

Report to: Executive Leadership Team
Agenda item: Gender Pay Gap Report 2024
Date of meeting: 28 May 2024
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Appendices: None

Gender Pay Gap Report 2024

Executive Summary

Our overall workforce is predominantly female (76.25%) and has remained relatively constant over the past several years. The majority of Medical and Dental (M&D) staff fall within the 4th pay quartile (this is the highest of the four quartiles), the majority of which are male.

Our gender pay gap continues to be driven in part by a disproportionate number of men in more senior admin roles among our Agenda for Change (AfC) workforce and senior male clinicians earning top of grade and bonus payments relative to our total workforce.

Staff in Admin & Clerical have seen the pay gap reduce from 2023 by 7.87%, however it is still very significant at 27.07% (reduced from 34.94% in 2023)

The overall Trust gender pay gap for 2024 is 33.1% (Mean) and 32.2% (Median).

The AfC gender pay gap for 2024 is 7.83% (Mean) and 5.83% (Median).

With regard to Medical and Dental (M&D) staff, the mean pay gap is significant at 16.9%, a gap of £7.82 an hour in favour of male staff. The median pay gap has greatly improved since 2023 to 11.31%, a gap of £4.54 an hour in favour of male staff.

1. Introduction

Organisations with 250 or more employees are mandated under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 to publish information annually on their gender pay gap using specific measures, as detailed in this report.

The gender pay gap is the difference between average hourly earnings (excluding overtime) of men and women as a proportion of men's average hourly earnings (excluding overtime). **The gender pay gap is a measure across all jobs in the hospital, not of the difference in pay between men and women for doing the same job.**

The intention of pay gap reporting is to focus attention on the evidence for taking action to reduce pay inequality, improve staff experience, retention and make Queen Victoria NHS Foundation Trust (QVH) a great place to work.

The gender pay gap report is a snapshot as at 31 March 2024.

As at 31 March 2024, QVH employed 1221 people in full time and part time positions compared to 2023, where there were 1,127 staff. For the purposes of this report, electronic staff record (ESR) data has been used to undertake this analysis, and therefore it is dependent on staff reporting their gender via ESR self-service. There were no gaps in the reporting of gender this year.

2. Data Used to Calculate Gender Pay Gap Figures

There are six key indicators against which an employer must publish its calculations

- **Mean gender pay gap** – The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

- **Median gender pay gap** – The difference between median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
- **Mean bonus gender pay gap** – The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.
- **Median bonus gender pay gap** – The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.
- **Bonus proportions** – The proportion of males and females receiving a bonus payment.
- **Quartile pay bands** – The proportion of males and females in each of the four pay quartiles

3. Definitions

- Full-pay relevant employee - the employee must be paid their full usual pay during the pay period in which the snapshot date falls. If the employee is paid less than their usual rate because of leave for that period, they should not be counted as a full-pay relevant employee.
- If an employee is on any kind of leave and not being paid their full usual amount in the pay period, they are not full-pay relevant employees. For example, if they are paid Statutory Sick Pay or Statutory Maternity Pay which is less than their usual pay.
- “Pay” includes;
 - basic pay
 - full paid leave including annual, sick, maternity, paternity, adoption or parental leave,
 - bonus pay received in the pay period in which the snapshot date falls (bonus pay should be pro-rated where it relates to a period longer than the pay period)
 - area, on-call and other allowances such as recruitment and retention allowances
 - shift premium pay
 - pay for piecework.

It does not include;

- overtime pay
- expenses (payments made to reimburse expenditure wholly and necessarily incurred in the course of employment, for example, mileage for use of vehicle)
- remuneration in lieu of leave
- benefits in kind (for example, child care vouchers)
- redundancy pay and tax credits.

4. Methodology

The data used in this report has been generated using the Electronic Staff Record (ESR) Business Intelligence report designed specifically for gender pay gap reporting

5. Data Analysis- Gender

5.1 Gender Profiles

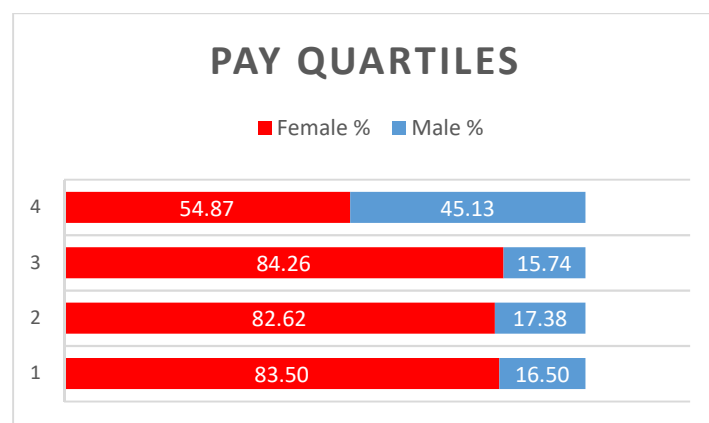
Our workforce is predominantly female (76.25%) and has remained relatively constant over the past several years.

Gender Distribution Pay Quartiles

The data below demonstrate the proportion of female to male staff members separately across all quartiles by Gender, Band and Staff Group

Quartile	Female	Male	Female %	Male %
1	253.00	50.00	83.50	16.50
2	252.00	53.00	82.62	17.38
3	257.00	48.00	84.26	15.74

4	169.00	139.00	54.87	45.13
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The majority of female staff at QVH are located in quartiles 1, 2 and 3. Representation in the highest quartile becomes more evenly distributed between male and female staff.

Pay Quartile	1		2		3		4	
AfC Pay Grade	Female	Male	Female	Male	Female	Male	Female	Male
Band 2	125	38	56	15	1	2	2	
Band 3	129	14	22	9				
Band 4	47	10	91	11	2			
Band 5			119	20	48	7	2	
Band 6			18	5	131	21	28	5
Band 7					93	19	36	10
Band 8 - Range A					16	1	21	9
Band 8 - Range B							10	4
Band 8 - Range C							7	3
Band 8 - Range D							4	3
Band 9							1	1
M&D and VSM		1	1		16	8	90	133

*based on ordinary pay which includes bank work

The gender distribution of staff by Agenda for Change (AfC) Band demonstrates women are predominant at all bands and pay quartiles (1 being the lowest and 4 the highest paid) up to and including Band 8a. From Band 8b to 8d the proportion of men and women become more equal and at Band 9 there is an equal distribution, though the numbers are small

The majority of M&D staff fall within the 4th Quartile, the majority of which are male.

Upon a further deep dive of the quartile data it is apparent the banding is not the only thing that influence where an individual sits within the quartiles, additional payments also impact this as they contribute to overall earning. This is particularly seen in roles where a number of band 2, band 5 and band 6 sit within the upper quartiles because of additional earnings. This is because of the frequency of call outs resulting in significant levels of overtime payments on the given date of the report. This would further compound, and extend pay gaps within this staff group.

5.2 Mean and Median Hourly Rate

The mean pay gap is the difference between the average earnings of two groups, in this case male and female colleagues. This is widely considered the most suitable way to calculate the average as it incorporates all of data.

The median pay gap is the difference in hourly pay gap between the mid-point of the two groups when their salaries are listed by size. It therefore is not influenced by extremes in salaries and so the median would be more reflective of what the majority of individuals are paid.

Exploring the data from the 31st March 2024, it demonstrates that there is still a significant gender pay gap in favour of male colleagues. However, when comparing this to data from the 31st March 2023 it is apparent that the mean gap has slightly decreased by 0.7% however the median gap has increased by 1.2%.

Overall Workforce

	2023		2024	
Gender	Mean average hourly rate	Median average hourly rate	Mean average hourly rate	Median average hourly rate
Male	£29.25	£24.38	£30.66	£25.60
Female	£19.36	£16.91	£20.51	£17.36
Difference	£9.89	£7.47	£10.15	£8.24
Pay Gap %	33.8%	30.6%	33.1%	32.2%

Gender pay gap – Agenda for Change (AfC) workforce

Agenda for Change Staff				
	2023	2023	2024	2024
Gender	Mean average hourly rate	Median average hourly rate	Mean average hourly rate	Median average hourly rate
Male	£19.23	£16.84	£19.56	£16.64
Female	£17.29	£15.43	£18.03	£15.67
Difference	£1.94	£1.41	£1.53	£0.97
Pay Gap %	10.1%	8.4%	7.83%	5.83%

In respect of Agenda for Change (AfC) staff (excluding Executives, Non-Executives and Medical & Dental), the mean pay gap was 7.83% a gap of £1.53 an hour in favour of male staff. The median pay gap was 5.83% a gap of £0.97 an hour in favour of men.

Gender pay gap – Medical and Dental (M&D) workforce

Medical & Dental Staff				
	2023	2023	2024	2024
Gender	Mean average hourly rate	Median average hourly rate	Mean average hourly rate	Median average hourly rate
Male	£44.28	£49.10	£46.28	£40.15
Female	£38.03	£33.75	£38.46	£35.61
Difference	£6.25	£15.35	£7.82	£4.54
Pay Gap %	14.1%	31.3%	16.9%	11.31%

With regard to Medical and Dental (M&D) staff, the mean pay gap is significant at 16.9%, a gap of £7.82 an hour in favour of male staff. The median pay gap has greatly improved since 2023 to 11.31%, a gap of £4.54 an hour in favour of male staff. This is expected given there are a higher percentage (67.6%) of men in the M&D consultant workforce and therefore more males are able to undertake bank and WLI work which attract a higher rate premium.

5.3 Staff Groups

The extent of the gender pay gap varies considerably across the 8 different staff groups within the Trust.

Staff Group	2023				2024			
	Female	Male	Difference	Pay Gap %	Female	Male	Difference	Pay Gap %
Add Prof Scientific and Technic	23.08	19.72	-3.37	-17.07	23.84	21.73	-2.11	-9.71
Additional Clinical Services	12.31	12.11	-0.20	-1.64	13.05	12.86	-0.19	-1.48
Administrative and Clerical	15.55	23.90	8.35	34.94	16.94	23.22	6.29	27.07
Allied Health Professionals	22.20	19.66	-2.53	-12.89	23.22	19.25	-3.97	-20.64
Estates and Ancillary	12.17	14.16	1.99	14.04	12.71	14.33	1.62	11.32
Healthcare Scientists	23.71	29.17	5.46	18.71	26.80	29.95	3.15	10.53
Medical and Dental	39.35	44.25	4.91	11.09	38.46	46.28	7.82	16.90
Nursing and Midwifery Registered	21.27	22.54	1.27	5.64	22.28	23.72	1.43	6.04
Students	12.38	10.37	-2.01	-19.39	12.90	11.45	-1.46	-12.73

Reviewing the areas with the largest pay gaps in 2024, staff in Admin & Clerical have seen the pay gap reduce from 2023 by 7.87%, however is still very significant at 27.07% (reduced from 34.94%).

Medical and Dental staff have seen the gap grow since 2023 by 5.81% to 16.90% in 2024. Staff in Estates and Ancillary have a gap of 11.32% which has reduced from 14.04% the previous year along with Healthcare Scientists which have reduced from 18.71% to 10.53%.

The Allied Health Professional gender pay gap has grown further in favour of female staff. In 2023 the gap was -12.89% and this has grown to -20.64%.

5.4 Bonus Pay

Bonus payments - overall workforce

In 2024, QVH made bonus payments in respect of the national and local Clinical Excellence Awards (CEAs) for medical and dental consultants, and new starter premium for Agenda for Change staff.

Of the 1221 relevant employees, 87 received bonus payments which equates to 2.36% of women and 4.75% of men of the overall workforce.

The bonus payments totalled £520,474.44; of which 66.6% was awarded to men and 33.3% to women. In 2024 the mean bonus gender pay gap for the entire workforce was 49.3% and the median bonus gender pay gap was 0%. The main contributor to this was the historic distribution of CEA awards within the Medical Consultant body; in spite of the equal distribution of payments since 2021; where the majority of the workforce is male (67 male, 32 female).

Pro-rata bonuses received by part-time employees are not adjusted for the purpose of the gender bonus gap calculations, this impacts the gender pay bonus gap.

Gender	Mean Total Bonus	Median Total Bonus
Male	£7,158.95	£3,167.00
Female	£3,629.50	£3,167.00
Difference	£3,529.45	£0.00
Pay Gap %	49.3%	0%

Bonus payments - Consultant workforce

There are 99 consultants in the workforce at QVH; of which 32 (32.3% of the consultant workforce) are women and 67 (67.6%) are men. Considerably more men (n=56) compared to women (n=20) received bonus payments in the form of Clinical Excellence Awards (CEA's) awarded by the Trust.

CEA payments totalled £508,974.44. The **mean** (20.23%) was in favour of men who on average received £984.74 more in bonuses than women. The **median** was 0% which can be attributed to the Local CEA payments being equally distributed to all eligible consultants in 2024.

Gender	Mean CEA	Median CEA
Male	£5,359.99	£3,167.00
Female	£4,375.25	£3,167.00
Difference	£984.74	£0.00
Pay Gap %	20.23%	0.0%

Bonus payments - Agenda for Change workforce

In the year 2023-4 the Trust offered a new starter premium payments to AfC staff who referred a candidate subsequently employed. The value of this bonus totalled £11,500.00; of which 81.8% was awarded to females and 18.2% to males. These payments were paid to a total of 11 individuals.

Gender	Mean Total Bonus	Median Total Bonus
Female	£1,000.00	£1,500.00
Male	£1,250.00	£1,250.00
Difference	£250.00	£250.00
Pay Gap %	22.2%	-18.2%

6. Gender Pay Gap Recruitment for last 4 years

Medical and Dental (M&D) workforce

2021 & 2022

Gender	Mean average hourly rate	Median average hourly rate
Male	£47.52	£46.99
Female	£42.75	£42.91
Difference	£4.76	£4.08
Pay Gap %	10.03%	8.68%

2023 & 2024

Gender	Mean average hourly rate	Median average hourly rate
Male	£46.26	£46.26
Female	£45.75	£45.25
Difference	£0.51	£1.01
Pay Gap %	1.11%	2.18%

Consultant recruitment for the last 2 years has made significant steps to improve the pay gap between male and female consultants. The mean pay gap is 1.11% against an overall gap of 16.9%. The median pay gap is 2.18% against an overall gap of 11.31%.

Agenda for Change workforce

The largest pay gap amongst Agenda for Change workforce over the past 4 years of recruitment is within our Admin & Clerical staff group, as shown in the table below:

2021 & 2022

Gender	Mean average hourly rate	Median average hourly rate
Male	£19.99	£14.09
Female	£12.63	£11.49
Difference	£7.35	£2.60
Pay Gap %	36.78%	18.45%

2023 & 2024

Gender	Mean average hourly rate	Median average hourly rate
Male	£22.83	£16.78
Female	£18.16	£13.05
Difference	£4.67	£3.73
Pay Gap %	20.45%	22.23%

To provide context, the gap in Admin and Clerical roles is driven by the fact the Trust has recruited more female staff than male staff, however the females occupy lower banded posts. Of the 93 women who have been recruited into Admin and Clerical roles in the last 2 years 52 are either Band 2 or Band 3 which are the lowest paid roles. This is compared to just 5 males out of 22 recruited in the same time period in these bandings.

Of note is the Trust CEO was recruited in this time period, is male and the highest paid individual in the Trust, however the rest of the Executive body are female but this would demonstrate a pay gap at this level.

7. Priorities for 2024/2025

2024/25 Action Plan	Timescale
Establish individual and collective EDI objectives for all executive and non-executive board members, focussing on key areas of addressing disparities and inequalities across the organisation.	Q3 / Q4
Support the trusts action plan to improve Speak Up and psychological safety for all staff – implementation of FTSU contract, signing of the Sexual Safety Charter.	Complete
To review existing and commission new provision for training for managers and staff to increase cultural competence, civility and a just restorative culture.	Q2 / Q3
To invite expression of interest and training to become an inclusion agent within the workplace.	Ongoing
Establish a Trust EDI group as a focus for all our EDI work and to ensure a safe space for conversations on workplace belonging and to review pay gap data and develop further improvements.	Complete
Support staff networks development and growth, including our women's network. This includes establishing and supporting chair/co-chairs of the network, providing development into these vital roles, with a named member of the Executive Leadership Team as a sponsor of each network. Work with comms to promote networks to encourage greater membership.	Q1 – working with Absolute Diversity
To continually review the use of CEA's to promote positive action and eliminate pay gaps.	Complete
Undertake an enquiry into workplace belonging – including a specific focus on promoting flexible working, eliminating sexual harassment and discrimination and barriers to career progression.	Complete
Apply an EDI lens through lived experience to an end-to-end review of our current internal and external recruitment processes, with an EDI representative available for interview panels to support the de-biasing of the recruitment process. This will include reviewing our job advert wording to be more inclusive of flexible working options, removing any gender bias and reviewing where and how we advertise eg, use of social media platforms, and using data to inform which platforms provide the most diversity of applicants.	Q1 / Q2
Advertising all jobs as available less than full time to attract more diverse applicants to joining QVH.	Ongoing
Work with Clinical Directors / CMO / COO to review job plans / options for alternative job plans / Less than full time Drs	Ongoing
Expand career development opportunities within roles and support internal and external career progression for more staff, through provision of career	Ongoing

mapping, new roles/extended roles, and meaningful talent conversations within appraisals, supporting succession planning.	
Development and Implementation of succession planning across the Trust, commencing with Board, Deputy Directors, Senior Leaders	Q3
Work as an influencer with NHSE WT&E, HEIs, FEs and apprenticeship providers to influence and attract a more diverse population into careers in health. Eg – what would be needed for HEIs / medical schools etc. to attract more women into surgical specialities?	Ongoing
Commit to flexible working principles and champion promoting work-life balance to reduce barriers for women to advance their careers. Commit to better use of digital solutions across the organisation to further enable and embed smart flexible working options.	Q1 / Q2
Establishment of a Hybrid Working group to develop a Hybrid Working Toolkit to support QVH staff in different ways of working.	Q2
Recruitment of a 'People Promise Manager' (NHSE funded) to be an advocate for improving the experience of working for the NHS at QVH for all staff.	Complete
Commit to providing additional menopause awareness sessions to colleagues, promoting allyship, as well as having information readily available on Qnet for staff and managers to support colleagues in the workplace, with a commitment to working across our system to achieve menopause accreditation.	Q2
A review of job descriptions across the organisation to check for gender bias, updating where required. Peer to peer reviews of job descriptions with system partners to compare roles / bandings.	Q1 / Q2
A review of policies across the organisation to check for gender bias, flexible working / part-time working bias and updating where required. Peer to peer reviews of policies with system partners. Simplifying of policies using a just and learning culture approach,	Ongoing
Delivery of the QVH People and Culture Strategy (2025-2030), with a pillar focusing on inclusion, including a focus on reducing and ultimately eliminating the gender pay gap, with clear delivery plan milestones.	Q2 / Q3
Development and implementation of a reverse mentoring programme, using our networks to determine areas of initial focus to support career progression.	Q1 / Q2
Co-create with our networks to implement initiatives to increase representation of women in AfC leadership positions and medical and dental roles.	Ongoing
Work with system and region partners to ensure we are learning from each other, sharing good practice and taking all opportunities to increase workforce diversity.	Ongoing

Conclusion

There is clear evidence the gender pay gap across the organisation, and specifically within medical and dental roles, has greatly reduced when looking at the past two years recruitment. Work continues to support flexible working, de-biasing of job descriptions and adverts and supporting learning and development to attract a more diverse staff group at all levels.

Recommendation

The Executive Leadership Team is asked to approve the information within the report and the proposed actions to support ongoing gender pay improvements and to approve the report being presented to the Finance and Performance Committee on the 24th June 2024.