4%</b> |
| Band 8A            | £26.90        | £26.51        | £0.39        | <b>1.4%</b>  |
| Band 7             | £23.40        | £23.60        | -£0.20       | <b>-0.8%</b> |
| Band 6             | £19.72        | £20.00        | -£0.28       | <b>-1.4%</b> |
| Band 5             | £16.31        | £16.50        | -£0.19       | <b>-1.2%</b> |
| Band 4             | £12.63        | £12.66        | -£0.03       | <b>-0.3%</b> |
| Band 3             | £12.14        | £11.61        | £0.53        | <b>4.3%</b>  |
| Band 2             | £11.13        | £10.90        | £0.23        | <b>2.0%</b>  |
| Band 1             | -             | £10.31        | -            | -            |
| Other              | -             | £10.62        | -            | -            |
| <b>Grand Total</b> | <b>£23.94</b> | <b>£18.48</b> | <b>£5.47</b> | <b>22.8%</b> |



The data above should be viewed in relation to Trust workforce profile (composition of 76% Female & 24% male), the data shows female staff are under-represented across AfC bands 8b and above.

There is over representation of males in medical workforce although the number of females in training grades is in the majority and potentially could lead to a different outcome for the future.

### 3. BONUS PAY

The gender pay gap requires us to report on bonus payments received by men and women in our organisation. The main payment referred will be Clinical Excellence Awards (CEAs) which is awarded to eligible consultants. Due to the pandemic and as of March 2022 CEA award was split across all eligible permanent consultants in recognition of the COVID pandemic.



**21.7% Average Gender Pay Gap (Bonus Earnings)**

Male £13,167

Female £10,316

For every £1 that the average bonus man earned, the average bonus woman earned £0.78

**33.3% Median Gender Pay Gap (Bonus Earnings)**

Male £9,048

Female £6,032

For every £1 that the median bonus man earned, the median bonus woman earned £0.67

| Gender     | Average bonus 2020 | Average bonus 2021 | Average bonus 2022 | Median bonus 2020 | Median bonus 2021 | Median bonus 2022 |
|------------|--------------------|--------------------|--------------------|-------------------|-------------------|-------------------|
| Male       | £13,643            | £13,257            | £13,167            | £9,048            | £9,048            | £9,048            |
| Female     | £11,488            | £11,123            | £10,316            | £6,032            | £6,032            | £6,032            |
| Difference | £2,155             | £2,134             | £2,851             | £3,016            | £3,016            | £3,016            |
| Pay Gap %  | 15.8%              | 16.1%              | 21.6%              | 33.3%             | 33.3%             | 33.3%             |

**Average (mean) bonus pay gap** – the gender pay gap data for mean average bonus earnings shows women’s bonus payments are, on average, **21.6%** less than their male colleagues. **This is an increase of 5.5% on the previous years’ data and an increase of 5.8% on the data from two years’ ago.**

**Median bonus pay gap** – The gender pay gap for median average bonus earnings for women is **33.33%** less than for men, which is identical to the previous two years’ data. The most likely reason for this is that most bonus’ at the Trust are earned by Consultants who receive Clinical Excellence Awards which are at set rates and for fixed periods of time. Additionally, we employ more male consultants than female, therefore the data will not vary much between one year and the next.

**Gender composition of bonuses** – The proportion of males receiving a bonus was **4.59%** compared to **0.81%** of female employees who were in receipt of a bonus payment. While the number of female recipients is almost comparable with last year the number of male recipients has reduced by 0.5%.

|        | 2021                  |                          |                              | 2022           |                          |                              |
|--------|-----------------------|--------------------------|------------------------------|----------------|--------------------------|------------------------------|
|        | Number of Bonus' paid | Total Employee Headcount | % of Staff Receiving a Bonus | No. Paid Bonus | Total Employee Headcount | % of Staff Receiving a Bonus |
| Male   | 75                    | 1472                     | 5.10%                        | 68             | 1481                     | 4.59%                        |
| Female | 39                    | 4744                     | 0.82%                        | 38             | 4688                     | 0.81%                        |

The table below represents the consultant body, with the gender composition and bonus payments distribution shown. The data for March 2022 shows CEA bonus was awarded was to all staff who were eligible. The overall distribution of bonuses for Consultants remains broadly comparable to previous years.

| Consultant Staffing | 2020       |                     | 2021       |                     | 2022       |                     |
|---------------------|------------|---------------------|------------|---------------------|------------|---------------------|
|                     | Headcount  | % receiving a bonus | Headcount  | % receiving a bonus | Headcount  | % receiving a bonus |
| Male                | 218        | 37.2%               | 220        | 33.6%               | 216        | 31.0%               |
| Female              | 122        | 31.1%               | 135        | 28.1%               | 145        | 25.5%               |
| <b>TOTAL</b>        | <b>340</b> | <b>32.9%</b>        | <b>355</b> | <b>31.5%</b>        | <b>361</b> | <b>28.8%</b>        |

Understanding all data of staff groups, pay bands and bonus pay supports us identify exactly where gaps exist and what drives the gap. It may be worth exploring the GPG calculation in absence of CEA awards to see what this looks like. Furthermore, if the structure of existing CEA awards is the major driver of GPG, what discussions are required as an organisation and challenges to rethink how we award good performance and excellence within medical profession.

#### 4. Gender Pay Gap: BENCHMARKING AGAINST SIMILAR TRUSTS

| % Difference in hourly rate (Mean) | Employer Size                 | March 2017 | March 2018 | March 2019 | March 2020 | March 2021 |
|------------------------------------|-------------------------------|------------|------------|------------|------------|------------|
| Milton Keynes University Hospital  | 1000 to 4999                  | 28.6%      | 28.1%      | 27.6%      | 20.0%      | 27.4%      |
| East and North Hertfordshire       | 5000 to 19,999                | 29.0%      | 28.0%      | 27.4%      | 26.0%      | 25.1%      |
| West Hertfordshire Hospitals       | 5000 to 19,999                | 14.9%      | 32.8%      | 27.9%      | 27.3%      | 27.2%      |
| The Princess Alexandra Hospital    | 1000 to 4999                  | 29.0%      | 29.0%      | 27.0%      | 6.3%       | 26.8%      |
| Bedford General                    | merged Trust                  | 29.0%      | 32.1%      | 31.7%      | 31.5%      | -          |
| Bedfordshire Hospitals             | merged Trust (5000 to 19,999) | -          | -          | -          | -          | 28.5%      |
| Cambridge University Hospital      | 5000 to 19,999                | 22.3%      | 20.0%      | 20.2%      | 19.9%      | 20.6%      |
| Mid and South Essex                | merged Trust (5000 to 19,999) | -          | -          | -          | 30.0%      | 29.2%      |

| % Difference in hourly rate (Median) | Employer Size                    | March 2017 | March 2018 | March 2019 | March 2020 | March 2021 |
|--------------------------------------|----------------------------------|------------|------------|------------|------------|------------|
| Milton Keynes University Hospital    | 1000 to 4999                     | 15.2%      | 14.1%      | 16.0%      | 28.9%      | 18.7%      |
| East and North Hertfordshire         | 5000 to 19,999                   | 13.2%      | 11.0%      | 11.4%      | 11.6%      | 9.1%       |
| West Hertfordshire Hospitals         | 5000 to 19,999                   | 8.0%       | 15.1%      | 14.9%      | 12.0%      | 11.7%      |
| The Princess Alexandra Hospital      | 1000 to 4999                     | 18.8%      | 23.0%      | 21.0%      | 3.9%       | 18.5%      |
| Bedford General                      | merged Trust                     | 11.8%      | 16.1%      | 17.3%      | 20.7%      | -          |
| Bedfordshire Hospitals               | merged Trust<br>(5000 to 19,999) | -          | -          | -          | -          | 20.7%      |
| Cambridge University Hospital        | 5000 to 19,999                   | 3.4%       | 0.6%       | 3.2%       | 5.2%       | 7.7%       |
| Mid and South Essex                  | merged Trust<br>(5000 to 19,999) | -          | -          | -          | 17.6%      | 18.2%      |

Benchmarking ourselves against other similar Trusts in the East of England Region, does give positive picture as East & North Herts sits in the second position just after Cambridge University Hospital, the hourly rate (Mean) has dropped from 26.0% to 25.1% (this is now 22.8 data for March 2022). Similarly, the hourly rate (Median) was 11.6% in 2020 down to 9.1% in 2021 (this is now 8.2 data for March 2022).

Data above have been extracted from GPG website where Trusts have published their data although recent data covering for March 2021/2022 are not available yet, hence not possible for us to benchmark our recent figures.

## 5. ETHNICITY PAY GAP INFORMATION (March 2022)

The trust is exploring ethnicity pay gap for the first time this year, further analysis will follow to explore gaps relating to difference ethnicities and driving factors associated with the gap. The average and median hourly rate does favour the Black, Asian and Minority Ethnic (BAME) staff across our workforce when data are all put together. The Nuffield Trust 2021 report suggested that disproportionate pay of Doctors and Consultants in NHS as a key factor. <https://www.nuffieldtrust.org.uk/files/2021-04/nuffield-trust-ethnicity-pay-gap-web3.pdf>

### Ethnicity pay gap cumulative data

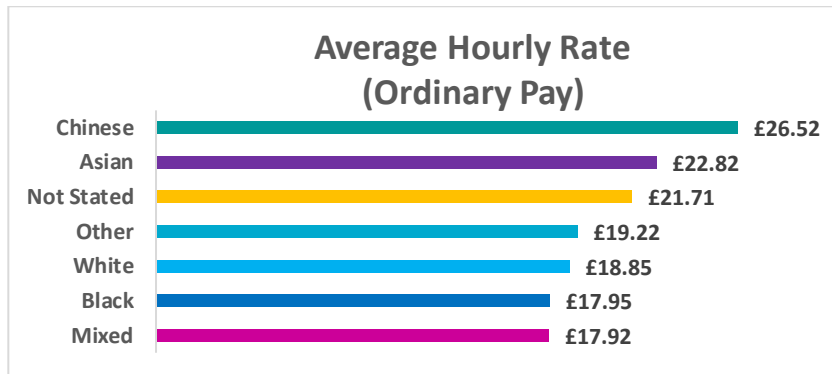
| Ethnicity  | Avg. Hourly Rate | Median Hourly Rate |
|------------|------------------|--------------------|
| BAME       | £20.87           | £17.47             |
| White      | £18.85           | £15.87             |
| Difference | £2.02            | £1.60              |
| Pay Gap %  | 9.68%            | 9.16%              |

### Ethnicity pay gap professional groups

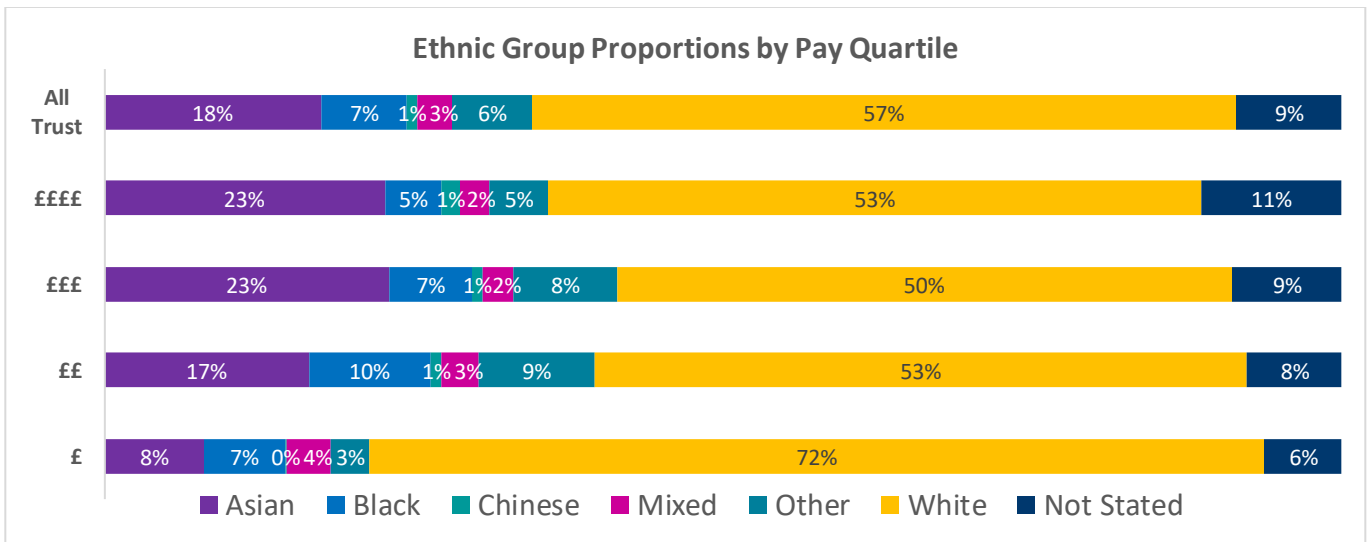
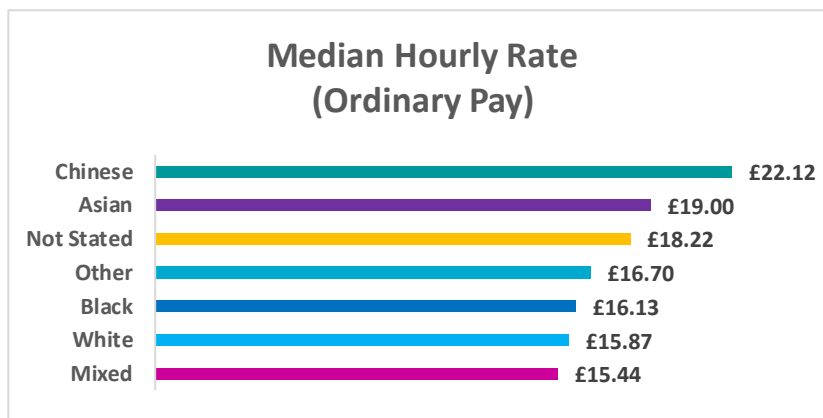
|            | Medical & Dental Avg Hourly Rate | AFC Avg Hourly Rate | Trust Pay Avg Hourly Rate |
|------------|----------------------------------|---------------------|---------------------------|
| BAME       | £35.94                           | £17.12              | £58.77                    |
| White      | £41.23                           | £16.78              | £67.30                    |
| Difference | -£5.29                           | £0.34               | -£8.53                    |
| Pay Gap %  | -14.72%                          | 1.99%               | -14.51%                   |

\* Medical & dental 865 staff, AFC 5290 & Trust pay 11 staff\*

For every £1 that the average Black, Asian and Minority Ethnic (BAME) employee earned, the average White employee earned £0.97



For every £1 that the median BAME employee earned, the median White employee earned £0.92



- **Highest Quartile (££££):** 53% are white, 23% Asian, 5% Black, 1% Chinese, 2% mixed, 5% other and 11% not stated.
- **Upper middle Quartile (£££):** 50% are white, 23% Asian, 7% Black, 1% Chinese, 2% mixed, 8% other and 9% not stated
- **Lower middle Quartile (££):** 53% are white, 17% Asian, 10% Black, 1% Chinese, 3% mixed, 9% other and 8% not stated
- **Lower Quartile (£):** 72% are white, 8% Asian, 7% Black, 0% Chinese, 4% mixed, 3% other and 6% not stated.

## Variations of Ethnicity Pay gap amongst the 20 represented Ethnic Groups

| Ethnicity   | Headcount of Employees | Average Hourly Rate |
|---|------------------------|---------------------|
| R Chinese   | 52                     | £26.52              |
| H Asian or Asian British - Indian                     | 478                    | £25.79              |
| J Asian or Asian British - Pakistani                  | 111                    | £24.74              |
| B White - Irish                                       | 69                     | £23.21              |
| S Any Other Ethnic Group                              | 175                    | £22.24              |
| C3 White Unspecified                                  | 116                    | £21.93              |
| Z Not Stated  | 526                    | £21.71              |
| P Black or Black British - Any other Black background | 49                     | £21.20              |
| C White - Any other White background                  | 240                    | £21.19              |
| L Asian or Asian British - Any other Asian background | 309                    | £20.20              |
| E Mixed - White & Black African                       | 45                     | £19.26              |
| K Asian or Asian British - Bangladeshi                | 44                     | £18.54              |
| A White - British                                     | 2990                   | £18.50              |
| LK Asian Unspecified                                  | 106                    | £18.45              |
| N Black or Black British - African                    | 238                    | £18.13              |
| M Black or Black British - Caribbean                  | 68                     | £17.55              |
| F Mixed - White & Asian                               | 43                     | £17.00              |
| SC Filipino   | 214                    | £16.60              |
| D Mixed - White & Black Caribbean                     | 44                     | £15.34              |
| PC Black Nigerian                                     | 46                     | £14.34              |

The previous figure is the representation by ethnic groups which shows are variations with regards to different ethnicity. The black Nigerians are represented on the lowest Average Hourly Rate and other groups are black (British Caribbean and African, mixed white and Asian, Filipino and mixed white and Black Caribbean).

On the other hand, Chinese are represented on the highest Average Hourly Rate and other groups, are Asian or Asian British Indian, Asian or Asian British Pakistani, White Irish, Any Other Ethnic Group and White Unspecified. We are also seeing the huge gap between the lowest pay Average Hourly Rate (£14.34) and the highest Average Hourly Rate (£26.52).

## 6. SUMMARY OF KEY FINDINGS ON THIS REPORT

1. Overall the Trust representation data on ratio of males to females (% of staff group and % of total Trust) has not changed significantly.
2. The gender pay gap for average ordinary earnings for women in 2022 is 22.8% less than for men; this is over 2% better than the data for 2021 and a 4% improvement since 2019.
3. The gender pay gap for median ordinary earnings for women is 8.2% less than for men; this is a 1% improvement in comparison to 2021 and over a 3% improvement since 2019.
4. Trust GPG data demonstrates Men are still highly represented in higher paid jobs and data for

March 2022 shows men make up of 35.2% of colleagues with the highest quartile of pay.

5. The most significant gender pay gap, in favour of males continues to be in Administrative and Clerical roles, Additional Clinical Services and Medical & Dental staff groups.
6. Data suggests there is a positive gender pay gap for Agenda for Change employees' (in favour of females), whereas medical and dental staff group's gender pay gap still shows a in favour of males.
7. The gender pay gap data for mean average bonus earnings shows women's bonus payments are, on average, 21.6% less than their male colleagues. This is an increase of 5.5% on the previous years' data and an increase of 5.8% on the data from two years' ago.
8. Benchmarking ourselves against other similar Trusts in the East of England Region provides a positive picture, as East & North Herts sits in the second position just after Cambridge University Hospital.
9. The trust is exploring ethnicity pay gap for the first time this year, data shows there are variations with regards to different ethnicity. The black Nigerians are represented on the lowest Average Hourly Rate whilst colleagues from Chinese, have the highest Average Hourly Rate.
10. Ethnicity Pay gap shows a huge gap between the lowest Average Hourly Rate (£14.34) and the highest Average Hourly Rate (£26.52).

In our gender pay gap report in 2021 we align ourselves to a number of actions to address the Gender Pay Gap. Increased promotion of flexible working arrangements is beginning to happen and is expected to make an impact in later years.

**Below are some of the actions to implement and use quality improvement methodologies**

| Effective actions                  |  | Promising actions        |   | Actions with mixed results          |  |
|------------------------------------|--|--------------------------|---|-------------------------------------|--|
| <b>GPG Task &amp; Finish Group</b> | Leads for this work stream   | <b>Other Policies</b>    | Review the existing Menopause and any other relates policies  | <b>Training</b>                     | Equity & Inclusion covering Public Sector Equality duty                        |
|                                    | Data integrity   |                          |   |                                     | Linking with Cultural Intelligence work stream                                 |
| <b>Flexible Working Policy</b>     | Deep dive on the data to understand issues and offer guidance on actions | <b>Intersectionality</b> | Ethnicity GPG to explore the impact of known inequalities and lack of representation at senior levels | <b>Leadership &amp; development</b> | Review the impact of internal & External offers in view of career progressions |
|                                    | Work with Staff Networks to review the existing policy                   |                          |   |                                     |  |
|                                    | Review existing data on applicants                                       |                          |   |                                     |  |

|  |   |   |   |                                    |  |
|--|---|---|---|------------------------------------|--|
|  |   |   | Disabilities  |                                    |  |
| <b>Inclusive recruitment and selection</b> | Link with existing Inclusive recruitment & Selection work stream            | <b>Mentoring &amp; Sponsorship</b>          | Link with Reciprocal Mentoring for inclusion and other mentoring support available                | <b>Offer Networking Programmes</b> | Career Networking such as Women in Leadership  |
| <b>Encourage salary negotiations</b>       | Review any existing salary range the Trust if offering                      | <b>Career progression</b>                   | Support available for career progression with an inclusion lens                                   | <b>Set Internal targets</b>        | Deep dive analysis which can support with Target setting – <i>discussed at the focus group</i> |
| <b>Clinical Excellence Awards</b>          | Deep dive on the data and the process – <i>discussed at the focus group</i> | <b>Accountability</b><br>(People Committee) | Agreed actions for progress to be monitored and reported quarterly to the new Trust People Board. | <b>Raising Awareness</b>           | Utilise range of Communication to raise an awareness   |

## Appendix 1 Details on how calculations are completed.

For the calculation of **ordinary pay** the following has been taken into consideration:

- Basic pay
- Paid leave, including annual, sick, maternity, paternity, adoption or parental leave (except where an employee is paid less than usual or nothing because of being on leave)
- Area and other allowances (N.B. the Trust, due to its sites geographical location, awards outer, fringe and no High Cost Area Supplement, depending on employees' main base of work)
- Shift premium pay, defined as the difference between basic pay and any higher rate paid for work during different times of the day or night
- Pay for piecework

The calculation of an ordinary pay does not include any of the following:

- Remuneration referable to overtime.
- Remuneration referable to redundancy or termination of employment
- Remuneration in lieu of leave
- Remuneration provided otherwise than in money.

For the calculation of **bonus pay** the following has been taken into consideration:

- Any remuneration that is in the form of money, vouchers, securities, securities options, or interests in securities, and
- Relating to profit sharing, productivity, performance, incentive or commission.

The calculation of a bonus pay does not include any of the following:

- Ordinary pay
- Remuneration referable to overtime
- Remuneration referable to redundancy or termination of employment
- Remuneration in lieu of leave

The following staffs have been excluded from the Gender Pay Gap calculations as per the established national guidance:

- Those staff on no pay/reduced pay due to sickness absence
- Those staff on no pay/reduced pay due to maternity/paternity absence
- Staff on external secondment
- Bank/Agency staff



