

## Board of Directors (Public)

### SUMMARY REPORT

Meeting Date:

22<sup>nd</sup> May 2024

Agenda Item:

15

<b>Report Title:</b>	<b>Gender Pay Gap 2024</b>	
<b>Author(s):</b>	Liz Johnson Head of Equality and Inclusion	
<b>Accountable Director:</b>	Caroline Parry Executive Director of People	
<b>Other meetings this paper has been presented to or previously agreed at:</b>	<b>Committee/Tier 2 Group/Tier 3 Group</b>	People Committee The Inclusion and Equality Group (Tier 2)
	<b>Date:</b>	7 <sup>th</sup> May 2024 24 <sup>th</sup> April 2024 (by email)
<b>Key points/ recommendations from those meetings</b>	<p>The People Committee suggested additional assurance be provided through benchmarking against a wider group of mental health Trusts.</p> <p>People Committee requested more detailed information about action taken, this will be provided in a further report to the People Committee including additional benchmark data.</p>	

### Summary of key points in report

This report is our 2024 Gender Pay Gap (GPG) report produced in line with our statutory duty to consider and publish our Gender Pay Gap (s) annually. The report is for the organisation GPG as of the 31<sup>st</sup> of March 2024.

### Alert

This report alerts the Board to the following points:

- Our organisation 'Bonus Pay Gap' which relates to Clinical Excellence Awards (CEA) paid to medical staff in our organisation who are eligible each year, remains high however there are limited options for reducing this in the short to medium term due to links to historical clinical awards. p.4
- The Medical and Dental and Administrative and Clerical staff group pay gaps have the largest influence on the overall Mean Pay gap in the organisation.

In 2024 the Mean pay gap for the organisation as a whole is 7.61% however,

- In 2024 the mean pay gap for the **Administrative and Clerical** group is 12.72%, this is an increase in the pay gap in favour of men from 2023 when the Mean gap for this staff group was 10.77%.
- In 2024 the Mean pay gap for the **Medical and Dental** staff group is 10.55%, this is a decrease in the pay gap in favour of women from 2023 when in the mean gap for this staff group was 13.67%. p.3
- In 2024 there is a higher percentage of men in the upper pay quartile than are represented in the gender breakdown of the organisation, in 2024 the percentage of men and women in the Upper Pay Quartile has remained more or less the same as in 2023. p.6

## Assure

This report assures the Board that:

- The general organisation Mean and Median pay gaps continue to show a sustained reduction year on year. p.2
- The Mean pay gap for 2024 is 7.61% this is a very small change from the Mean gap in 2023 which was 7.34%. The Median Pay Gap has reduced in 2024 to -1.45% in 2023 it was 1.57%. The minus figure represents a small gap in favour of women over men for median pay.p.2

## Advise

This report advises the Board that:

- In 2024 there has been an increase in the percentage of women in the Upper Middle Pay Quartile of around 4 percentage points and a decrease for men of 2 percentage points. p.6
- There have been changes in the profile of men and women in each pay quartile over time and also between 2023 and 2024. p.7
- Benchmarking against seven mental health provider NHS Trusts has been undertaken for mean and Median Pay gaps. Data is only available for the 2023 Gender Pay Gap however this shows that our organisation has the third lowest Mean and Median pay gaps of the seven organisations. p.8/9

## Appendices attached

None

## Recommendation for the Board to consider:

Consider for Action	Approval	x	Assurance	X	Information
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1. It is recommended that the Board approve the Gender Pay Gap and Report for Publication
2. It is recommended that the Board are alerted to the points highlighted in this report
3. It is recommended that the Board are assured of the reasons for our pay gaps and that our Median and Mean Gender Pay Gaps have reduced significantly.
4. It is recommended that the Board are advised that Mean and Median pay gaps benchmark well against similar organisations

Please identify which strategic priorities will be impacted by this report:						
Effective Use of Resources			Yes		No	x
Deliver Outstanding Care			Yes		No	x
Great Place to Work			Yes	x	No	
Ensuring our services are inclusive			Yes		No	x
<b>Is this report relevant to compliance with any key standards? State specific standard</b>						
Care Quality Commission Fundamental Standards	Yes	x	No		Well Led	
Data Security and Protection Toolkit	Yes		No	x	Not applicable to this report	
Any other specific standard?		x			Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. The NHS Standard Contract	
<b>Have these areas been considered? YES/NO</b>						
If Yes, what are the implications or the impact? If no, please explain why						
Service User and Carer Safety, Engagement and Experience	Yes		No	x	There are no direct implications related to the content of this paper for Service User and Carer Safety, Engagement and Experience	
Financial (revenue & capital)	Yes		No	x	There are no direct financial implications – a separate and unrelated report on CEA's is provided separately to the Board.	
OD /Workforce	Yes	x	No		The content of this report is specifically relevant to the composition of workforce in terms of gender; equal opportunity in terms of career progression to senior roles for women; the pay of women in lower agenda for change pay bands and organisational culture which may impact on these areas such as availability of flexible working options.	
Equality, Diversity & Inclusion	Yes	x	No		See section 4.2	
Legal	Yes	x	No		Indirectly supports compliance with section 149 of the Equality Act 2010 (the Public Sector Equality Duty) Directly relates to our legal duty to publish our Gender Pay Gap annually found in the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.	
Environmental Sustainability	Yes		No	x	There may be some relevance to sustainability of our workforce however this is not reviewed in detail in this report. Retention of women in senior roles in the organisation is relevant to this report.	

### Section 1: Analysis and supporting detail

#### 1.1 Background

We have a statutory duty to publish our organisations Gender Pay Gap data annually. For public sector organisations this is set out in the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. This paper provides a formal report to the Board of our Gender Pay Gap at March 2024, the information in this report covers the six areas we are required to report on, these are:

The MEAN Gender Pay Gap

The MEDIAN Gender Pay Gap

The MEAN BONUS Pay Gap

The MEDIAN BONUS Gender Pay Gap

The PROPORTION of Men and Women Receiving a BONUS PAYMENT

The PROPORTION of Men and Women in each PAY QUARTILE

#### Publication

Pay Gap data is required to be uploaded to the Gender Pay Gap government website portal, the statutory deadline for publication is the 31<sup>st</sup> of March 2024.

Producing a narrative report is not a requirement but is good practice.

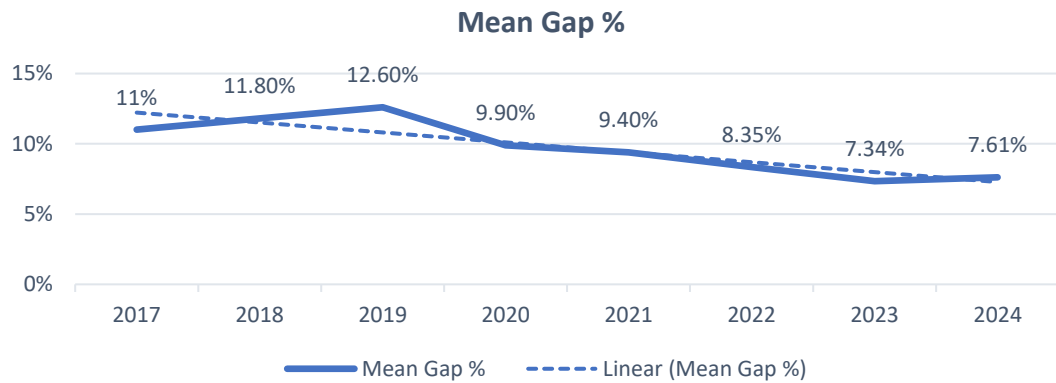
## 1.2 Gender Pay Gap 2024

### Our MEAN Gender Pay Gap and MEDIAN Gender Pay Gap

#### MEAN Pay Gap

2021	2022	2023	2024	Change 23/24
9.4%	8.4%	7.3%	7.6%	Very Small Increase

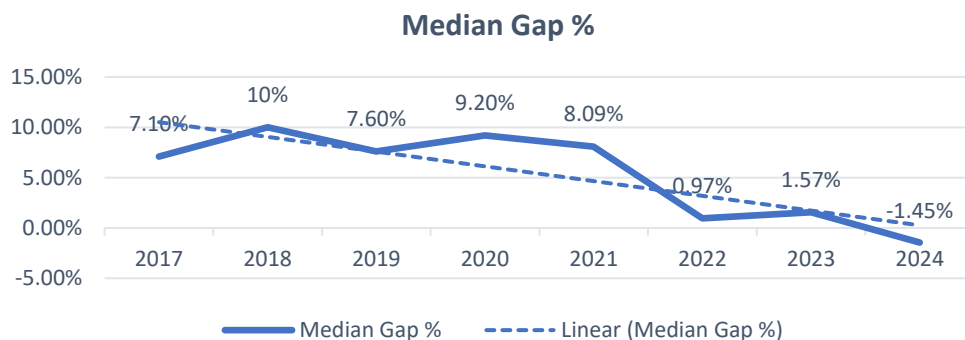
- Our Mean pay gap has increased slightly from 2023 (0.3% change), this still represents a sustained decrease over time.



#### MEDIAN Pay Gap

2021	2022	2023	2024	Change 23/24
8.1%	1.0%	1.6%	-1.45%	Decrease

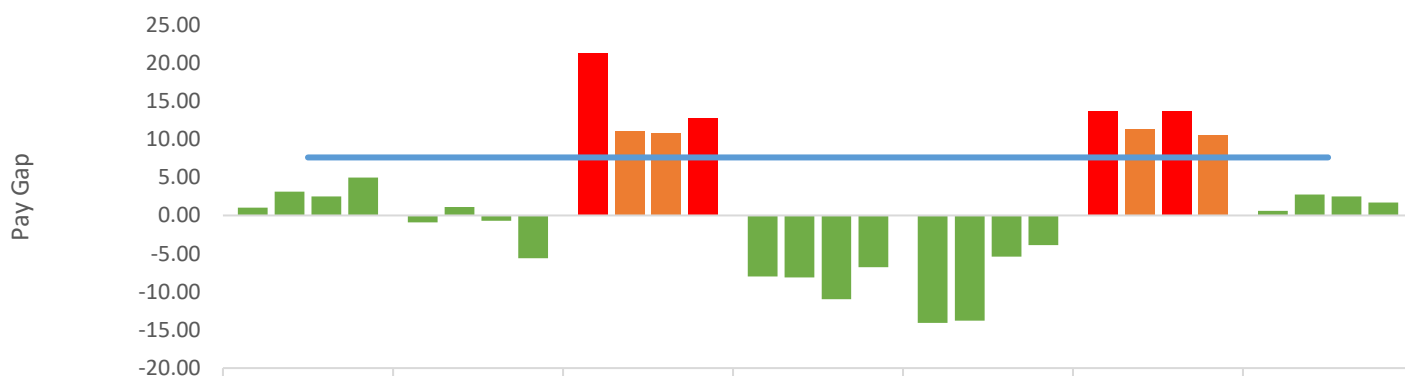
Our Median Pay Gap has decreased and now shows a small gap in favour of women.



## Reason for reduction on our Mean and Median pay gaps

- Median Pay Gap** - Review of our data shows that between 2023 and 2024 median pay for men increased from £16.84 per hours to £17.68 per hour whereas women’s median pay increased to a greater extent going from £16.57 per hour to £17.94 per hour. Looking at changes in our quartile data (see p.6) we can see that this could be associated with in an increase in the percentage on women in the upper middle pay quartile which has moved from 76.33% in 2023 to 78.98% in 2024.
- Mean Pay Gap** - In 2023 we highlighted that the mean pay gap is influenced by mean pay gaps in two areas, the **Medical and Dental** and **Administrative and Clerical** staff groups. In 2024 the pay gap in the **Administrative and Clerical** group increased but there was a decrease in the **Medical and Dental** pay gap.

Mean Pay Gap 2020 to 2024 - Staff Group



	Add Prof Scientific and Technic	Additional Clinical Services	Administrative and Clerical	Allied Health Professionals	Estates and Ancillary	Medical and Dental	Nursing and Midwifery Registered
2020	1.01	-0.91	21.24	-8.01	-14.08	13.67	0.62
2022	3.12	1.10	11.10	-8.13	-13.79	11.38	2.73
2023	2.49	-0.69	10.77	-10.97	-5.4	13.67	2.5
2024	4.95	-5.6	12.72	-6.77	-3.89	10.55	1.71
2024 Mean Pay Gap	7.6	7.6	7.6	7.6	7.6	7.6	7.6

Our MEAN and MEDIAN BONUS Pay Gap and the PROPORTION of Men and Women Receiving a BONUS PAYMENT

**MEAN Bonus Pay Gap**

2021	2022	2023	2024	Change 23/24
24.6%	46.8%	38.4%	44.40%	Increase

- There has been an increase in our **Mean Bonus Pay Gap** from 2023

**MEDIAN Bonus Pay Gap**

2021	2022	2023	2024	Change 23/24
25.0%	61.3%	35.6%	45.50%	Increase

- There has also been an increase in the **Median Bonus Pay Gap**

**Reason for the increase in our Mean and Median Bonus pay gaps**

Our Bonus pay is associated with Clinical Excellence Awards (CEA) paid to medical staff in our organisation who are eligible each year.

Available Clinical Excellence Awards in recent years have been distributed equally between all eligible consultants on a temporary basis however some men and women consultants receive awards achieved under the older system, and this leads to large pay gaps despite the available awards being evenly distributed between eligible consultants in recent years.

## The PROPORTION of Men and Women Receiving a BONUS PAYMENT

	2021	2022	2023	2024	Change 23/24
Men	1.98%	2.75%	2.74%	2.72%	Minimal Change
Women	0.28%	0.70%	0.76%	0.76%	No Change

There has been little change in 2024 in the percentage of women and men receiving a bonus. This is most likely due to the even distribution of awards as previously noted and that there are more men than women consultants.

## The PROPORTION of Men and Women in each PAY QUARTILE

Changes in pay quartiles in 2024 are generally in favour of women apart from the upper pay quartile.

### Upper and Upper Middle Pay Quartiles

- In 2024 the percentage of men and women in the upper pay quartile has remained more or less the same as in 2023.
- As noted above there has been an increase in the percentage of women in the upper middle pay quartile of around 4 percentage points and a decrease for men of 2 percentage points.

### Lower and Lower Middle Pay Quartiles

- There has been a reduction of around 2 percentage points of women in the lower pay quartile and an increase of around the same of men in the lower pay quartile.
- There has been a smaller change in the lower middle of 1 percentage point decrease for women and 1 percentage point increase for men.

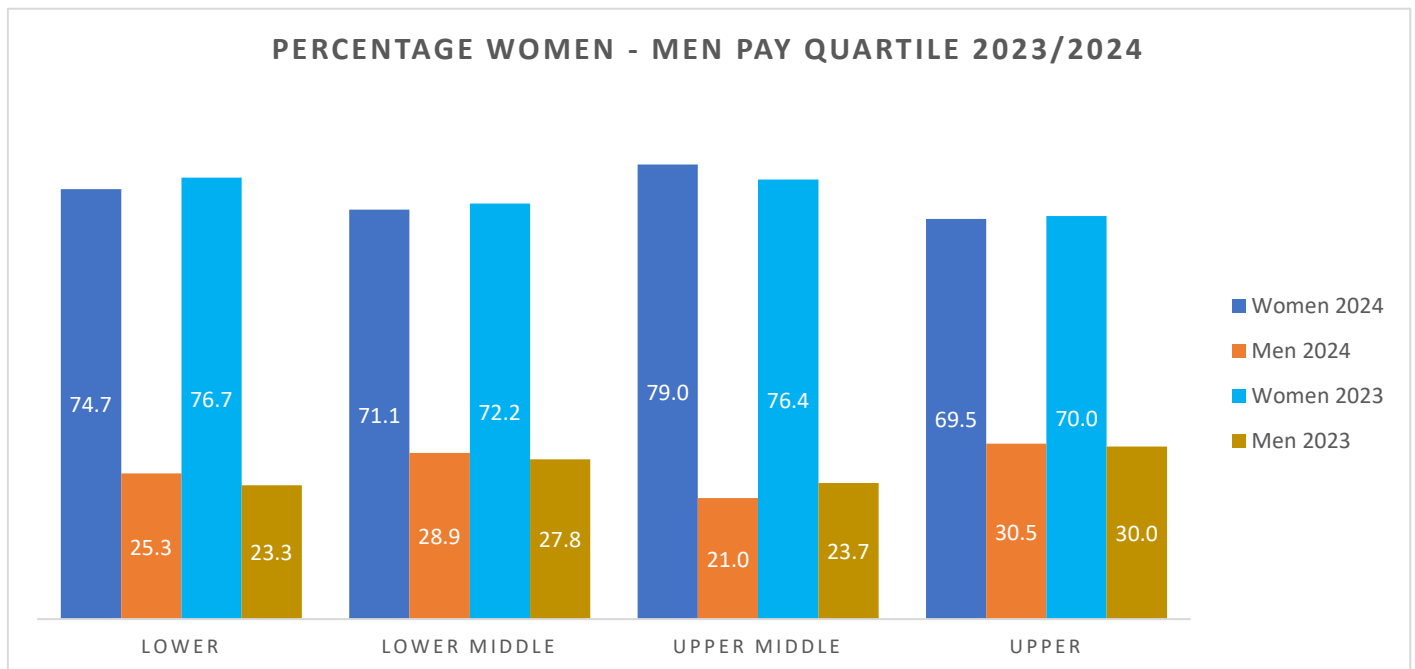


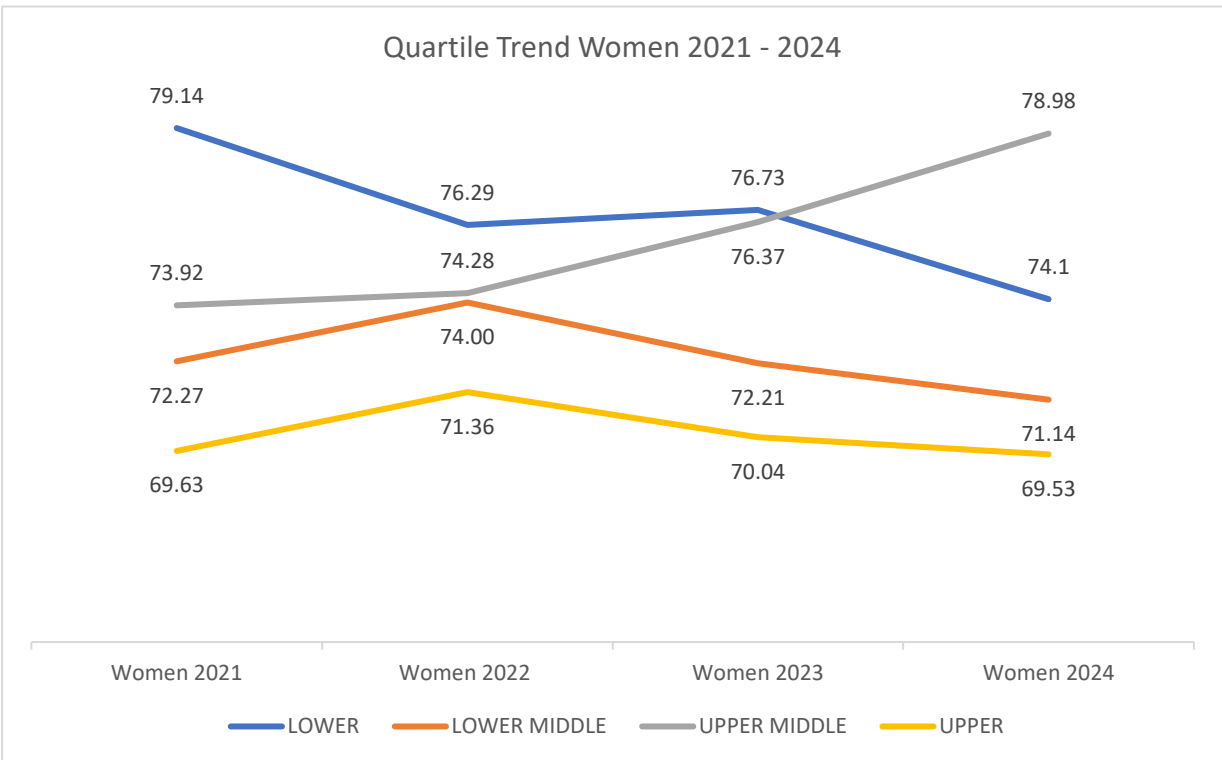
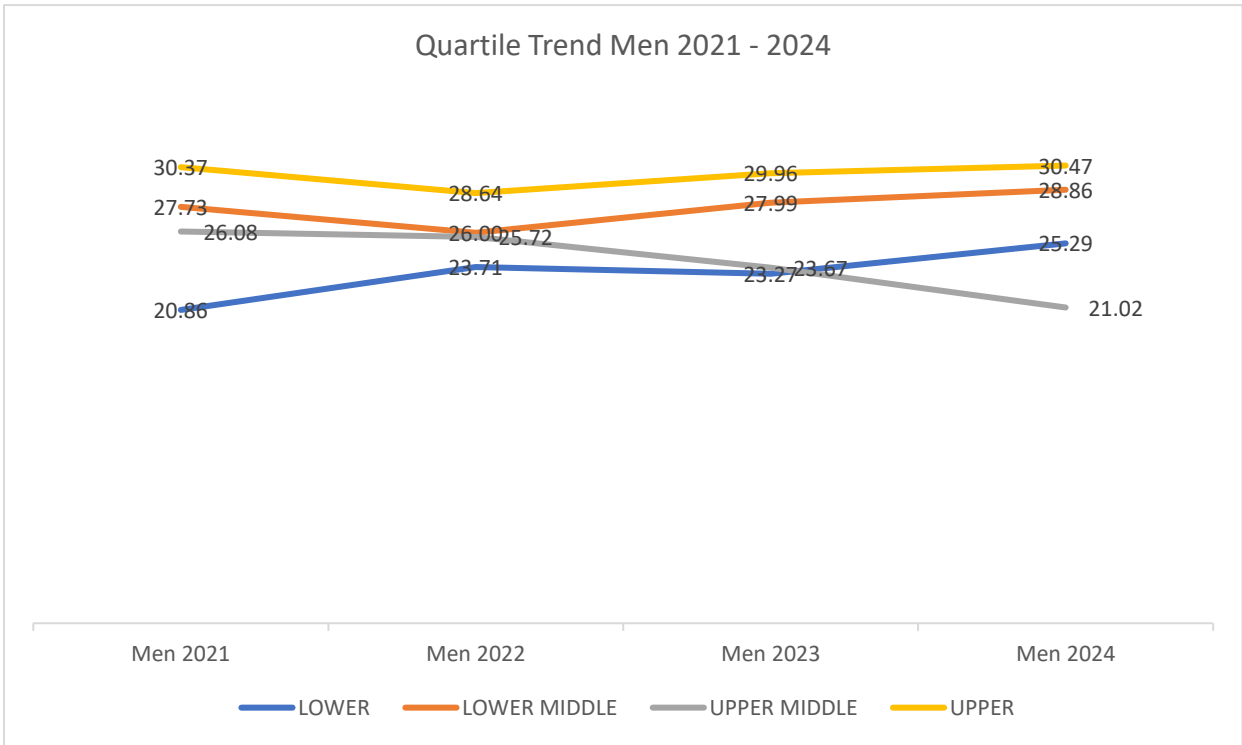
## Quartile Data Trends

The charts below highlight the year-on-year changes seen in quartile data for men and women.

Over time the percentage of men in the upper pay quartile has been consistently higher than the percentage of men in the organisation as a whole however there has been a reduction over time in the percentage in the upper middle pay quartile and an increase in the percentage of men in both the lower and lower middle pay quartiles.

For women there has been little change in the upper pay quartile over time but there have been more significant changes in the percentage of women in the upper middle pay quartile over time (increase) and lower pay quartile (decrease).





## Section 2: Risks

- As noted in previous gender pay gap reports the data presented highlights the factors influencing the positive reduction over time in our organisation pay gaps. Data on gender is now available for services to use in workforce planning to ensure that review of gender diversity across teams and roles is considered.
- Our mean and median pay gaps are low and benchmark positively against other similar organisations. Our Median Pay Gap is the 3<sup>rd</sup> lowest (2024) of seven mental health trusts and our Mean Pay Gap is also the 3<sup>rd</sup> lowest of the same group. This suggests that our Gender Pay Gaps have reduced due to changes within our organisation rather than external factors affecting pay generally in the NHS.
- Our bonus pay gaps are high but will decrease over time due to the association with historical payments. We have previously looked in detail at the reasons for these high gaps and concluded these are beyond our control to change.

## Section 3: Assurance

### 3.1 Benchmarking

Benchmarking data is available from the Government Gender Pay Gap web site, this is only available for the 2023 pay gap due to other organisations reporting timetables.

### Ranking

For the 2024 report seven mental health provider organisations have been compared and our benchmark against these has been considered for the 2023 pay gaps. We continue to rank positively for our Mean and Median pay gaps. For Bonus pay gaps benchmarking is therefore not helpful due for the Bonus Pay Gap and has not been included.

	Mean Pay Gap	Median Pay Gap
Sheffield Health and Social Care	7.3	1.6
Rotherham Doncaster and South Humber	11.2	9.6
Leeds and York Partnership	10.5	2.3
Bradford Care Trust	5.9	-7.1
South West London and St Georges	7.6	5.3
South West Yorkshire Partnership	17.1	6.4
Mersey Care	4.4	-3.5

SHSC Rank	3rd	3rd
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## Section 4: Implications

### 4.1 Strategic Priorities and Board Assurance Framework

This paper is relevant to the strategic aim of being a Great Place to Work see also 4.3 below for strategic alignment.

### 4.2 Equalities, diversity, and inclusion

This report is directly relevant to the pay gap between women and men. Narrowing this gap has been an organisational Equality Objective since 2020, this report highlights that good progress has been made on this objective. This report is also produced to support compliance with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

### 4.3 Culture and People and Integration and system thinking

In June 2023 the NHS published a set of High Impact Equality Diversity and Inclusion actions, followed by an implementation plan. High impact action 3 is to Develop and implement an improvement plan to eliminate pay gaps. The success metric associated with HIA 3 is year-on-year reductions in the gender, race and disability pay gaps. Although we can already demonstrate good progress, we will continue to work to improve our bonus pay

gaps and will be looking again at any relevant recommendations from the 2020 Mend the Gap<sup>1</sup> report focusing on the pay gaps in the medical profession.

#### **4.4 Financial**

There are no specific financial considerations associated with this report

#### **4.5 Sustainable development and climate change adaptation**

As noted above there are external factors relevant to the impact on women and consequently gender pay, however it is not within the scope of this paper to address these in detail.

#### **4.6 Compliance - Legal/Regulatory**

This paper is relevant to compliance with the Equality Act 2010 including s.149 of the Act, the Public Sector Equality Duty.

The paper supports the specific requirement in the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 to publish our pay gap data annually.

The paper is also relevant to responding to the contractual requirements set out in the NHS standard contract.

## **Section 5: List of Appendices**

There are no appendices associated with this paper

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<sup>1</sup> [Mend the Gap: The Independent Review into Gender Pay Gaps in Medicine in England - December 2020 \(publishing.service.gov.uk\)](https://publishing.service.gov.uk)