

REPORT TO THE HOSPITAL MANAGEMENT BOARD			
Date	Tuesday 22 nd March 2023		
Title	Gender Pay Gap Reporting		
Author & Exec lead	Emma Clark, EDI HR Advisor and Amy Nelson, Head of HR Corporate Development on behalf of Paul Jones, Chief People Officer.		
Purpose	For Approval/Discussion		
Relevant Strategic Objective	- Our NNUH Team: Together, we will support each other to be the best that we can be, to be valued and proud of our hospital for all.		
Are there any quality, operational, workforce or financial implications of the decision requested by this report? If so explain where these are/will be addressed.	Q u a l i t y	Yes No✓	
	O p e r a t i o n a l	Yes No✓	
	W o r k f o r c e	Yes✓ No□	
	F i n a n c i a l	Yes□ No✓	

Author: Emma Clark, EDI HR Advisor

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1. Background/Context

The Gender Pay Reporting legislation requires employers with 250 or more employees to publish statutory calculations every year, showing how large the pay gap is between their male and female employees. The Gender pay Gap Reporting Regulations are under the provisions of section 78 of the Equality Act 2010.

The report has to be published both on our website and on the designated Gender Pay Gap Reporting government website. There are six basic calculations for NNUH to report:

- Our mean gender pay gap
- Our median gender pay gap
- Our mean bonus gender pay gap
- Our median bonus gender pay gap
- Our proportion of males and females receiving a bonus payment
- Our proportion of males and females in each quartile band

We are also required to provide a written statement confirming that the calculations are accurate. For this exercise, the Head of HR and Corporate Development is the named person.

2. Conclusions/Outcome/Next steps

A Gender Pay Gap Report has been produced below in accordance with regulations for publication by 30 March 2023. It is our intention to publish the six calculations on the government website and include a link to the report following the relevant Hospital Management Board.

This is the sixth year of publication. Although media interest exists nationally on this topic, to date, the NNUH has not been exposed to any enquiries. Looking ahead the report highlights that our People and Culture and Diversity, Inclusion and Belonging strategies will have indirect and direct impact on future gender pay gap data.

Recommendation:

The Board is recommended to:

- Consider and note the findings and continue to monitor the progress of the relevant actions identified within the People and Culture and Diversity, Inclusion and Belonging strategies to improve the gender pay gap.

Norfolk & Norwich University Hospitals NHS Foundation Trust

Gender Pay Gap Report

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 2022, with the comparison figures for 31 March 2021 also included for information.

Statutory Reporting

The following figures for 31 March 2022, in the two tables below, are published on the government website.

<u>The core calculations</u>		31 March 2022	31 March 2021
1.	The mean gender pay gap for NNUH	30.4%	28.0%
2.	The median gender pay gap for NNUH	21.0%	21.8%
3.	The mean gender bonus* gap for NNUH	24.9%	26.7%
4.	The median gender bonus* gap for NNUH	33.3%	33.3%
5.	The proportion of males receiving a bonus* payment	6.6%	7.1%
6.	The proportion of females receiving a bonus* payment	0.5%	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 GPGR 31 March 2021

Quartile	Hourly Rate Top of Quartile	Female HC	Male HC	Female % in the quartile	Male % in the quartile
1 lowest paid	£11.53 (£11.20)	1,968 (1,877)	398 (366)	83.2% (83.7%)	16.8% (16.3%)
2	£16.13 (£15.49)	1,965 (2,192)	371 (375)	84.1% (85.4%)	15.9% (14.6%)
3	£21.05 (£20.24)	2,019 (2,007)	388 (401)	83.9% (83.3%)	16.1% (16.7%)
4 highest paid	-	1,468 (1,523)	909 (893)	61.8% (63.0%)	38.2% (37.0%)
Total	-	7,420 (7,599)	2,066 (2,035)		

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Understanding the Gender Pay Gap Reporting at NNUH

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 2022, the NNUH had a total of 529 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	136 of 9,486	1.4%	Entire workforce	40 of 9,486	0.4%
Male workforce	136 of 2,066	6.6%	Female workforce	40 of 7,420	0.5%

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All consultants	136 of 529	25.7%	All consultants	40 of 529	7.6%
Male consultants	136 of 360	37.8%	Female consultants	40 of 169	23.7%

The Gender Pay Gap Reporting requirement includes the reporting of bonuses as a percentage of the entire and male workforce. The table above provides additional data and, interestingly, the percentage of bonus recipients by gender and the eligible group (consultants) is 37.8% for males and 23.7% for females. As with the gender pay gap data, the bonus gap may be predominantly attributed to the greater number of male consultants.

Understanding the gender pay gap data

The NNUH is confident that its 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'. Below is a table which reflects the pay bands in operation.

The information in the table is sourced from the same data which provided the gender pay gap figures, i.e. the staffing position as at 31 March 2022.

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 2021 is also included.

On face value, the data indicates that for AfC bands 1 to 8a the gender pay gap is in favour of female staff. What is important to highlight is that we are aiming for an equal balance and not for a disparity in male colleagues progressing. Interestingly we have seen an increase in the gap for Band 8b to 9 posts compared to March 2021 figures. This is not because there are more male staff in these roles than there are females but because it appears on average our male staff in these bands have a higher average hourly rate.

Further analysis suggests that the gender pay gap can be attributed to the medical roles, which includes the overwhelming majority of the highest earning roles within NNUH. In these roles, there are disproportionately more men than women, in an

organisation where 79.4% of the workforce is female. Such is the disproportionality, relative to the pay rates for all staff groups; the gender pay gap is magnified.

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

	31/03/2022	31/03/2022	31/03/2022	31/03/2022	31/03/2022	31/03/2022	31/03/2021	31/03/2021	31/03/2021	31/03/2021	31/03/2021	31/03/2021
Pay Band	Female Headcount	Female Avg Hourly Rate £	Male Headcount	Male Avg Hourly Rate £	Total Headcount	Gender Pay Gap by Pay Band 31/03/2022	Female Headcount	Female Avg Hourly Rate £	Male Headcount	Male Avg Hourly Rate £	Total Headcount	Gender Pay Gap by Pay Band 31/03/2021
Apprentice	53	£4.81	16	£5.22	69	7.98%	37	£4.29	11	£4.49	48	4.43%
Band 1	1	£10.25	2	£9.48	3	-8.05%	1	£9.21	3	£9.38	4	1.84%
Band 2	1,712	£11.52	347	£11.37	2,059	-1.32%	1,859	£11.53	355	£11.18	2,214	-3.13%
Band 3	778	£11.33	120	£11.19	898	-1.20%	780	£11.27	118	£11.31	898	0.37%
Band 4	735	£12.52	144	£12.35	879	-1.38%	704	£12.29	117	£12.02	821	-2.21%
Band 5	1,613	£16.40	244	£15.77	1,857	-4.03%	1,705	£16.14	272	£15.79	1,977	-2.23%
Band 6	1106	£19.59	222	£19.25	1,328	-1.81%	1111	£19.32	222	£18.80	1,333	-2.74%
Band 7	620	£22.65	132	£22.67	752	0.11%	601	£22.48	139	£22.29	740	-0.84%
Band 8a	184	£25.94	73	£25.91	257	-0.14%	184	£26.68	64	£27.90	248	4.39%
Band 8b	69	£29.31	41	£30.64	110	4.34%	67	£29.74	39	£31.27	106	4.89%
Band 8c	25	£34.48	15	£35.85	40	3.80%	23	£35.24	12	£35.71	35	1.31%
Band 8d	14	£42.96	5	£44.39	19	3.24%	14	£41.29	3	£41.96	17	1.59%
Band 9	13	£46.84	6	£53.35	19	12.21%	11	£50.24	6	£51.32	17	2.12%
Non Consultant Medical	318	£25.84	324	£25.92	642	0.29%	327	£25.45	295	£25.61	622	0.63%
Consultant	169	£48.99	360	£51.87	529	5.55%	160	£49.75	362	£51.93	522	4.21%
Exec/Non-Exec Directors	5	£71.33	9	£77.27	14	7.69%	6	£72.83	10	£74.45	16	2.17%
Trust Contract	5	£49.88	6	£35.63	11	-39.98%	9	£25.08	7	£35.80	16	29.92%
Total	7,420	£17.00	2,066	£24.44	9,486	30.43%	7,599	£16.25	2,035	£22.56	9,634	27.96%

* 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

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Developments and Activities

In October 2020, the Trust launched a Women's Staff Network. The Women's Staff Network have since been proactive and engaged with our Gender Pay Gap Reporting and have supported the development of our Gender Pay Gap Action Plan which identifies actions for improving the gender pay gap. The network have supported with the development of a Breastfeeding at Work policy, Menopause at Work policy and have been engaged in promoting and taking part in national training programmes. 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.

NNUH Improvement Actions

Based on our findings within this report, we recognise we need to do more to improve our Gender Pay Gap. Whilst we recognise that any improvement actions put forward will not have a significant impact on our Gender Pay Gap data in the immediate years due to the reporting periods the Trust is focused in making a difference for the longer term. Our Diversity, Inclusion and Belonging strategy and People strategy includes key actions which will have a direct impact on our future gender pay gap data. Our Women's Network will also continue to suggest new ways to inspire and support career development.