

Report Cover Page				
Meeting Title:	EDI Committee			
Meeting Date:	11 March 2024	Agenda Reference:		
Report Title:	DBTH Gender Pay Gap Report - 2023 Workforce data			
Sponsor:	Zoe Lintin, Chief People Officer			
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Appendices:	Gender Pay Gap snapshot date 31 March 2023			
Report Summary				
<p>Executive Summary</p> <p>This report examines the gender pay gap within our Trust as of 31 March 2023, shedding light on the disparities between male and female employees. With 7135 employees, the gender breakdown shows 5835 females and 1300 males. The gender pay gap stands at 33.3% in favour of men, an improvement from the previous year's 34.8%.</p> <p>The report provides an analysis into pay quartiles, revealing the following themes. While men dominate the upper hourly pay quartile (35% in 2023), women are more prevalent in the upper middle (85.7%) and lower middle (86.5%) quartiles. In bonus distribution, 12.4% of men and 1% of women receive bonuses, attributed to Clinical Excellence Awards (CEAs). Notably, the Trust has ensured equal CEA distribution between genders for three consecutive years.</p> <p>To address the gender pay gap, the Trust has implemented several strategies. These include promoting flexible working, bolstering menopause support, and launching initiatives to enhance gender diversity in leadership. Moreover, targeted efforts aim to make senior positions more accessible to women, supported by flexible job arrangements and leadership programmes.</p> <p>The Trust's commitment to reducing the gender pay gap has been successful, yet there is still continued work to be done through the established work streams. Clear goals, benchmarks, and accountability mechanisms are outlined in the DBTH EDI Improvement Plan. The report concludes by emphasising the importance of sustained action to achieve workplace equity and recommends its approval for publishing on the UK Gov portal.</p>				
Recommendation:	The People Committee is asked to seek assurance from the report and approve its publishes on the UK Gov portal.			
Action Require:	Approval	Review and discussion/ give guidance	Take assurance	Information only
Link to True North Objectives:	TN SA1: <i>To provide outstanding care and improve patient experience</i>	TN SA2: <i>Everybody knows their role in achieving the vision</i>	TN SA3: <i>Feedback from staff and learners is in the top 10% in the UK</i>	TN SA4: <i>The Trust is in recurrent surplus to invest in improving patient care</i>
	South Yorkshire & Bassetlaw ICS		NHS Nottingham & Nottinghamshire ICS	

We believe this paper is aligned to the strategic direction of:	Yes	Yes
Implications		
Assurance Route		
Previously considered by:	N/A	
Date:		
Any outcomes/next steps	N/A	
Previously circulated reports to supplement this paper:	N/A	

1. Introduction:

This report aims to analyse and address the gender pay gap within our Trust to be reported. The data collected is a snapshot of the workforce data as of 31 March 2023. It covers various aspects, including pay quartiles, bonus distribution, and mean/median pay gap figures, providing insight into the gender disparity within our organisation. As of 31 March 2023, there were 7135 employees at DBTH with 5835 being female and 1300 being male.

2. Gender Pay Gap:

As of 31 March 2023, the gender pay gap between men and women at DBTH is 33.3% in favour of men. The breakdown of the pay distribution covered in the Quartile Pay section of this report.

This is an improved position from last year where the mean gender pay gap was 34.8% in favour of males.

3. Quartile Pay.

a. Upper Hourly Pay Quartile:

In 2023, men accounting for 35% and women for 65%. This due to the high percentage of the consultant body being men. Consultants feature in the upper hourly quartile pay quartile. In 2022, men constituted 33.8% of the upper hourly pay quartile, while women represented 66.2%.

b. Upper Middle Pay Quartile:

In 2023, the distribution favours women, with 14.3% men and 85.7% women. The Trust employs more women than men. Many roles have historically been seen as female professions, for example, Nursing, Administration roles and Allied Health Professionals.

In comparison to 2022, there was a distribution split of 13.4% of men and 86.6% of women in the upper-middle pay quartile.

c. Lower Middle Pay Quartile:

In 2023, the gap is 13.5% men and 86.5% women. This a similar pattern, with 13.7% men and 86.3% women in 2022.

d. Lower Hourly Pay Quartile:

The distribution in 2023, is 11.4% men and 88.6% women in the lower hourly pay quartile. In comparison in 2022, men comprised 12.4% of the lower hourly pay quartile, whereas women represented 87.6%.

4. Bonus Distribution:

As of 31 March 2023, the distribution of bonus remuneration is reported as 12.4% of men and 1% of women receiving bonuses. The Bonus payments are derived from Clinical Excellence Awards (CEAs).

CEAs aims to reward the consultants who contribute most to the delivery of safe and high-quality care and the improvement of NHS services. DBTH had made the decision to award CEAs by equal distribution to male and female consultants for the last three years. Therefore, any consultant who was eligible (one years' service as a consultant, on the specialist register of the GMC and no adverse GMC outcomes) was awarded an equal distribution of the CEA payments.

5. The DBTH approach to reducing the Gender Pay Gap:

The Trust is already committed to reducing the gender pay gap with the following workstreams;
Flexible working; flexible working provides women opportunities to continue to develop their career whilst balancing responsibilities of motherhood and responsibilities at home.

Strengthening our menopause support provision; in 2023, the Trust achieved accreditation as a Menopause friendly employer. The Health & Wellbeing team and Health & Wellbeing committee have assurance of that Menopause accreditation and the work of Menopause Champions do improve the working lives of women in the Trust.

Implement targeted initiatives to promote gender diversity and inclusion at all levels of the organisation. The Trust has a comprehensive improvement plan to promote gender diversity. Within this plan, the Trust has delivered two leadership programmes specifically aimed at increasing diversity in leadership. The Board Development Delegate programme aims gives people with protected characteristics the opportunity to develop and open opportunities to become Executive or Non executive directors. All participants have been women on both cohorts, with one progressing to take on a governors role on a school board. The second programme is the Reciprocal Mentoring Programme (RMP), The RMP has had two cohorts and enters its third cohort at the time of reporting. RMP is a mentoring programme where aspiring leaders and can commentor with established leaders in the Trust. in 2023, there were eight women aspiring leaders out of ten available places. In 2024, there are seven women allocated to the RMP as spiring leaders.

Implement the Mend the gap review recommendations for medical staff and making senior jobs more accessible to women. The Trust promotes a flexible working culture when advertising jobs. Reduced hours, flexible working and job-share opportunities are available. All adverts have the following; As a flexible working friendly organisation, we want to be sure that you can work in a way that is best for us and for our patients, and for you. Speak to us about how we might be able to accommodate a flexible working arrangement. If it works for the service, we will do our best to make it work for you.

Provide training and awareness programs to promote understanding and awareness of gender-related issues among staff. The Trust has proactive and supportive LGBTQ+ Staff network and is currently exploring a Staff network whose ethos is to support women returning to work after maternity leave.

Establish clear goals and benchmarks to track progress and hold the organization accountable for addressing the gender pay gap effectively. The Trust has set out clear goals and benchmarks in relation to Gender pay gap. These are detailed in the DBTH EDI Improvement plan.

6. Conclusion:

The overall gender pay gap in 2023 of 33.3% in favour of men is marginally lower than last year's gender pay gap of 34.8%. Through these approaches outlined in this report the Trust has been able to meet its goal of reducing the Gender Pay gap.

Furthermore, highlights the importance of continued efforts to address gender disparities within our Trust, focusing on equitable pay structures and opportunities for all employees. Regular monitoring and targeted interventions are crucial to ensure progress towards gender equality in the workplace.

7. Recommendation

The committee is asked to note the contents of the report and has assurance that DBTH is creating a more inclusive and equitable workplace where all employees have equal opportunities for advancement and fair compensation. In addition the committee is asked to approve the report for publishing on the UK Gov portal. The data metric that are submitted on UK Gov portal are provided in Appendix 1 at the end of the report. This report together with the metrics are due for submission by the Trust EDI Lead before 30 March 2024.

Appendix 1; Gender Pay Gap snapshot date 31 March 2023

Percentage of men and women in each hourly pay quarter	Men	Women
Upper hourly pay quarter	35%	65%
Upper middle hourly pay quarter	14.3%	85.7%
Lower middle hourly pay quarter	13.5%	86.5%
Lower hourly pay quarter	11.4%	88.6%

Mean and median gender pay gap using hourly pay

Mean gender pay gap using hourly pay		34.6%
Median gender pay gap using hourly pay		29.8%

Percentage of men and women who received bonus pay	Men	Women
Percentage of men and women who received bonus pay	12.4%	1%

Mean and median gender pay gap using bonus pay

Mean gender pay gap using bonus pay		33.3%
Median gender pay gap using bonus pay		0%

Employee headcount

Number of employees used to establish your headcount for gender pay gap reporting, on your snapshot date 31st March 2023 7135

Percentage of men and women in each hourly pay quarter

Percentage of men and women in each hourly pay quarter	Men	Women
Upper hourly pay quarter	35%	65%
Upper middle hourly pay quarter	14.3%	85.7%
Lower middle hourly pay quarter	13.5%	86.5%
Lower hourly pay quarter	11.4%	88.6%

Mean and median gender pay gap using hourly pay

Mean gender pay gap using hourly pay	34.6%
Median gender pay gap using hourly pay	29.8%

Percentage of men and women of total workforce who received bonus pay

Percentage of men and women who received bonus pay	Men	Women
Percentage of men and women who received bonus pay	12.4%	1%

Mean and median gender pay gap using bonus pay

Mean gender pay gap using bonus pay	33.3%
Median gender pay gap using bonus pay	0%