

Gender Pay Gap Report 2022

Sharon Landrum, Workforce Engagement and
Inclusion Lead

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Contents

1.0 Executive Summary	1
2.0 Background and Introduction – reporting requirements.....	2
2.1 Staff included in the gender pay gap data.....	2
2.2 What counts as pay?	2
2.3 Median and Mean	2
3.0 Wirral University Teaching Hospital Demographics.....	3
4.0 Wirral University Teaching Hospital’s Gender Pay Gap	3
5.0 Salary	3
.....	4
.....	4
6.0 Bonus pay gender gap	4
7.0 Bonus pay proportions	4
8.0 Additional Data.....	5
9. Actions Undertaken to Reduce Pay Gaps.....	6
11.0 Summary.....	6
12.0 Next steps	7

1.0 Executive Summary

The gender pay gap legislation introduced in April 2017 requires that UK employers with 250 employees or more publish data about their gender pay gap on an annual basis (based on a snapshot date of 31st March each year for the public sector). This is therefore Wirral University Teaching Hospital's fifth gender pay gap report and falls in line with national reporting requirements. Information contained within this report is therefore based on 31st March 2022 data.

This year's report shows that the mean gender pay gap has increased slightly this year from 21.1% in favour of male employees last year to 21.2% this year. The national pay gap shared by the Office of National Statistics for 2021 is 15.4% for all employees, however a 23% average for NHS staff.

The median pay gap has reduced in WUTH from 8.8% last year to 7.3% this year.

The data this year also shows the mean bonus pay gap has reduced significantly from 19.2% last year to 16.4% this year whilst the median bonus pay gap has remained static at 5.6%.

The proportion of staff receiving bonuses is low overall, however continues to be extremely low for female employees with only 0.5% of female staff receiving, compared with 5.6% of male colleagues (a 5.1% difference). Whilst there continues to be a gap in favour of male colleagues, this gap has reduced again slightly from last year by 0.2% (was 5.3% in 2021/22).

Bonus payments are largely related to clinical excellence awards (CEA) and discretionary points and can be correlated to the number of male consultants who have additional service with the Trust and have therefore reached higher levels of awards.

Previous reports have continued to identify a higher number of female applicants for CEAs however a lower success rate and therefore a number of actions have already been undertaken to reduce anonymity within applications and any potential bias during the process, along with sessions and development support for female colleagues. The CEA process and payments have however been different since the arrival of COVID-19 and the impact on service delivery. Therefore, as a result, CEAs were evenly distributed to all eligible colleagues on the last two rounds and not linked to an application process. This was in line with national guidance and agreed at JLNC.

The number of female employees (79.6%) continues to significantly outweigh the number of males (20.4%), with the ratio increasing in favour of females this year with a 0.4% increase. The ratio of female employees is higher in all pay quartiles, with the lowest ratio in the highest quartile (72.61%), however the ratio has reduced this year from 72.61% to 71.93%.

2019 Government recommendations identified key areas that would work to reduce the gender pay gap and women's progression in the workplace and these are:

- create an inclusive culture
- support women's career development
- progression for part-time workers
- improve recruitment and promotion processes
- measure and evaluate policies to support diversity and inclusion

A number of actions have been completed over the last few years to support reductions and summary details are contained within the body of the report.

2.0 Background and Introduction – reporting requirements

The gender pay gap legislation introduced in April 2017 requires that UK employers with 250 employees or more publish data about their gender pay gap on an annual basis (based on a snapshot date of 31st March for the public sector).

The gender pay gap shows the difference between the **average** (mean or median) earnings of men and women and is expressed as a percentage of men's earnings.

This report is therefore based on the snapshot date of 31st March 2022 and is based on six calculations as required under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 applicable to the public sector:

1. mean (average) gender pay gap using hourly pay
2. median gender pay gap using hourly pay
3. percentage of men and women in each hourly pay quarter
4. percentage of men and women receiving bonus pay
5. mean (average) gender pay gap using bonus pay
6. median gender pay gap using bonus pay

Wirral University Teaching Hospital (WUTH) is committed to ensuring that the principles of the Public Sector Equality Duty (PSED) are upheld and that we eliminate discrimination and ensure working towards advancing opportunities and fostering good relations. This report is therefore vital not only to ensure compliance with national requirements, but to support the Trust in identifying where any gaps may lie and what actions are required to create improvements.

The Trust views analysis of any gaps in gender pay as a valuable tool in identifying levels of equality in the workplace, female / male participation and how effectively talent is being maximised.

The gender pay gap differs from equal pay (which deals with the pay difference between men and women who carry out the same or similar jobs, or work of equal value). Wirral University Teaching Hospital pays staff of different genders equally if they perform the same job or work of similar value.

2.1 Staff included in the gender pay gap data

Data is based on full-pay relevant employees at the snapshot date of 31st March 2022.

2.2 What counts as pay?

The gender pay gap **includes** basic pay, paid leave, allowances, pay for any piecework and bonus pay and **excludes** overtime pay, expenses, pay in lieu of notice, the value of salary sacrifice, redundancy or termination payments, arrears of pay, shift premiums and benefits in kind.

2.3 Median and Mean

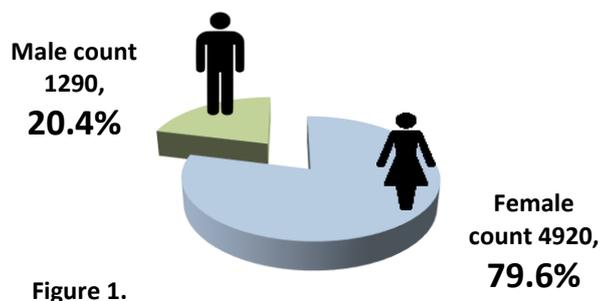
The mean hourly rate is the average hourly wage across the entire organisation so the mean gender pay gap is a measure of the difference between women's mean hourly wage and men's mean hourly wage.

The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle; the median gender pay gap is the difference between women’s median hourly wage (the middle paid woman) and men’s median hourly wage (the middle paid man).

3.0 Wirral University Teaching Hospital Demographics

The overall gender split within WUTH is shown in figure 1.

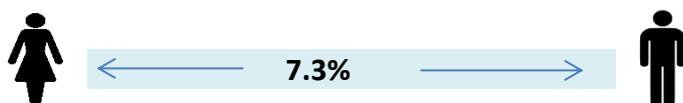
The number of female employees significantly outweighs the number of male employees and the split has increased by 0.4% in favour of females since last year.



4.0 Wirral University Teaching Hospital’s Gender Pay Gap

Gender pay gap calculations are based on the reporting requirements listed above and include bonus pay.

4.1 Median gender pay gap (%)



4.2 Mean gender pay gap (%)

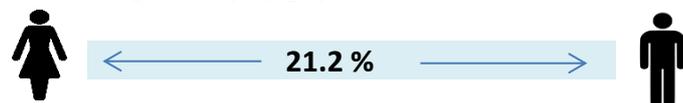
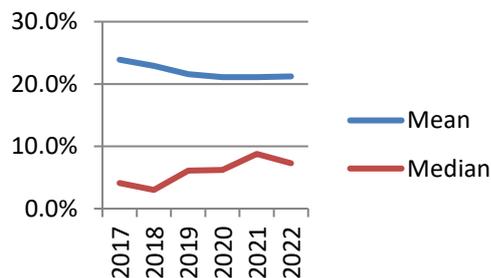


Fig. 2 Bonus Pay Gender Pay Gap Annual Comparison



Summary of Findings

This years’ report shows that the mean gender pay gap has increased slightly this year from 21.1% in favour of male employees last year to 21.2% this year.

The median pay gap however has reduced from 8.8% to 7.3% this year.

5.0 Salary

WUTH salary quartiles

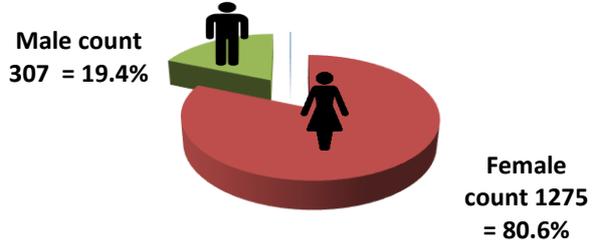
Females are in the majority in all pay quartiles however there is a lower proportion of females in the highest pay quartile, with numbers decreasing in this quarter this year.

There are increases in females in the lowest and upper middle quartiles this year and reductions in the others.

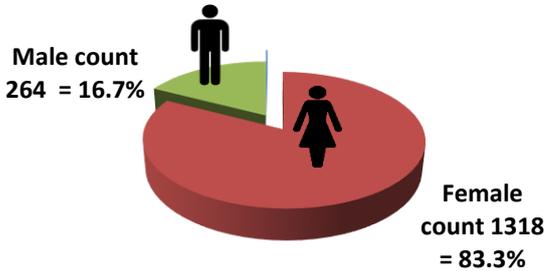
Lowest pay quartile



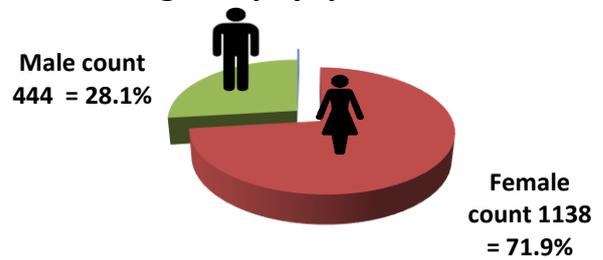
Lower middle pay quartile



Upper middle pay quartile



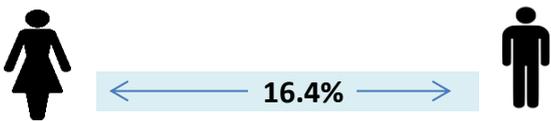
Highest pay quartile



6.0 Bonus pay gender gap

Bonus pay includes clinical excellence awards and discretionary points.

6.1 Mean bonus gap (%)



6.2 Median bonus gap (%)

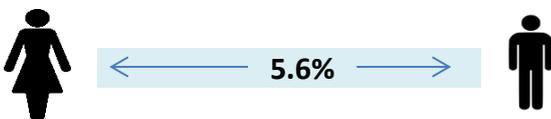
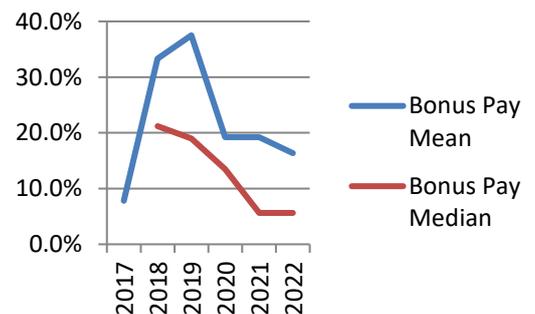


Fig. 3 Bonus Pay Gender Pay Gap Annual Comparison



Clinical excellence award (CEA) payments increase up an agreed framework as service continues. The Trust has a number of male employees with long-service that will therefore receive a higher scale of award.

7.0 Bonus pay proportions

The proportion of staff receiving bonuses is low overall, however continues to be extremely low for female employees with only 0.5% of female staff receiving, compared with 5.6% of male colleagues (a 5.1% difference). Whilst there continues to be a gap in favour of male colleagues, this gap has reduced again slightly from last year by 0.2% (was 5.3% in 2021/22).

Due to the impact of COVID-19 on the service, CEAs have been evenly distributed to all eligible colleagues and not linked to an application process. This was in line with national guidance and agreed at JLNC.

8.0 Additional Data

In addition to the legislative requirements and in order to further analyse data and seek improvements, WUTH have decided to further breakdown data collected per pay bands as follows:

Gender count and mean averages per pay grade

Grade	Female		Male		Difference in hourly rate
	Employee Count	Average Hourly Rate	Employee Count	Average Hourly Rate	
Band 1	115	£14.00	22	£11.45	£2.55
Band 2	1360	£11.23	330	£11.08	£0.15
Band 3	528	£11.71	122	£11.98	-£0.26
Band 4	388	£12.34	91	£13.12	-£0.78
Band 5	1047	£16.40	167	£16.04	£0.36
Band 6	692	£19.78	132	£19.07	£0.71
Band 7	404	£22.60	93	£22.26	£0.34
Band 8A	160	£25.67	35	£26.32	-£0.65
Band 8B	54	£29.34	31	£29.57	-£0.24
Band 8C	17	£36.11	9	£33.87	£2.24
Band 8D	<i>data withheld due to low numbers in group and identifiable</i>				
Band 9	<i>data withheld due to low numbers in group and identifiable</i>				
Consultant	104	£49.91	172	£51.08	-£1.17
Other Local	1	£7.10	7	£14.12	-£7.02
Other M&D	116	£24.20	97	£24.55	-£0.35
Senior Manager	11	£55.84	7	£54.02	£1.82
Grand Total	5002	£16.59	1319	£21.06	-£4.47

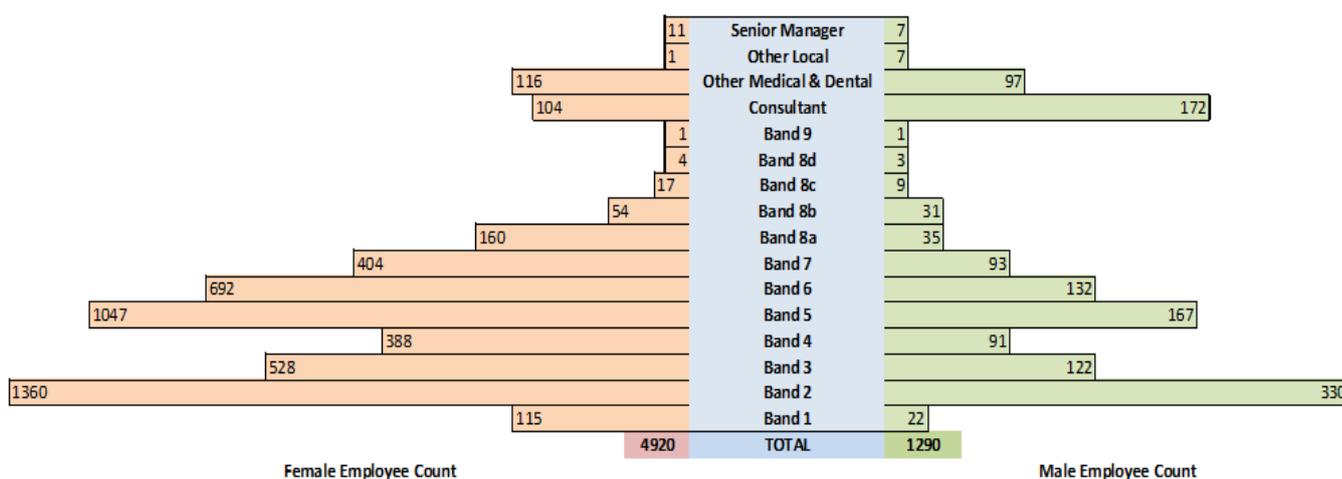


Fig 4. Gender count per banding

9. Actions Undertaken to Reduce Pay Gaps

The Trust has implemented a number of actions over the last few years to support reduction in pay gaps and these include:

- 1) The Trust removed personal identifiable information from applications for clinical excellence awards and discretionary points in order to remove any potential conscious / unconscious bias from the process. Prior to COVID-19, the application process saw a rise in the number of female applicants.
- 2) Additional engagement and support with female Consultant colleagues regarding application for CEA and support offered as necessary.
- 3) Promotion of male and female role models – the Trust continues to promote and celebrate the achievements of our staff including as part of International Mens and Womens Day and continues to share stories and experiences of female colleagues in Trust communications.
- 4) Two Springboard (personal and professional development programmes for women have been completed, with Navigator, a mens person and professional development programme commencing Spring 2023 (re-commenced due to COVID pressures).
- 5) The Trust's recruitment team were brought back in-house with effect from April 2020 and an extensive review of workforce monitoring processes and data have taken place and revisions made to ensure robust and effective monitoring.
- 6) The Trust has developed a new People Strategy, with engagement from a variety of staff across the Trust
- 7) A new Equality, diversity and inclusion (EDI) strategic commitment has been developed, to underpin the People Strategy and ensure an EDI lens is placed on deliverables.
- 8) A review has been undertaken of flexible working within the Trust, with stakeholder groups in place to identify key actions to ensure improvements moving forwards
- 9) The Trust has launched a new menopause staff network, with dedicated webpages offering advice and support to staff. The Chief executive has volunteered to be the Executive Partner for the network and is working together with staff and service areas to identify and develop improvements for staff.
- 10) A new armed forces network has been established to support forces families and whilst still new, has already support isolated and worried family members.
- 11) A new Strategic Trustwide Retention Group has been launched.
- 12) A new leadership qualities framework has been developed, with new leadership for all development offerings available.
- 13) The Trust is striving to ensure equality, diversity and inclusion is embedded within its core functions and decision-making processes. Awareness raising on the importance of valuing and ensuring equality, diversity and inclusion is included within development programmes and in particular our leadership and management development offerings.
- 14) Range of Trust policies reviewed to ensure best practice is adhered to with regards to family friendly policies and a more flexible approach
- 15) Wellbeing conversations introduced and a wellbeing day for staff

11.0 Summary

In summary, key findings are:

- 1) Mean gender pay gap increased by 0.1%, with 21.2% gap in favour of males and continues to be lower than the NHS national average.
- 2) Reduced median gender pay gap from 8.8% to 7.3%, in favour of males
- 3) Median bonus pay gap maintained at 5.6% this year, although still in favour of males
- 4) A reduced mean bonus pay gap of 19.2% to 16.4%

- 5) 0.2% reduction in disproportionate levels of bonus pay,
- 6) Significantly lower levels of female employees in Consultant positions, however increases can be seen in female senior managers
- 7) Significantly lower levels of male staff compared with females.
- 8) Lowest ratio of female staff in the upper quartile

Improvements can be seen in the majority of areas this year, with a number of gaps reducing.

A number of steps have been taken across the organisation to support workforce wellbeing and worker experiences and support development and personal growth for staff. It is therefore hoped that improvements can continue to be seen.

12.0 Next steps

Whilst a number of positives can be seen, further exploration and a “deep dive” into gender pay gap information e.g. to include staff with protected characteristics is required where possible. It is important that we drill down to fully understand the wider picture and potential reasons for the gaps that still exist and continually strive for improvement.

Key actions for 2023/24 will therefore be:

- 1) Breakdown of gender pay gap information by protected characteristic
- 2) Engagement opportunities created to share data, understand experiences and identify areas for improvement
- 3) Implementation of People Strategy and ED&I strategic commitment deliverables