

# Gender Pay Gap Report 2023

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## 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 31<sup>st</sup> March each year for the public sector. Information contained within this report is therefore based on 31<sup>st</sup> March 2023 data in line with national reporting requirements.

This years' report shows a number of pleasing improvements, with reductions seen in both the mean and median gender pay gaps and no median bonus gender pay gap this year e.g. 0%.

An increase can however be seen in the mean gender bonus pay gap. This is largely due to staff obtaining local and national Clinical Excellence Awards and whilst local awards have been shared equally amongst all eligible staff since COVID-19, previous awards are retained, with levels having increased each year. This is in addition to 60% more eligible male Consultants (than females), has resulted in continuous gender pay gaps in favour of males.

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.

The proportion of staff receiving bonuses is low overall, however continues to be extremely low for female employees. Only 1.77% of eligible female staff have received, compared with 10.47% of male colleagues (an 8.7% difference). There are significantly higher levels of females working at WUTH, along with lower levels of female consultants, which will also contribute to the results in this area.

The number of female employees (78.4%) continues to significantly outweigh the number of males (21.6%). The ratio of female employees is higher in all pay quartiles, with the lowest ration in the highest quartile (71.2%).

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 31<sup>st</sup> 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 31<sup>st</sup> March 2023 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 ensuring 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 31<sup>st</sup> March 2023.

### 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

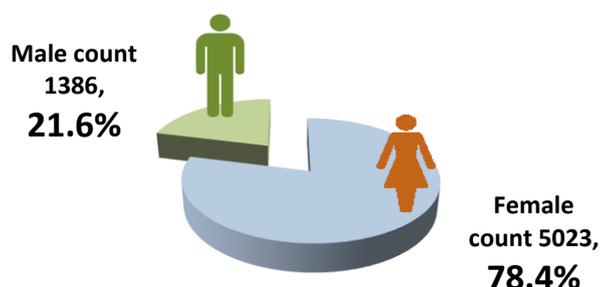
The mean hourly rate is the average hourly wage across the entire organisation so the mean gender pay gap is a measure of the difference between women's mean hourly wage and men's mean hourly wage.

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 reduced by 1.2% 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 (%)

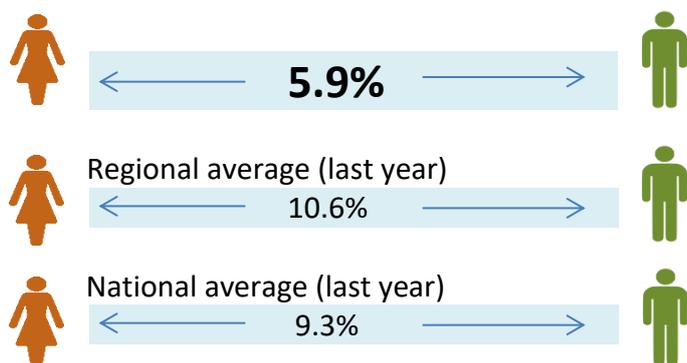
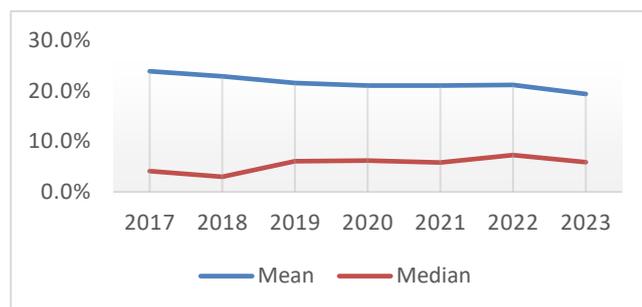
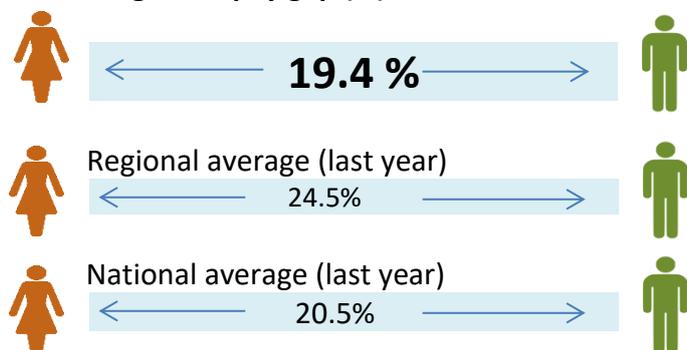


Fig. 2 Gender Pay Gap Annual Comparison



#### 4.2 Mean gender pay gap (%)



### Summary of Findings

This year’s findings identify that whilst there is still a gender pay gap in favour of males, the gap has reduced significantly this year from 21.2% last year to 19.4% this year and is the lowest gender pay gap recorded since commencement of the reporting requirements. The median pay gap has also reduced from 7.3% last year to 5.9% this year.

## 5.0 Salary

### WUTH salary quartiles

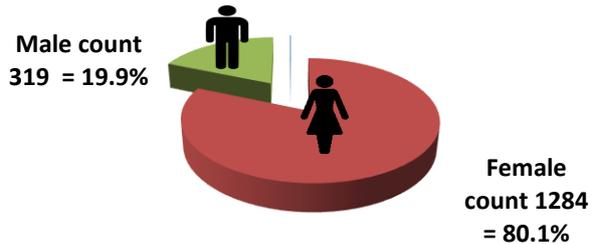
Females are in the majority in all pay quartiles however there is a lower proportion of females in the highest pay quartile, with numbers decreasing in this quarter this year.

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

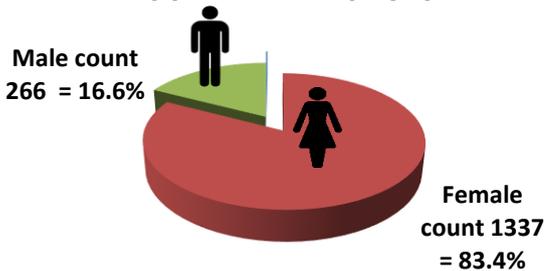
#### Lowest pay quartile



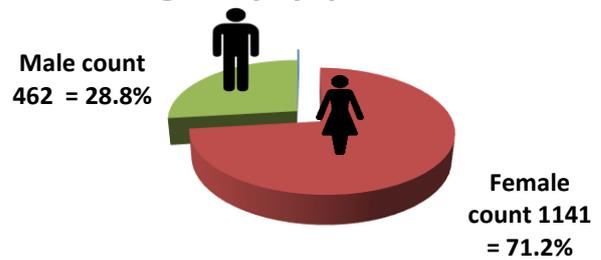
#### Lower middle pay quartile



#### Upper middle pay quartile



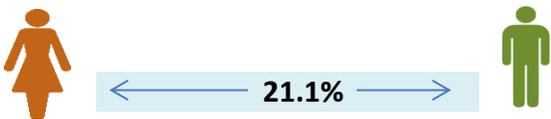
#### Highest pay quartile



## 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 (%)

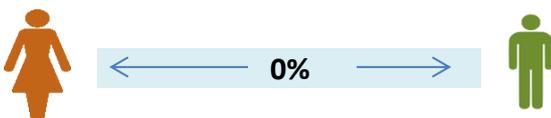
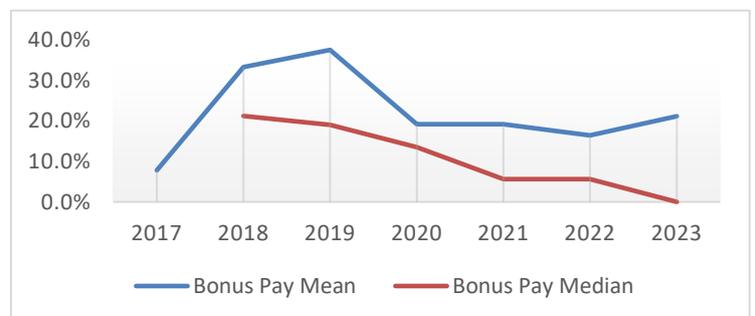


Fig. 3 Bonus Pay Gender Pay Gap Annual Comparison



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.

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.

### 7.0 Bonus pay proportions

The proportion of staff receiving bonuses is low overall however whilst data shows an increase in the number of eligible staff receiving bonuses this year, the difference in proportionality of males and females has increased with only 1.77% of female staff (94 females) receiving bonus pay compared with 10.47% of male colleagues (150), resulting in an 8.7% difference this year compared to 5.1% last year.

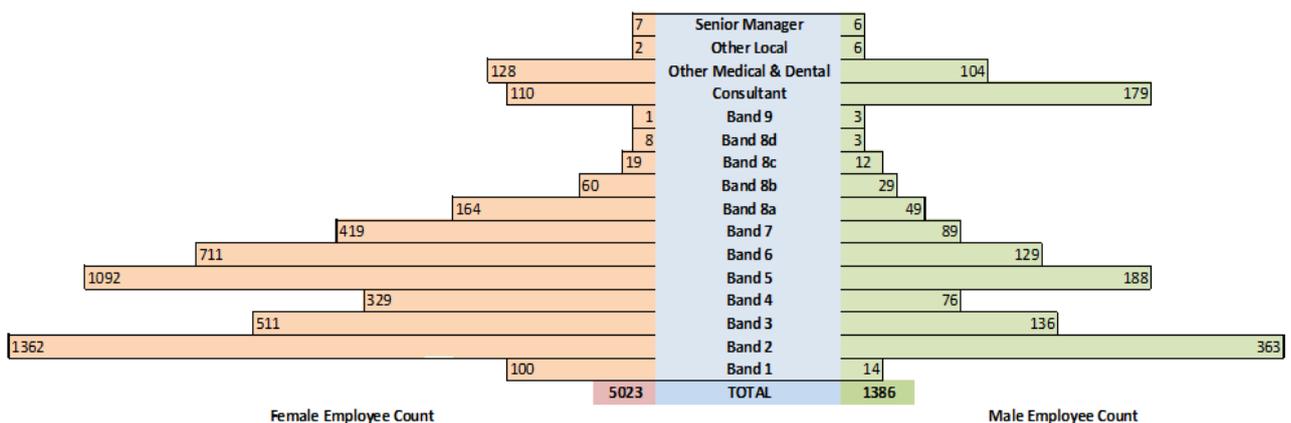
### 8.0 Additional Data

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	100	£15.40	14	£13.87	£1.52
Band 2	1362	£12.09	363	£11.92	£0.17
Band 3	511	£12.51	136	£12.52	£0.00
Band 4	329	£13.20	76	£13.67	-£0.47
Band 5	1092	£16.94	188	£16.74	£0.20
Band 6	711	£20.48	129	£19.52	£0.96
Band 7	419	£23.33	89	£23.10	£0.23
Band 8A	164	£25.90	49	£25.89	£0.01
Band 8B	60	£29.62	29	£29.58	£0.04
Band 8C	19	£36.10	12	£31.71	£4.39
Band 8D	8	£39.99	3	£41.56	-£1.57
Band 9	1	£55.99	3	£48.42	£7.57
Consultant	110	£50.89	179	£52.32	-£1.42
Other Local	2	£7.10	6	£14.21	-£7.11
Other M&D	128	£25.10	104	£24.65	£0.45
Senior Manager	7	£60.24	6	£55.36	£4.88
<b>Grand Total</b>	<b>5023</b>	<b>£17.50</b>	<b>1386</b>	<b>£21.72</b>	<b>-£4.22</b>

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:

- 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.
- Additional engagement and support with female Consultant colleagues regarding application for CEA and support offered as necessary.
- 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.
- Two Springboard (personal and professional development programmes for women have been completed, with Navigator, a mens personal and professional development programme completed in 2023.
- 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.
- The Trust has developed a new People Strategy, with engagement from a variety of staff across the Trust.
- 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.
- 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.
- A menopause staff network was established with a range of activities and guidance developed, including new webpages offering advice and support to staff. A dedicated staff menopause clinic has been established and specialists offering information and support sessions for staff.
- A new armed forces network has been established to support forces families and whilst still new, has already support isolated and worried family members.
- A Strategic Trust wide Retention Group was launched, with a variety of actions completed to support retention of our staff, including career clinics; listening events; exit survey process review and a new Band 5 Registered Nurse transfer process.
- A new leadership qualities framework has been developed, with leadership for all development offerings for staff at all levels.
- 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.
- Range of Trust policies reviewed to ensure best practice is adhered to with regards to family friendly policies and a more flexible approach.
- Our flexible working policy and processes have been reviewed, with a new toolkit developed and Flexible Working Ambassadors identified across the Trust.
- Wellbeing conversations introduced and linked to appraisal processes.
- A new appraisal and check-in process has been launched following Trustwide consultation and engagement.

## **10.0 Summary**

In summary, key findings are:

Reduced mean gender pay gap from 21.2% to 19.4%.

- 1) Reduced median gender pay gap from 7.3% to 5.9%, in favour of males.
- 2) No median bonus pay gap, reducing from 5.6% last year.
- 3) Increased mean bonus pay gap from 16.4% to 21.1%.
- 4) Increased disproportionately of levels of bonus pay, with 1.77% of females in receipt, compared with 10.47% of male colleagues.
- 5) Continued low levels of female employees in Consultant positions.
- 6) Continued lower levels of male staff compared with females overall.
- 7) Lowest ratio of female staff in the upper quartile.

A number of improvements can be seen within the gender pay gap data this year, with the lowest mean gender pay seen since commencement of the reporting and no median bonus pay gap.

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.

## **11.0 Next steps**

Key actions for 2023/24 will therefore be:

- 1) Deep dive into bonus pay information to further understand areas for improvement.
- 2) Continued implementation of the Trusts People Strategy and ED&I strategic commitment deliverables.