

Gender Pay Gap Report- PODC June 2023

1. Purpose of the report

The purpose of this report is to provide assurance to the People and Organisation Development Committee of Walsall Healthcare's compliance with legal and statutory obligations to publish and produce a gender pay gap report on an annual basis.

Gender Pay Gap 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 specific requirements of the Equality Act 2010 Act (Gender Pay Gap Regulations) 2017 are to publish information for the six specific measures detailed in this report.

This report contains a snapshot of pay gap figures for Walsall Healthcare NHS Trust as for the GPC reporting period 31st March 2022.

Equal Pay and Gender Pay Reporting

- Gender Pay reporting is different from equal pay.
- Equal pay is concerned with men and women earning equal pay for the same or similar work.
- The Gender Pay Gap is the difference between the average hourly rate of all men and women across a workforce.

2. Remuneration

All staff working at Walsall Health Care NHS Trust are on NHS Agenda for Change (AfC) pay grades ranging from Band 2 to Band 9. The AfC job evaluation system allocates posts, in accordance with responsibility to set pay bands. The 2018 framework agreement on the reform of Agenda for Change introduced provisions to move to a new pay system with faster progression to the top of pay bands through fewer pay step points.

The pay progression system for the NHS is supported by a revised Performance and Development Review process. It is intended to ensure that within each pay band, staff have the appropriate knowledge and skills they need to carry out their roles, allowing them to make the greatest possible contribution to patient care. Employees are governed by HM Treasury's pay remit and are subject to current public sector pay rules.

Employees

Using the definition of employee for gender pay gap reporting this includes:

- Employees – individuals who have a contract of employment
- Workers and agency workers and those with a contract to do work or
- Some self-employed people

The total number of employees for the reporting period is;

Gender	Count of Employees	% Of Employees
Female	3804	81.16%
Male	883	18.84%
Grand Total	4687	100.00%

Published data

The data is taken from the Employee Staff Records System (ESR) and has been calculated to show:

- Average gender pay gap as a mean
- Average gender pay gap as a median
- The proportion of men and women receiving a bonus payment
- The proportion of men and women in each quartile payment

The mean is the overall average hourly wage across the whole Trust and is influenced by extremes in high or low hourly rates of pay. The median shows the mid-point salary, calculated by sorting the hourly rates of pay from lowest to highest to find the middle value.

What is our gender pay gap?

Mean and Median Hourly Wage Hourly wages pay gap

When comparing mean hourly wages, women's mean hourly wage is 29.46% lower than men. This figure has improved slightly from the previous year which was 31.85%. The table below sets out the mean average difference and shows that there is a mean average difference of 29.46% in favour of male employees. This equates to male employees earning an extra £6.79 per hour compared to female employees as at the end of March 2022.

31 March 2022 Snapshot	
Gender	Average of Hourly Rate
Male	£23.07
Female	£16.27
Difference	£6.79
Pay Gap %	29.46%

The table below sets out the median difference and shows that there is a median difference of 11% in favour of male employees.

31 March 2022 Snapshot	
Gender	Median Hourly Wage
Male	£13,949.00
Female	£12472.07
Difference	£1476.94
Pay Gap %	11%

3. What proportion of males and females are in each pay quartile?

The table below sets out the proportion of male and female employees by quartile pay bands by number and as a percentage of the total workforce as of March 2022.

31 March 2022 Snapshot				
Quartile	Female	Female %	Male	Male %
Lower (1st)	890	84.04	169	15.97
Lower Middle (2nd)	931	87.91	128	12.10
Upper Middle (3rd)	894	84.50	165	15.51
Upper (4th)	739	69.78	320	30.22

Clinical Impact Award Scheme

The Trust operates an annual localised Clinical Impact Award Scheme (formerly Clinical Excellence Award) for eligible Medical Consultants which is a monetary payment and for the purposes of the gender pay gap reporting, is identified as a bonus payment.

The purpose of the scheme is to recognise and reward the exceptional contribution of NHS consultants that go the extra mile in their role in relation to the values and goals of the NHS and the delivery of safe and high-quality patient care. This scheme is only open to consultants. Traditionally there has been a low take up of female consultants being nominated for a Clinical Impact Award.

To support improvements in the representation of female consultants being nominated for an award, the Trust will continue to encourage more female consultants who are eligible to apply.

The table below identifies the proportion of colleagues both male and female that received a Bonus via the Clinical Impact Award.

Percentage of Consultants who received a Bonus/ LCEA* payment	Male %	Female %	Male	Female
12 Months to March 2022	74%	26%	43	15

4. Actions to be taken to improve the gender pay gap

There is recognition that a gender pay gap still exists and the position has remained static over a few years. However, this is a prevalent issue across the NHS and local government and is not unique to Walsall Healthcare. As a result, the Trust will carry out several actions to address the Gender Pay Gap to improve on its overall position. These are outlined below.

- Identify a senior clinical female and male consultant across the divisions that can take on a mentoring coaching role to encourage more females to apply for the Clinical Impact Awards scheme
- Review the approach to advertising within the Trust by considering the language, images and branding used to advertise roles and careers within the organisation with a particular focus on consultant posts.
- Ensure transparency about promotion, pay and reward processes is made more explicit by clear communication about these processes and by reviewing our approach to pay and reward. This will be achieved through policy development and transparent communication through our internal and external communication processes.
- Ensure that we support career progression for part time roles and flexible working by including this proposition in our adverts for all posts paying attention to the wording in job adverts for consultant posts.
- Work with senior medical staff to review which clinical posts can be advertised as part time and or job share to encourage more female consultants to apply for posts at the Trust.

Wellbeing and Retention

- Introduce NHS Flex for the Future programme across the Trust to encourage more flexible working approaches in relation to job design.
- Ensure that current parental and maternity/paternity leave policies are actively promoted to encourage new parents to take advantage of the scheme.
- We will continue to actively support women on maternity leave and encourage line managers to ensure staff use keeping in touch days to create a positive return to work experience.

Supporting our female colleagues

- Recruit mentors for female consultants within the organisation to encourage more female consultants to apply for the Clinical Excellence Awards. Monitor uptake and report on progress.
- Through a systematic approach to talent management, identify and support aspiring women leaders within our organisation by providing them with opportunities for development and career progression.

Data Analysis and Reporting

- Continue to carry out a further detailed analysis of workforce data to identify patterns and trends within divisional areas in relation to gender representation and work with divisions to address any gaps.
- Publish further analysis of Local Clinical Impact Awards, to identify any trends by division, speciality, or demographic, which are impacting the reward of bonuses to female consultants.

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