

Meeting	21st February 2023	Trust Board						
Report	Agenda item	Gender Pay Gap Data Report (March 2022)						
Purpose of the Report	Decision		Ratification		Assurance	X	Information	X
Accountable Executive	Nicola Price				Director of People & Organisation Development			
Author(s)	Robert Olsson Fleur Flanagan				Head of Workforce Head of Organisation Development			
Board Assurance Framework	Maintain robust corporate governance and overall assurance.							
Strategic Aims	To ensure we are working towards a fair and inclusive workforce.							
CQC Domains	Well Led, Responsive, Effective							
Previous Considerations	GPG reports from previous years. This report was presented to POD in February 2023							
Executive Summary	<p>The purpose of this paper is to provide the Gender Pay Gap 2022 data in compliance with the Government Gender Pay Gap Regulations 2017. It includes data insights and demonstrates that the Trust understands the need to reduce workplace gender inequalities, promote equality and work to eliminate discrimination.</p> <p>COCH is required to submit the statistical data within the report to the Department of Work and Pensions by 31 March 2023.</p> <p>COCH must publish this information on its Trust website by 31 March 2023.</p>							
Recommendation(s)	The Trust Board is asked to note the data and approve it for publication in lieu of any actions to take. Any actions will form part of the plan to deliver the new Trust Equality Diversity and Inclusion Strategy (currently in development).							
Corporate Impact Assessment								
Statutory Requirements	Meets the Trust compliance with Government Gender Pay Gap Regulations 2017							
Quality & Safety								
NHS Constitution	Accessible to all, aspires to the highest standards of excellence							
Patient Involvement	No consultation is expected on this document.							
Risk	The document sets out the data required to understand the approach that seeks to reduce legal and financial risk to the Trust as well as maintain transparency in how CoCH assures good inclusive practice.							
Financial impact	The paper provides insight on gender-based pay patterns							
Equality & Diversity	Meets Equality Act 2010 duties and supports work towards better gender equality within the organisation's workforce							
Communication	Data to be published online in the public domain by 31 March 2023							

GENDER PAY GAP DATA REPORT

1. BACKGROUND

Under the Gender Pay Gap Regulations 2017, The Countess of Chester NHS FT is required to report annually on the gender pay gap, utilising a reporting framework set out by the Government Equalities Office (GEO) and to register with the GEO and submit its annual Gender Pay Gap Report (GPGR).

2. PURPOSE

The purpose of this paper is to communicate the data findings to the People and Organisation Development Committee and to Board.

3. CURRENT POSITION

Work has been undertaken to establish the Trust's current GPG. This data underpinning this exercise is included within the full report.

4. RECOMMENDATIONS

It is recommended that:

- The Trust Board note the data and approve it for publication in lieu of any actions to take. Any actions will form part of the plan to deliver the new Trust EDI Strategy (currently in development).

1. Gender Pay Gap Report 2022

The Countess of Chester Hospital NHS Foundation Trust is committed to embedding equality and human rights across the whole organisation and to reducing inequality between any of the protected characteristics in the workplace. Under the Gender Pay Gap Regulations 2017, The Countess of Chester NHS FT is required to report annually on gender pay gap, utilising a reporting framework set out by the Government Equalities Office (GEO) and to register with the GEO and submit its annual Gender Pay Gap Report (GPGR).

2. Gender Pay Gap definition:

The gender pay gap is a figure that shows the difference in the average pay between all men and women in a workforce. The gender pay gap is the difference between women's and men's average salary earnings, expressed as a percentage of men's earnings. It is a measure of women's overall position in the paid workforce and does not compare like-roles.

3. How is this different to Equal Pay?

In contrast, 'equal pay' is a more specific legal concept that deals with the pay differences between men and women carrying out comparable jobs; meanwhile the gender pay gap focuses on an average across the whole organisation across a variety of different role and pay bands. A large difference in the gender pay gap does not necessarily indicate unequal pay – this is determined by what people earn in comparable jobs.

4. What will the Gender Pay Gap show?

The gender pay gap can indicate that there is some practices to address if women are in roles that are paid less than men who are in similar roles, and potentially, the reasons for this.

An organisation can look to put together an action plan to improve their Gender Pay Gap.

Examples of potential gender pay gap dynamics in organisations:

- Discrimination and bias in hiring and pay decisions
- Women and men working in different industries and different jobs, with female-dominated industries and jobs attracting lower wages
- Women's disproportionate share of unpaid caring and domestic work
- Lack of workplace flexibility to accommodate caring and other responsibilities, especially in senior roles
- Women's greater time out of the workforce impacting career progression and opportunities
- Lack of confidence among female staff seeking pay increases/leadership roles
- Occupational segregation
- Market-rate salaries: whilst there is nothing wrong with setting market-rate salaries, if it happens in sectors typically dominated by male workers, a gender pay gap can easily surface as a result

The range of reasons why gender pay gap exists across different organisations in all workforce sectors is a complex issue. It is important to note that a gender pay gap does not equate to the existence of an equal pay problem, though a gender pay gap should be a catalyst for organisations to investigate any reasons as to why the gap exists.

5. Countess of Chester NHS FT Gender Pay Gap Report 2022:

The data tables below provide analysis on the Mandatory Gender Pay Gap Reporting for the 2021/22 financial year with the data as of 31 March 2022:

Table 1 displays the 2022 the mean (average) difference in hourly rate by gender and determines that women are paid £6.08 per hour less than their male colleagues, which is equivalent to a pay gap of 27%. This is an increase in the GPG of 2021 by £0.30 per hour.

In column 3, the median hourly rate by gender is also shown which demonstrates that the median figure for women is that they are paid £2.14 per hour less than men, which is equivalent to a pay gap of 13.26%.

Table 2 provides a gender make-up by quartile, of the whole workforce establishment. Quartile 1 represents staff paid on lower salaries, with Quartile 4 representing the highest paid cohort of employees. Women account for 69% in quartile 4. The total percentage of women across the whole organisation is 86%, so quartile 4 shows an underrepresentation of women, with quartile 2 being 79% and quartile 3 83%

Table 1

Gender	Average Hourly Rate	Median Hourly Rate
Male	£22.48	£16.13
Female	£16.06	£13.99
Difference	£6.41	£2.14

Table 2

Quartile	Male	Female	Male %	Female %	Whole Trust Female 86%
1	147	897	14	86	=
2	255	981	21	79	↓
3	192	947	17	83	↓
4	360	783	32	69	↓

Table 3

Grade	Male		Female		Difference in hourly wage	Percentage difference
	Count of Employee	Average of Hourly Rate	Count of Employee	Average of Hourly Rate		
Apprentice		£6.33	15	£4.91	£1.42	22%
Band 1	17	£12.32	50	£13.66	-£1.34	-11%
Band 2	252	£11.77	1309	£11.45	£0.32	3%
Band 3	106	£11.81	426	£11.37	£0.44	4%
Band 4	44	£12.72	237	£12.51	£0.21	2%
Band 5	130	£15.75	755	£16.42	-£0.67	-4%
Band 6	84	£18.92	536	£19.51	-£0.59	-3%
Band 7	68	£22.16	297	£22.44	-£0.28	-1%
Band 8a	36	£25.52	100	£25.36	£0.16	1%
Band 8b	10	£31.04	16	£29.35	£1.69	5%
Band 8c		£34.35	16	£35.34	-£0.98	-3%
Band 8d		£46.03		£42.07	£3.97	9%
Band 9		£50.02		£49.98	£0.05	0%
Consultant	146	£51.36	75	£48.58	£2.79	5%
Other Ancillary				£10.28	-£10.28	100%
Other M&D	87	£27.19	81	£24.53	£2.66	10%
Senior Manager					£0.00	100%
Exec Director		£63.99		£73.61	-£9.62	-15%
Non-Exec Director		£6.94		£6.94	£0.00	0%
Grand Total	1006	£22.11	3930	£16.03	£6.08	27%

Table 3 provides a pay band-based representation of the workforce establishment. To meet GDPR compliance, headcounts less than 6 are not displayed.

Bonus Pay

The two tables above provide information on bonus payments to employees and gender, including headcount (Table 5) for this reporting period. It can be seen from Table 4, that women were paid as a mean average £1219.90 and as a median £1480.50 less than their male counterparts, pay gaps of 12% and 20% respectively.

Table 4

Average & Median Bonus		
Gender	Avg. Pay	Median Pay
Male	£9,905.17	£7,512.54
Female	£8,685.27	£6,032.04
Difference	£1,219.90	£1,480.50
Pay Gap %	12%	20%

Table 5

Gender	Employees Paid Bonus	Total Relevant Employees	%
Male	46.00	1133.00	4.06%
Female	17.00	4325.00	0.39%