

Norfolk & Norwich University Hospitals NHS Foundation Trust

Gender Pay Gap Report 2024

Background to the Trust

The Norfolk and Norwich University Hospital (NNUH) is a 1,200 bed teaching hospital with state of the art facilities for modern patient care. NNUH is one of the largest teaching hospitals in England serving predominantly the people of Norfolk and North Suffolk.

Gender Pay Gap Reporting - background

It is a statutory obligation for organisations with 250 or more employees to report annually on their gender pay gap. NHS organisations are covered by the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 which came into force on 31 March 2017. These regulations underpin the Public Sector Equality Duty and require the relevant organisations to publish their gender pay gap data, with the reporting to include mean and median gender pay gaps; the mean and median gender bonus gaps; the proportion of men and women who received bonuses; and the proportions of male and female employees in each pay quartile.

What is a Gender Pay Gap?

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.

It is important to stress that the Gender Pay Gap 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 of their gender.

The NNUH's commitment

The NNUH is committed to being an equal opportunities employer and to building equality, diversity and inclusion into everything that it does to truly embed our ethos of *'Our Hospital for All'*. The NNUH is committed to supporting our diverse workforce and the fair treatment and reward of all staff irrespective of gender.

Content within this Gender Pay Gap Report

This report provides:

- the reporting requirements for the gender pay gap
- additional data to assist with the understanding of the gender pay gap
- analysis of the possible reasons for the gender pay gap, and
- interventions which may affect the gender pay gap in the future

The NNUH Gender Pay Gap Reporting Period

The gender pay gap report data is taken on the snapshot date of 31 March 2023, with the comparison figures for 31 March 2022 also included for information.

Statutory Reporting

The following figures for 31 March 2023, in the two tables below, will be published on the government website.

<u>The core calculations</u>		31 March 2023	31 March 2022
1.	The mean gender pay gap for NNUH	28.5%	30.4%
2.	The median gender pay gap for NNUH	16.6%	21.0%
3.	The mean gender bonus* gap for NNUH	18.9%	24.9%
4.	The median gender bonus* gap for NNUH	0.0%	33.3%
5.	The proportion of males receiving a bonus* payment	15.6%	6.6%
6.	The proportion of females receiving a bonus* payment	2.1%	0.5%
* Please see comments later in this report explaining what constitutes a bonus			

Pay Quartiles by Gender

Please note that the bracketed figures are from the GPR 31 March 2022

Quartile	Hourly Rate Top of Quartile	Female HC	Male HC	Female % in the quartile	Male % in the quartile
1 lowest paid	£12.58 (£11.53)	1,949 (1,968)	446 (398)	81.4% (83.2%)	18.6% (16.8%)
2	£16.84 (£16.13)	2,001 (1,965)	397 (371)	83.4% (84.1%)	16.6% (15.9%)
3	£22.24 (£21.05)	2,018 (2,019)	378 (388)	84.2% (83.9%)	15.8% (16.1%)
4 highest paid	£115.85	1,491 (1,468)	919 (909)	61.9% (61.8%)	38.1% (38.2%)
Total	-	(7,459)	(2,140)		

Understanding the Gender Pay Gap Reporting at NNUH

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Understanding the core calculations

To assist with understanding the pay gap figures, the box below provides an example from the NNUH calculation for the mean gender pay gap.

Understanding the Bonus Gap data-

Within the Gender Pay Gap Reporting Regulations, 'bonus pay' means any remuneration that is the form of money relating to profit sharing, productivity, performance, incentive or commission. It is clear within the regulations that bonus pay does not include ordinary pay, overtime pay, redundancy pay or termination payments.

For the purpose of Gender Pay Gap Reporting, Clinical Excellence Awards (CEA) payments are regarded as 'bonus pay'. The CEA scheme is intended to recognise and reward those Consultants who perform 'over and above' the standard expected for their role. Awards are given for quality and excellence, acknowledging exceptional personal contributions towards the delivery of safe and high quality care to patients and to the continuous improvement of NHS services.

As at 31 March 2023, the NNUH had a total of 545 consultants. These individuals tend to undertake some of the highest paid roles in the Trust, and on top of their salary may receive a CEA award. The proportion eligible consultants receiving a CEA award is:

As a % of:	Males		As a % of:	Females	
Entire workforce	334 of 9,599	3.5%	Entire workforce	158 of 9,599	1.6%
Male workforce	334 of 2,140	15.6%	Female workforce	158 of 7,459	2.1%
All consultants	334 of 545	61.3%	All consultants	158 of 545	29.0%
Male consultants	334 of 365	91.5%	Female consultants	158 of 180	87.8%

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From looking at this data it could be argued the bonus gap may be predominantly attributed to the greater number of male consultants.

Understanding the gender pay gap data

Compared to 2022 findings, our mean gender pay gap has improved from 30.4% to 28.5% however, when comparing against other local NHS Trust’s this remains significantly higher. The gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather, the gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

We have found it helpful to review the staffing profile across the NNUH and understand the ‘gender pay gap’ within each ‘pay band/ group’. The table below reflects the position for pay bands. The information in the table is sourced from the same data , i.e. the staffing position as at 31 March 2023.

The column, ‘Gender Pay Gap by Pay Band’, within the table reflects the gender pay gap position, based on the staff contained within the respective pay categories. Where there is a negative figure, it indicates that the pay gap is in favour of females. Where it is a positive figure, it reflects a gender pay gap in favour of males. For comparison purposes, the similar data for 31 March 2022 is also included.

The data indicates that for AfC bands the gender pay gap is in favour of female staff for bands; 2,3,4,5,6,8a and 8d. What is important to highlight is that we are aiming for an equal balance and not for a disparity in male colleagues progressing.

In the previous year we saw an increase in the gap for Band 8b and Band 9 posts compared to previous years. This has since improved but remains in favour of male staff. This is not because there are more male than females, but because it appears on average our male staff in these bands have a higher average hourly rate. Trust contracts are also an area for further investigation.

Further analysis suggests that the gender pay gap for the Trust can be attributed to medical roles, which includes the overwhelming majority of the highest earning roles within NNUH.

Staffing profile across the NNUH – the gender pay gap within each band/ group

	31/03/2023	31/03/2023	31/03/2023	31/03/2023	31/03/2023	31/03/2023	31/03/2022	31/03/2022	31/03/2022	31/03/2022	31/03/2022	31/03/2022
Pay Band	Female Headcount	Female Avg Hourly Rate £	Male Headcount	Male Avg Hourly Rate £	Total Headcount	Gender Pay Gap by Pay Band 31/03/2023	Female Headcount	Female Avg Hourly Rate £	Male Headcount	Male Avg Hourly Rate £	Total Headcount	Gender Pay Gap by Pay Band 31/03/2022
Apprentice	50	£5.03	11	£6.04	61	16.76%	53	£4.81	16	£5.22	69	7.98%
Band 1	0	£0.00	1	£10.37	1	100.00%	1	£10.25	2	£9.48	3	-8.05%
Band 2	1,671	£12.60	370	£12.27	2,041	-2.71%	1,712	£11.52	347	£11.37	2,059	-1.32%
Band 3	770	£12.06	140	£12.02	910	-0.37%	778	£11.33	120	£11.19	898	-1.20%
Band 4	764	£13.39	148	£13.30	912	-0.65%	735	£12.52	144	£12.35	879	-1.38%
Band 5	1,517	£17.29	257	£16.54	1,774	-4.53%	1,613	£16.40	244	£15.77	1,857	-4.03%
Band 6	1194	£20.36	222	£20.22	1,416	-0.70%	1106	£19.59	222	£19.25	1,328	-1.81%
Band 7	654	£23.44	135	£23.68	789	1.01%	620	£22.65	132	£22.67	752	0.11%
Band 8a	198	£26.62	74	£26.03	272	-2.27%	184	£25.94	73	£25.91	257	-0.14%
Band 8b	79	£29.88	32	£30.95	111	3.44%	69	£29.31	41	£30.64	110	4.34%
Band 8c	25	£35.65	17	£37.24	42	4.28%	25	£34.48	15	£35.85	40	3.80%
Band 8d	17	£42.99	6	£42.81	23	-0.40%	14	£42.96	5	£44.39	19	3.24%
Band 9	13	£48.95	4	£52.33	17	6.46%	13	£46.84	6	£53.35	19	12.21%
Non Consultant Medical	317	£26.13	345	£27.34	662	4.42%	318	£25.84	324	£25.92	642	0.29%
Consultant	180	£50.61	365	£53.51	545	5.41%	169	£48.99	360	£51.87	529	5.55%
Exec/Non-Exec Directors	6	£70.31	9	£75.14	15	6.42%	5	£71.33	9	£77.27	14	7.69%
Trust Contract	4	£55.27	4	£34.81	8	-58.78%	5	£49.88	6	£35.63	11	-39.98%
Total	7,459	£18.05	2,140	£25.23	9,599	28.47%	7,420	£17.00	2,066	£24.44	9,486	30.43%

* Negative figures in the column 'Gender Pay Gap by Pay Band' indicate a gender pay gap in favour of females.

** Please note that for these columns, the monetary figures are rounded to the nearest penny. However, the mean gender pay gap percentage column reflects the true (full) calculations

Developments Actions

The Trust has a Women's Staff Network which has been established since 2020. The network invites all staff including male allies to share views and suggestions for career progression, health and wellbeing matters and how to build influence and managing work-life pressures. The network are proactive and engaged with our Gender Pay Gap Reporting and continue to discuss ways on how we can improve the gender pay gap.

To encourage more female colleagues to apply for clinical excellence awards, changes were made to the application process, developed in partnership with female consultant colleagues. In the 2023 round, 51 female colleagues applied for an award, against 108 male colleagues (31% female).

This has unfortunately not delivered an improvement in awards, as the previous statistics (2019) showed 20 female colleagues against 33 male colleagues applying for an award (39% female). It is of note that CEA awards have been non-competitive since 2019, however this area may require further review in partnership with our Women's Network.

A succession planning process has been introduced in 2023 for senior roles across the organisation, which will enable career conversations and development into senior roles. Career conversations also form part of the annual appraisal process for all staff groups. As part of our Diversity, Inclusion and Belonging Strategy, balanced interview panels are to be introduced for roles at Bands 8A and above to improve both gender and ethnicity balance.

Other potential actions will include a review of job description templates/adverts for roles at Bands 8B and above to ensure they do not contain language or practical barriers that inhibit progression for female candidates.

Consideration will be given to survey colleagues who have returned from maternity leave in senior roles to understand whether there have been any factors they feel could influence their progression following return to work. Further engagement with our staff networks will also be undertaken to inform additional development actions.

Within the network discussions have been around retention and how we can ensure our staff want to stay in the organisation. One of the initiatives supported by the network has been the revision of our flexible working policy. The policy enables colleagues to request flexible working from day one of employment and there is emphasis on line managers exploring all options of what can be accommodated rather than simply declining the request. A robust escalation process is in place to ensure all options have been considered.

We have also implemented additional menopause support including a policy, toolkit and menopause awareness training for line managers.

Going forward, our Diversity, Inclusion and Belonging Strategy which was launched in October 2023, includes key actions which will have a direct impact on our future gender pay gap data. Our Women's Network will also continue to develop and help us to find new ways to support career development. It should also be noted under current pay proposals, the CEA scheme would come in 2024/25.