



Gender Equality Report 2022/2023 (Data as at 31/03/21)

Introduction

Bradford Teaching Hospitals NHS Foundation Trust is committed to reducing our gender pay gap and this is our 4th publication against this standard.

The 6th April 2017 saw the introduction of the Government regulations setting out the requirement for public sector bodies in England with 250 or more employees to publish their gender pay and bonus gap. The Equality Act 2010 (specific Duties and Public Authorities) Regulations 2017 bring in the gender pay gap reporting duty as part of the existing public sector equality duty (PSED).

Gender pay reporting is different to equal pay. The gender pay gap is the average difference between the gross hourly earnings for all men and women which is expressed as a percentage of men's earnings (as set out in the explanation below). Equal pay refers to men and women being paid the same for like work; work rated as equivalent or work of equal value as set out in the Equality Act 2010. It is unlawful to pay people unequally purely because they are a man or a woman.

Gender pay gap shows the differences in the average pay between men and women. If a workplace has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with, and the individual calculations may help to identify what those issues are.

Since we began to report our Gender Pay Gap in 2018 (as at March 2017) when our GPG was 31.34%, we have seen improvement.

An overview of key highlights, which demonstrate an improvement since our last report as at March 2020 include:

- **The mean average pay gap has decreased by 2.73%** (from 26.36% in March 2020 to 23.63% in March 2021). *The mean average is the sum of the hourly pay rates divided by the number of employees – calculated for males and females respectively*
- **The median average pay gap has decreased by 2.29%** (from 9.16% in March 2020 to 6.87% in March 2021). *The median average is calculated by lining up all the hourly rates males and females respectively from the highest to the lowest and finding the middle value for each*
- **The mean average bonus pay gap reduced again by around 2.67%.** The median bonus pay gap has stayed the same at 33.33%
- Women continue to make up a significant proportion of our workforce (77.23%).
- **1% increase of women in the Upper Quartile (higher paid staff) since March 2020**
- **2% increase in women in Medical & Dental roles**
- **1% increase in men in Admin & Clerical and other roles**

Progress is being made with our gender pay gap. However, when it comes to pay, although there are more women employed in the organisation; women continue to earn less than men. There is still work to do to address the issues in the following areas;

- Women continue to be under-represented at more senior levels and over-represented at middle management levels.
- Men continue to be significantly under-represented in Nursing & Midwifery roles, Admin & Clerical and other professions such as AHPs
- Men earn on average 34.55% more in bonuses than women (clinical excellence awards for medical & dental consultants).

We have noted some positive progress from the March 2021 data and there is no indication that we should change the focus of our existing action plan which has only been in place since October 2021.

The current action plan is developed around three key themes with an overall aim of ensuring we recruit, retain and support the right staff and develop excellent leaders who have the skills to empower our people and create a positive culture where our people feel valued, can take responsibility for their actions and flourish. The main focus of our current action plan to reduce our gender pay gap will be to:

- Increase engagement with aspiring females and representation of women in senior management roles. Exploring potential “blockers” for women progressing.
- Address the underrepresentation of men at all levels in the organisation and challenge the traditionally female role stereotypes
- Promote a culture of flexible working

Monitoring and Evaluation

The action plan will be monitored by the Trust People Academy and through the Trust Board on a 6-monthly basis as part of their Equality, Diversity & Inclusion update.

Gender Pay Data

The following data was collected on 31 March 2021 when our workforce comprised 6,672 staff, of which; 5,153 (77.23%) were women and 1,519 (22.77%) were men

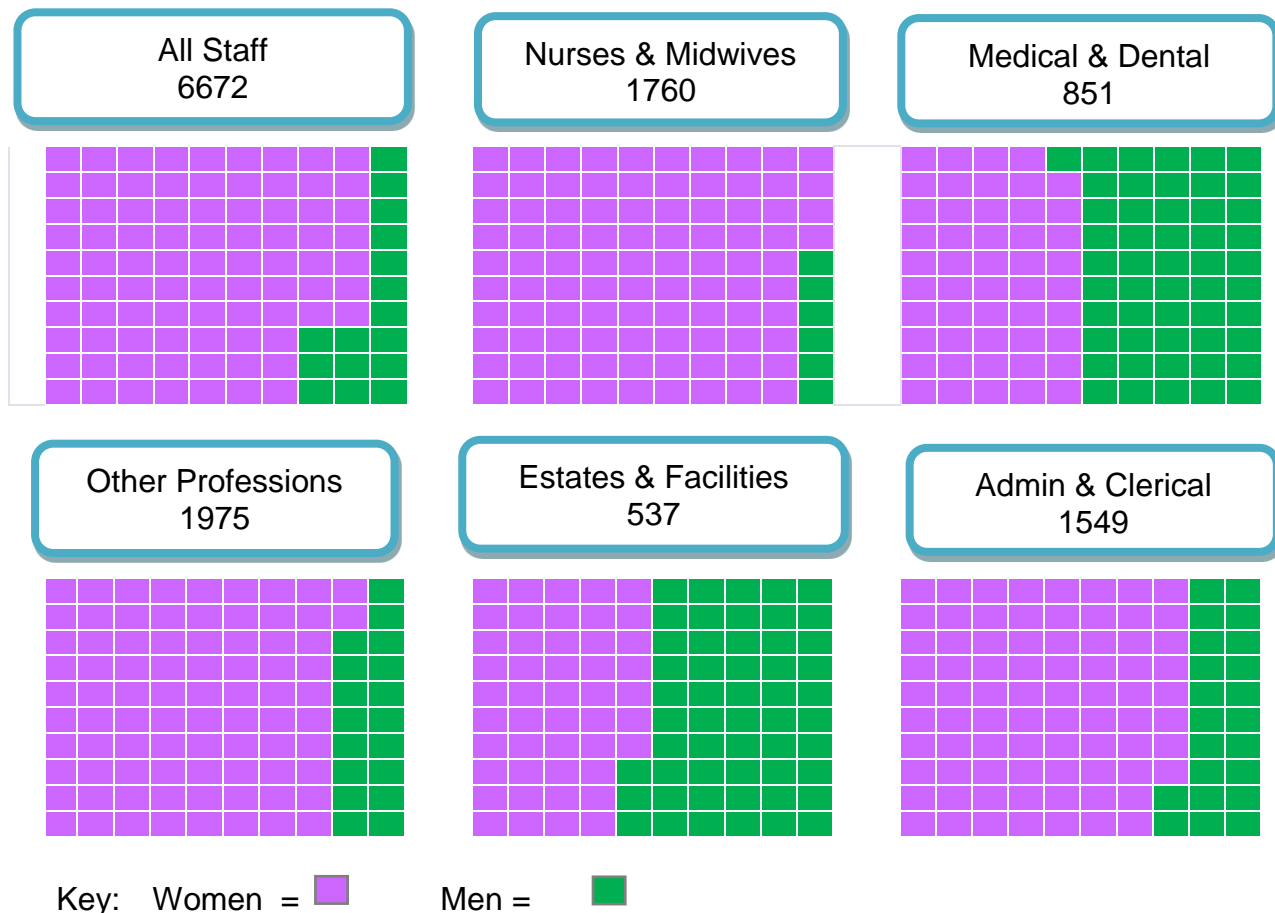
Where appropriate; data for March 2019 and/or March 2020 has also been added to show a comparison and evidence our progress over the last three years.

Workforce by Gender

The table below illustrates how our workforce was made up by gender as at 31st March 2021.

The green squares represent men and the purple squares represent women. Women make up a significant proportion of our workforce (77.23%).

Men continue to be significantly under-represented in Nursing & Midwifery roles, Admin & Clerical and other professions. However, it is worth noting the improvement over the last 12 months; there has been a 2% increase in female medical & dental staff, a 1% increase in male admin & clerical staff and a 1% increase in males in other professions. ↑



Quartile Reporting

The pie charts below show the proportion of males and females when divided into four groups ordered from lowest to highest pay. The data below ranks our whole-time equivalent employees from

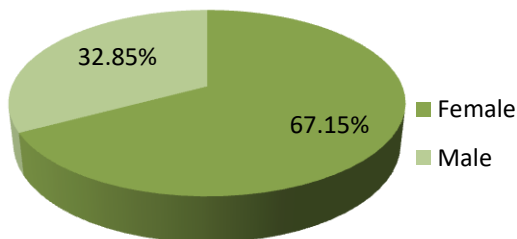
highest to lowest paid, divided into four equal parts (quartiles). The lower quartile (orange) represents the lowest salaries in the Trust and the upper quartile (green) represents the highest salaries.

The charts over the page show the percentage of males and females who fall into each quartile.

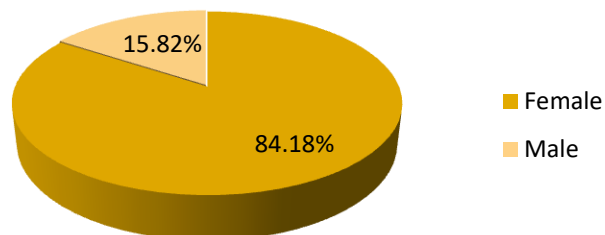
In March 2021 there were proportionately more women employed by the Trust (77.23%) than men (22.7%). If we are to have gender pay equality, the same proportion of men and women should be represented at all levels of the organisation. The following analysis shows that this is not the case at BTHFT and **women continue to be under-represented at more senior levels and over-represented at middle management levels. There has been little change in this metric from 2019/2020:** ➡

- **At 67.15%; Women continue to be proportionately under-represented in the Upper quartile (higher paid staff) by 10.08% (compared to the 77.23% in the organisation overall).**
- The proportion of women in the upper quartile has fluctuated over the last three years. However, after a slight reduction of 1.8% last year, **there has been an encouraging 1% increase of women in the Upper Quartile this year** ↑
- Women continue to be proportionately over-represented in the Upper Middle quartile (84.18%) with no change from last year. ➡
- Women continue to be proportionately over-represented in the Lower Middle quartile (81.04%) with a 1% increase from last year ↑
- Women are proportionately represented in the lower quartile (lowest paid staff) at 76.54% ➡

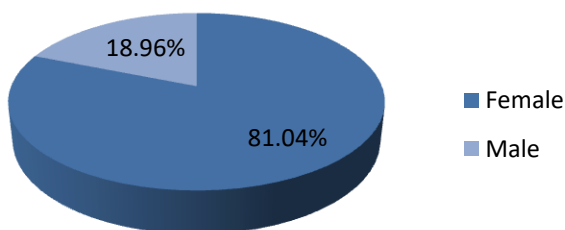
Upper Quartile



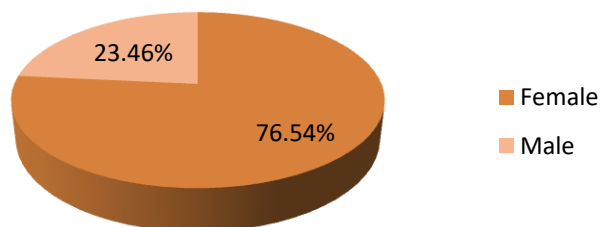
Upper Middle Quartile



Lower Middle Quartile






Lower Quartile




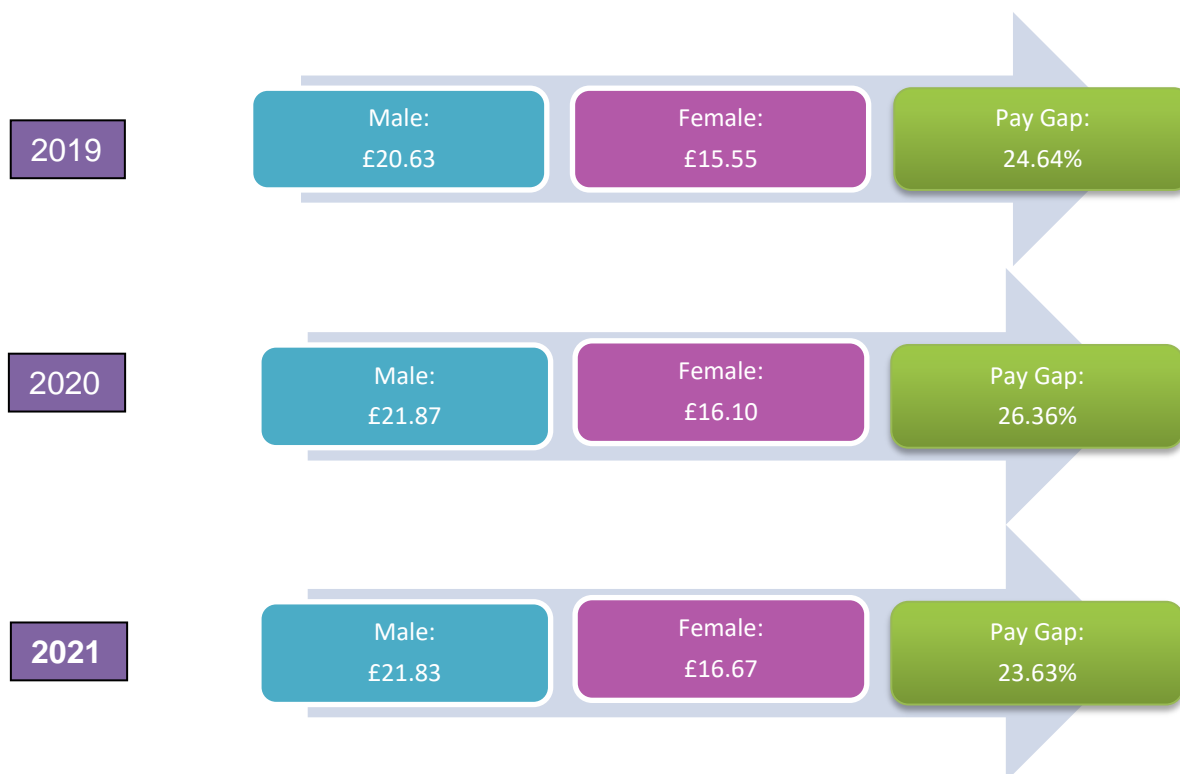
Average Gender Pay Gap as a Mean Average

Mean is calculated as the sum of all values (hourly rated) divided by the number of staff.

Table 1

Average Hourly Rate	2019	2020	2021
Male	£20.63	£21.87	£21.83
Female	£15.55	£16.10	£16.67
Gap	24.64% 	26.36% 	23.63% 

When it comes to pay, although there are more women employed in the organisations; women earn less. Although, the mean average pay gap has fluctuated slightly over the last few years; **this year has seen an increase in women's mean average hourly rate of pay and a notable decrease (2.73%) in the mean average gender pay gap since March 2020 (from 26.36% to 23.63%)** 



Average Gender Pay Gap as a Median Average

Median is calculated by separating each pay list by gender and then putting each list in order from lowest to highest. The Median is the middle number in each list

Table 2

Median Hourly Rate	2019	2020	2021
Male	£14.93	£15.55	£15.78
Female	£13.55	£14.12	£14.69
Gap	9.27%	9.16%	6.87%

There has been a year on year increase in women's median average hourly pay rate and a year on year decrease in the median average gender pay gap. **The median average pay gap fell by 2.29%, from 9.16% in 2020 to 6.87% in 2021**



Percentage of Men and Women receiving a Bonus Pay at BTHFT

The only bonus payments made in the Trust are clinical excellence awards (CEA) to medical & dental consultants.

In previous years the number of female consultants applying for CEA has fluctuated but the proportion of female consultants being successful in their application increased.

In 2020 all eligible consultants received an equal share of the CEA pot of money without requirement to submit an application (pro-rata payment made to those working less than 6 PA's) and the same applies for the 2021 payment.

Average Bonus Gender Pay Gap as a Mean Average

The Trust has paid bonuses only to some Medical Consultants (of whom there are more men than women).

Table 3

Average Bonus Pay Per Annum	2019	2020	2021
Male	£13,668.67	£13,403.33	£12,815.40
Female	£8,346.86	£8,414.45	£8,387.32
Gap	38.93% ↓	37.22% ↓	34.55% ↓

Men earn on average 35% more in bonuses than women, but in the 12 months (from March 2020 to March 2021) this **mean average gap reduced again by around 2.67%** ↓



Average Bonus Gender Pay Gap as a Median Average

The Trust has paid bonuses only to some Medical Consultants (of whom there are more men than women).

Table 4

Average Bonus Pay Per Annum	2019	2020	2021
Male	£9,048.00	£9,048.00	£9,048.00
Female	£6,032.04	£6,032.04	£6,032.04
Gap	33.33%	33.33%	33.33%

As a median average: men earned 33.33% more than women in bonuses. This gap has stayed the same since reporting as at 31 March 2018

