**Gender Pay Gap report (data as of 31 March 2022)**

1. **Introduction**

Gender Pay Gap legislation requires all employers of 250 or more employees to publish their gender pay gap data annually. Doncaster and Bassetlaw Teaching Hospitals NHS Foundation Trust employs around 6530 colleagues in a range of roles, including administrative, medical, nursing, allied health, and managerial roles. The Trust uses the national job evaluation framework for people on Agenda for Change (AFC) terms and conditions to determine appropriate pay bandings; this provides a clear process of paying employees equally for the same or equivalent work. Each grade has a set of pay points for annual progression, the longer period that someone has been in a grade the higher their salary is likely to be, irrespective of their gender.

It is important to note that gender pay gap reporting is different from equal pay which deals with the pay differences between men and women who carry out the same job, similar job or work of equal value. It is prohibited under UK law to pay people unequally because they are a man or a woman.

The gender pay gap shows the differences in the average pay between males and females and the regulations require both median and mean figures to be reported. The median shows the mid-point salary of any sample, calculated through sorting the hourly rates from lowest to highest and calculating the middle value. The mean is the overall average of the sample and therefore the overall figure can be influenced by any extremely high or low hourly rates of pay. It is therefore possible to have genuine pay equality but still have a significant gender pay gap.

1. **NHS Pay Structure**

The majority of DBTH colleagues are employed under the central NHS ‘Agenda for Change’ (AFC) terms and conditions. These arrangements were introduced in 2004 with the express intention of avoiding pay inequalities. Agenda for Change covers more than 1 million people and harmonises their pay scales and career progression arrangements across traditionally separate pay groups. Individuals are expected to move up the pay bands irrespective of gender. Medical and Dental colleagues have different sets of Terms and Conditions, depending on their seniority. However, these too are set across several pay scales for basic pay, which have varying thresholds within them.

**Our Data**

On 31 March 2022, the Trust employed a total of 6530 people including AFC, Medical and Dental colleagues. Of the 6530 people, 5338 are female and 1192 are male.

The table below reflects the overall numbers of Full Time Equivalent (FTE) males and females in each quartile.

**Proportion of FTE Males and Females in each pay quartile**

**2022**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Quartile** | **Female** | **Male** | **Female %** | **Male %** |
| **1** | 1382.00 | 195.00 | 87.63 | 12.37 |
| **2** | 1419.00 | 226.00 | 86.26 | 13.74 |
| **3** | 1397.00 | 216.00 | 86.61 | 13.39 |
| **4** | 1068.00 | 545.00 | 66.21 | 33.79 |

**Gender Pay Gap Percentage**

To calculate your organisation wide gender pay gap the average total remuneration of all male employees is compared to the average total remuneration of female employees. A pay gap which is positive (e.g. 10%) indicates an inequality in earnings that favours male employees on average. The percentage gender pay gap is in favour of males for both average hourly rate and median hourly rate. The Difference between the average hourly rates for male and female is £8.50 which equates to 34.77 %

|  |  |  |
| --- | --- | --- |
| **Gender** | **Avg. Hourly Rate** | **Median Hourly Rate** |
| **Male** | 24.4636 | 19.3626 |
| **Female** | 15.9569 | 13.7664 |
| **Difference** | 8.5066 | 5.5963 |
| **Pay Gap %** | 34.7726% | 28.9024% |

1. **Medical and Dental Employees**

When reviewing the medical positions, there are a total of 610 medical positions in DBTH. This consists of consultants, specialty and specialist doctors, junior doctors. It excludes junior doctors with a lead employer from another Trust. Gender breakdown of this equates to 217 female (35.5%) to 393 male (64.5%). As shown in the table below.

**2022**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Quartile** | **Female** | **Male** | **Female %** | **Male %** |
| **1** | 0.00 | 3.00 | 0.00% | 100.00% |
| **2** | 2.00 | 2.00 | 66.67% | 66.67% |
| **3** | 36.00 | 23.00 | 63.16% | 40.35% |
| **4** | 182.00 | 372.00 | 34.15% | 69.79% |

**Clinical Excellence Awards**

Local Clinical Excellence Awards have been equally distributed to female and male colleagues since 2019. This is based on consultants meeting the eligibility criteria for the award round. All eligible consultants received an equal proportion of the awards.

|  |  |  |  |
| --- | --- | --- | --- |
| **Gender** | **Employees Paid Bonus** | **Total Relevant Employees** | **%** |
| **Female** | 17.00 | 5538.00 | 0.31 |
| **Male** | 80.00 | 1258.00 | 6.36 |

These bonuses were received by 6.36% (80) of all males compared with 0.31% (17) of all females whom work for the Trust.

1. **Agenda for Change**

There are 5875 people employed by the Trust under Agenda for Change. From band 1 through to band 9a, the breakdown of gender is 5095 females and 780 males. Notably, in the senior roles at band 8a and above, females hold the majority with 69% of the 236 job roles. As noted in the table below.



1. **Narrative**

On the 31 March 2022, the Trust employed a total of 6530 people including AFC, Medical and Dental and Consultants. Of the 6530 people, 5338 are female and 1192 are male.

The gender pay gap percentage difference is 34.8% in favour of males.

Whilst most of the workforce is female, it is the consultant body where the pay rates are highest. Of the 265 consultants 192 are male.

When reviewing the medical positions, there are a total of 610 medical positions in DBTH. Gender break down of this equates to 217 female (35.5%) to 393 male (64.5%).

1. **Reducing the Gap**

To address the disparity in gender pay gap, the Trust is tackling this in two ways. Firstly, through developing females’ opportunities for career progression through Trust leadership programmes such as Belong, Develop, Thrive and Leading to Outstanding. In 2022 and 2023 the Trust is running a reciprocal mentoring programme for established leaders and aspiring leaders with protected characteristics.

In addition to the leadership programmes, the new People Strategy 2023 – 2027 has set high priorities on flexible working, strengthening our menopause support provision, including developing a clear policy, providing education, and seeking Menopause Friendly Accreditation. Enhancing our inclusive recruitment practices. Developing a new approach to increase Board-level diversity through a development programme to support applicants from underrepresented groups.

The second approach involves taking steps to increase the numbers of female consultants into the Trust Consultant body. In December 2022, the Trust launched a working group on workforce retention and talent management. With increasingly more females entering the medical profession, the Trust is actively working to provide opportunities for sustainable pathways and working conditions to increase the numbers of females into the consultant body.

1. **Conclusion**

The Gender Pay Gap data relating to 2022 for the Trust must be submitted by 31 March 2023 to the Government portal. The data shows that the percentage difference in average (mean) hourly pay is in favour of males with 34.77%. The percentage difference in median hourly pay is 28.9% in favour of males. The Trust’s workforce gender percentage is approximately 86% female to approximately 13% male in all except the highest quartile pay ranges. In the highest quartile, the male percentage increases to 33.79%. This percentage increase is due to the high percentage of males 192 out of 265 (72.5%) in the consultant body.

The table below details the comparison between March 2021 with March 2022.



In a review of the workforce based on gender, to bridge the gender pay gap, the Trust is working on increasing the number of females into the consultant body.