

# GENDER PAY GAP REPORT 2024



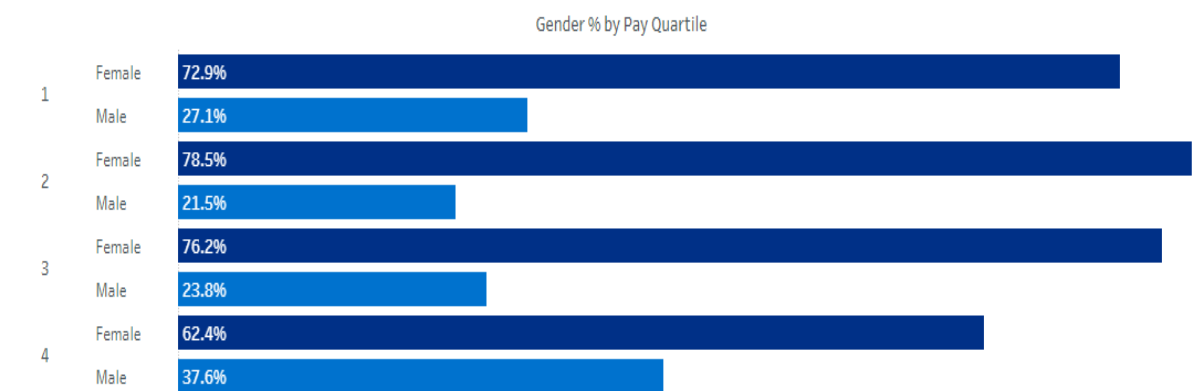
## Pay Quartiles by Gender

Figure 2 shows that the highest proportions of female staff members across all quartiles.

- 1 – Lower Quartile – lowest pay – 72% female – 27% male
- 2 – Lower Middle Quartile – 78% female – 21% male
- 3 – Upper Middle Quartile – 76% female – 23% male
- 4 – Upper Quartile highest paid – 62% female – 37% male

Females occupies 62% of the highest paid jobs in the upper quartile and 72% in the lowest paid jobs. On reflection there was a 24% gap between male and female in higher pay jobs compared to 43.8% in lower paid jobs.

The data may suggest that even though there are less males across the organisation their capacity to get higher paid jobs increases the higher up in band they are, see Figure 1.



## Gender Pay Gap: Mean Average 2023



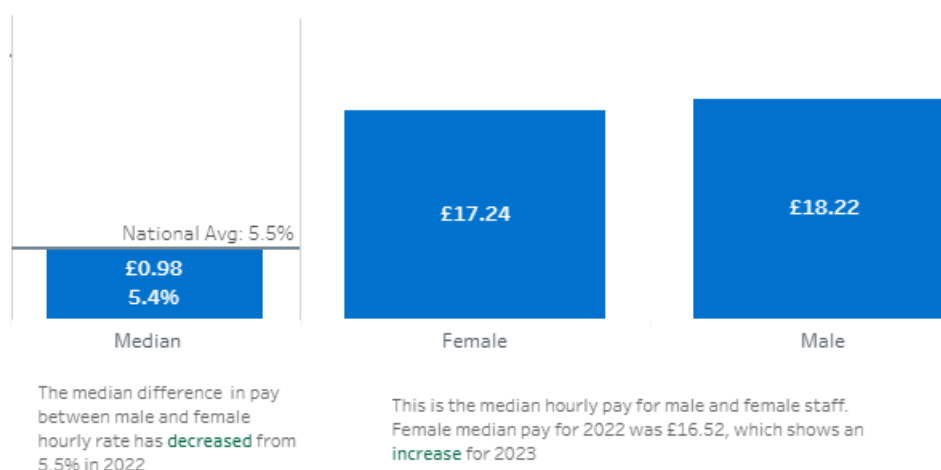
This is the mean hourly pay for male and female staff. Female mean pay for 2022 was £18.16, which shows there has been an **increase** in 2023

The mean difference in pay between male and female hourly rate has **increased** from 18.7% in 2022



Gender Pay Gap: Mean Average				
Year	Male	Female	Difference (£)	Pay Gap (%)
<b>2023</b>	<b>£23.36</b>	<b>£18.92</b>	<b>£4.45</b>	<b>19.00%</b>
2022	£22.21	£18.17	£4.04	18.21%
2021	£21.32	£17.59	£3.72	17.47%
2020	£21.09	£17.45	£3.64	17.24%
2019	£20.10	£16.32	£3.77	18.80%
2018	£20.03	£15.97	£4.05	20.245
2017	£19.41	£15.61	£3.81	19.62%

### Gender Pay Gap: Median Average 2023



Gender Pay Gap: Median Average				
Year	Male	Female	Difference (£)	Pay Gap (%)
<b>2023</b>	<b>£18.22</b>	<b>£17.24</b>	<b>£0.98</b>	<b>5.40%</b>
2022	£17.48	£16.52	£0.95	5.46%
2021	£16.97	£16.04	£0.93	5.46%
2020	£16.85	£16.42	£0.43	4.80%
2019	£15.15	£14.34	£0.80	5.32%
2018	£14.96	£14.13	£0.83	5.58
2017	£14.56	£13.87	£0.69	4.74%

The difference in the mean (19% - 20.5%) and median (5.4% - 5.5%) pay gap are below the national average. If the figures continue to increase over the next 2 years will mean that the Gender Pay Gap between male and female will continue to be wider, as it moves toward and over the national averages.

### Gender Pay Gap: Hourly Pay

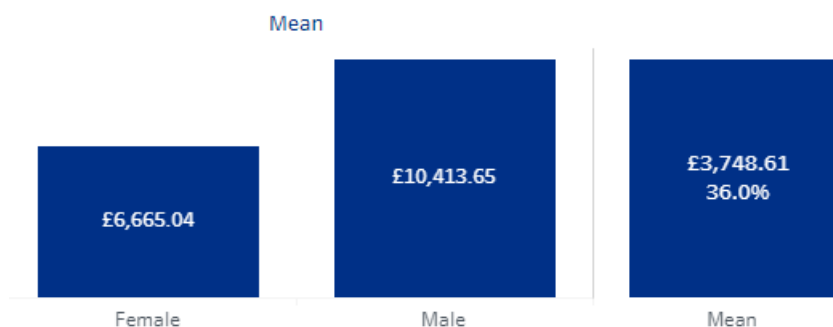


The hourly pay between male and female for the mean gender pay gap is -1.6% which has decreased from 2.1% in 2022.

The median gender pay gap is 5.3% for 2023, which has increased by 1.12% compared to 2022.



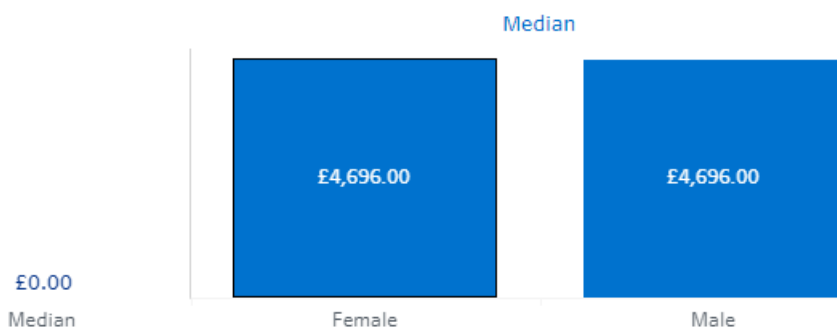
### Gender Pay Gap: Bonus Pay Profile Mean Average 2023



Gender Pay Gap: Bonus Mean Average				
Year	Male	Female	Difference (£)	Pay Gap (%)
<b>2023</b>	<b>£10,413.65</b>	<b>£6,665.04</b>	<b>£3,748.61</b>	<b>36.0%</b>
2022	£16,192.94	£12,275.60	£3,917.33	24.19%
2021	£14,802.59	£11,246.44	£3,556.14	24.02%
2020	£16,363.36	£11,961.78	£4,401.59	26.90%
2019	£17,775.64	£13,204.63	£4,571.01	25.71%
2018	£16,512.96	£15,541.79	£971.17	5.88%
2017	£17,950.49	£15,789.03	£2,161.46	12.04%

### Gender Pay Gap: Bonus Pay Profile Median Average 2023





Gender Pay Gap: Bonus Median Average 2023				
Year	Male	Female	Difference (£)	Pay Gap (%)
<b>2023</b>	<b>£4,969.00</b>	<b>£4,696.00</b>	<b>£0.00</b>	<b>0.00%</b>
2022	£12,063.96	£8,821.80	£3,242.16	26.87%
2021	£11,058.83	£8,086.65	£2,971.98	26.87%
2020	£12,063.96	£10,053.32	£2,010.64	16.66%
2019	£12,063.96	£11,310.00	£753.96	6.25%
2018	£12,053.96	£12,053.96	£0.00	0.00%
2017	£10,442.43	£15,664.49	£5,221.96	33.34%

As an NHS provider organisation, the only pay elements that fall within the bonus pay criteria are Clinical Excellence Awards.

Clinical Excellence Awards (CEAs) recognise and reward NHS consultants and specialty doctors who perform over and above the standard expectations of their role.

Awards are given for quality and excellence, acknowledging exceptional personal contributions.

The mean gender pay gap has identified that males receive a bonus of 36% more than women who apply for the Clinical Excellence Award.

The Median gender pay gap has highlighted that there has been an equal distribution of bonus pay for male and females for the first time over the past six years. The fact that the process for applying for this award was targeted at females who were underrepresented in receiving this award. This has led to a successful outcome and now males and females have been equally successful in obtaining bonus payments under the Clinical Excellence Award.

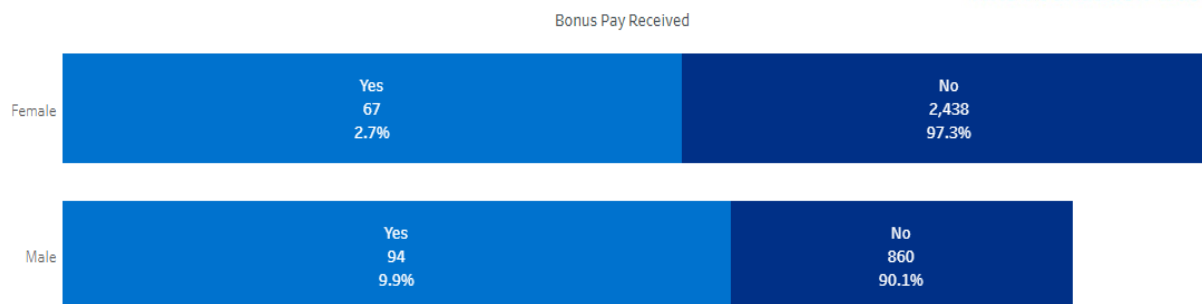
### Gender Pay Gap – Bonus pay male and female

This information on the number of Medical and Dental employees who received the Clinical Excellence Awards payments compared to all staff.

More males (94 -9.96%) than females (67 – 2.7%) received a bonus pay in 2023.

The numbers of females (2,438 – 97.3%) compared to males (860 – 90.1%) who did not receive a bonus pay in 2023.





## Conclusions and Next Steps

In 2023, a working group consisting of Workforce colleagues was brought together to discuss the Gender Pay Gap data. Based on this data, the following observations were made:

During 2022/23 financial year, while the numbers are comparable, males spent less time as an employee at the Christie compared to women.

Males spent more time in their job roles, pay grade and position before leaving the Trust.

Females spent more time than males in Bands 2-6 even though there were more females across all bands.

Except for Band 2, all bands below Band 8 attract mostly female staff. Band 2 and Band 8 and above attract mostly male staff. This difference is more pronounced in the Medical Grades.

There was no significant difference in the percentage of male and female staff leaving.

More males were hired for full-time positions and more females were hired part-time.

There are many roles that are part time and temporary contracts across the Trust, which supports the analysis about the increase of females leaving the Trust.

Regarding maximum starting salaries (i.e., the highest pay bands), females have the higher Full-Time Salary, but their Actual Salary is lower compared to males. This is due to more females than males in higher positions working part-time.

Females were more likely to leave due to work-life balance. More males are likely to leave due to lack of opportunities, looking for a better rewards package.

More males were dismissed due to conduct, and more females were dismissed due to capability.

Overall, females progress slower than males when they reach band 7 jobs and at an older age.

Females between 21 and 40 progress faster in band 5 and 6 especially in nursing roles.

## Next Steps and Actions



Embed recommended actions into other relevant EDI Strategy for 2024-2027, such as WRES (Workforce Race Equality Standard) and WDES (Workforce Disability Equality Standard) where there is crossover in actions identified.

To monitor the actions from the Gender Pay Gap as part of the six monthly reports by the EDI Manager to the Management Board and Workforce Committee.

The focus of the actions will include the following areas for the next 12 months.

AREA OF WORK	ACTIONS REQUIRED
Policies and procedures	To review the maternity, parental and parental leave policies Supporting women on maternity to have a positive experience when returning back to work Promote the opportunity for shared parental leave
Wellbeing	Improve work life balance to support new applicants and existing staff to ensure retention rates are maintained To support staff that leave the organisation due to menopause symptoms. To support staff working hybrid to improve their wellbeing and connection with colleagues and the Trust To promote gender specific events that promotes issues and challenges
Supporting female staff	Supporting female staff to have a voice through the trust newly formed Women and Gender Identity EDI Staff Network Group Access to leadership and management qualifications Access to mentoring and support particularly focus on BAME and Disabled women Access to Sponsors for women in leadership roles Promote gender specific EDI Training programmes Increase the number of women accessing the Clinical Excellence Awards
Recruitment and retention	Gather data on the number of women who are full and part time Monitor the number of flexible working applications from women Monitor women's career development and progression across the Trust Support women working part-time to progress their career

## Recommendations

To approve the Gender Pay Gap report 2024

To upload the data from the report on the government website by 31<sup>st</sup> March 2024

To upload the Gender Pay Gap report on the EDI Page of the Trust website.

