

Gender Pay Gap Report for 31/03/2024 snapshot

1. Introduction

One of the priorities of our Trust Strategy, *Building a Healthier Future Together 2023-28* is Supporting Our People and Ambition 1 of *Paget's People*, our People Plan 2023-28, is to promote an inclusive, fair and safe workplace. This includes taking action to address inequalities.

2. What is the Gender Pay Gap report?

- Employers with 250 or more employees must publish statutory calculations every year showing the pay gap between male and female employees. For NHS Trusts, this means providing a 'snapshot' of pay differences on 31st March each year and bonus payments made during the year.
- Snapshot data is required to be reported and published by 30th March the following year. The data in this report therefore relates to the 31st March 2024. The results must be published on the Trust's website and a government website.
- Pay gap reporting supports and encourages action to eliminate pay inequities.
- Pay gap reporting is different to equal pay; equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. The gender pay gap shows the difference in the average pay between all men and women in a workforce based on hourly pay. It takes account of mean and median averages¹, as well as 'bonus' payments. Clinical Excellence Awards, payable to medical Consultants, are classed as bonus payments.
- Within the NHS, excluding Very Senior Managers (VSM), pay scales are set nationally and terms and conditions prescribe pay arrangements on appointment. Jobs for all staff on Agenda for Change (all staff excluding medical and VSM) are subject to NHS Job Evaluation to determine appropriate pay bandings. This therefore has a significant impact on preventing gender related pay discrepancies.

3. The Gender Pay Gap Indicators

The six pay gap indicators are:

- i. Average gender pay gap as a mean average
- ii. Average gender pay gap as a median average
- iii. Average bonus gender pay gap as a mean average
- iv. Average bonus gender pay gap as a median average
- v. Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
- vi. Proportion of males and females by pay quartile ordered from lowest to highest pay.

4. Results for 31st March 2024

a. Hourly Gender Pay Gap

¹ Mean being average and median being the middle value of the range of rates paid

	Male	Female	Difference	Pay Gap	
Mean	£23.92	£18.12	£5.80	24.23%	
Median	£18.68	£16.58	£2.10	11.24%	

- When comparing mean hourly pay, women's mean hourly pay is 24.23% lower than men's. Over the last year, the gap has reduced by 1.33%.
- Women earn 89p for every £1 that men earn when comparing median hourly pay, 11% less than men.

b. Bonus Pay Gap

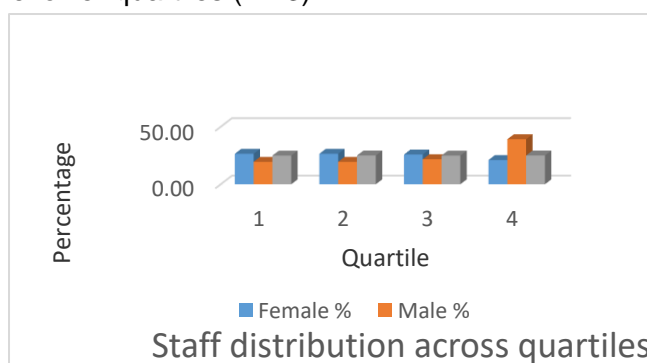
	Male	Female	Difference	Pay Gap
Mean	£8,693.19	£7,492.49	£1,200.70	13.81%
Median	£6,032.04	£6,032.04	£0.00	0.00%

- When comparing mean bonus pay, women's mean bonus pay is 13.81% lower than men's, roughly the same as the previous year.
- Women earn the equivalent for every £1 that men earn when comparing median bonus pay.
- Of those who received bonus pay, 77% were male.

c. Male and Female Split Across Four Pay Quartiles

	Q1 (lowest paid)	Q2	Q3	Q4 (highest paid)
Female	83.20%	83.89%	81.58%	67.59%
Male	16.80%	16.11%	18.42%	32.41%

Women, as a proportion of the total male and female workforce per quartile, occupy 68% of the highest paid jobs (an increase of 3%) and 83% of the lowest paid jobs (no change), however, as demonstrated by the chart below, there is a far higher proportion of men, as a proportion of the total male workforce, in quartile 4. Alongside this, there is a disproportionately higher distribution of women in the lower quartiles (1 - 3).



5. Understanding the Trust Gender Pay and Bonus Gaps

The gender pay gap is impacted by:

- The much higher distribution of men within the highest pay quartile as a proportion of the overall male workforce.
- The lower distribution of women in quartile 4 proportionate to the overall female workforce.
- The higher proportion of male to female senior doctors (relevant to quartile 4 pay).
- The number and higher levels of Clinical Excellence Awards of male compared to female Consultants. (Local Clinical Excellence Awards schemes ended in April 2024 following a change to Consultant Terms and Conditions, but historical awards remain part of overall remuneration).

It is noteworthy that when comparing Agenda for Change salaried staff there is little difference between mean and median pay.

6. Comparison Between Years

- Between 31/03/2023 and 31/03/2024, the **mean gender pay gap** decreased by 3.2% to 24.2%. This is the lowest it has been over the previous six years.
- The **median gender pay gap** has decreased slightly from 12.07% to 11.24%, continuing its downward trajectory from the previous year.
- The **mean bonus gender pay gap** has remained almost the same. This is unsurprising given that it relates to Clinical Excellence Awards which are no longer awarded but remain as legacy payments.
- The **median bonus gender pay gap** has also remained the same at 0%.
- The overall trend over the last six years has been a reduction in the gap between the proportion of males and females receiving a bonus payment.
- The proportion of men in the highest pay quartile has decreased by 2.88% (to 32.41%) and the proportion of females in the highest quartile has therefore increased by the same amount. There has also been a notable increase in the proportion of women in quartile 2 (+2.32%) and an associated decrease in men. There have been no significant changes in quartiles 1 and 3.
- In June 2024, the Equity Diversity and Inclusion Steering Group agreed a target of improving female representation in quartile 4 by 3% for each of the following two years. This has been achieved for 2024.

7. Closing the Gender Pay Gap

- Actions taken since the previous report include additional mentoring opportunities for nursing staff, who are predominantly female; increased career development opportunities through leadership programmes; and increasing awareness of flexible working opportunities and other workplace adjustments. The 2024 Staff Survey shows improvements in these latter two areas, where we perform better than acute and acute and community Trust averages.

- Benchmarking across the other local acute Trusts shows that James Paget is not an outlier in relation to the mean pay gap (highest being 28.5%) or the mean bonus pay gap (highest of 24.9%). We perform better when comparing gender split across quartiles.
- The gender pay gap has complex and multi-faceted causes and will take significant time to fully address. As a large employer, and one with a high proportion of female employees, the Trust is, however, in a position to remove internal barriers to pay parity and to influence wider societal factors.
- Females are more likely to take on additional caring responsibilities at home and voluntary roles in the workplace. They are also more likely to be in lower paid roles. It is therefore important that we continue to take measures to prevent these being barriers to employment and career progression within the Trust.
- The results show the need for continued focus on equality in progression opportunities into senior positions for female doctors, as this is where the greatest difference is seen. Work will be undertaken to assess and seek to address barriers in this area. Conversely, we should ensure that males are not discouraged from taking on caring responsibilities, flexible working or quartile 1 jobs due to organisational expectations, and ensure that development programmes for staff at this level continue to be accessible.

8. Recommendation

The Board approved this report in February 2025.