

GENDER PAY GAP REPORT (GPG) for BHFT - year 2022-2023

Introduction

This report sets out Bedfordshire Hospitals NHS Foundation Trust (BedsFT) Gender pay Gap data for 2022-2023, provides analysis of the data, and explains the actions being undertaken to address the gap.

The gender pay gap differs to equal pay. Equal pay relates to men and women being paid equally for the same or similar work. It is unlawful to pay people unequally because of their gender.

The Gender Pay Gap shows the differences in the average pay between men and women working in the same organisation. The data in this report is based on the UK Government's methodology for calculating difference in pay between female and male employees, considering full pay relevant employees of BedsFT.

The Gender Pay Gap is calculated using the mean (average) and the median (the mid value of a range of values) earnings of men and women expressed as a percentage of men's earnings.

In reporting the Gender Pay Gap a positive value indicates that the average pay for men is greater than for women, whereas a negative value would indicate the opposite.

This report includes:

- An overview of the gender pay gap reporting requirements.
- Gender pay gap data 2023 and analysis.
- Additional workforce gender pay analysis.
- Response to gender pay gap data 2023 and priority actions.

Background

Organisations with 250 or more employees are mandated by the government to report annually on their gender pay gap. The requirements of the mandate within the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, are to publish information relating to pay for six specific measures as detailed in this report.

BedsFT is an acute Trust in England, employing over 8000 permanent staff. It was formed on 1st April 2020 combining Luton and Dunstable University Hospital NHS Foundation Trust and Bedford Hospital NHS Trust. This report is reflective of the third year of the new organisation.

Results Summary

The Trust has an increasing gender pay gap largely driven by the higher proportion of males within the higher paid roles.

The CEA bonus scheme is currently under review and may impact future reports.

Recommendations

The Executive approved the report publication on the 26th March 2024.

National Reporting Requirements

There are six calculations that an organisation is required to publish, these are outlined in Table 1 below.

Table 1: Gender Pay Gap reporting requirements.	
Mean gender pay gap.	The difference between the average of men's and women's hourly pay.
Median gender pay gap.	The difference between the midpoints in the ranges of men's and women's pay. All salaries in the sample are lined up separately for men and women in order from lowest to highest, and the middle salary is used. The figure is the difference of these two middle points.
Mean bonus gender pay gap.	The difference between the mean bonus payments made to relevant male employees and that paid to relevant female employees. For BedsFT this refers to local and national clinical excellence awards.
Median bonus gender pay gap.	The difference between the median bonus payments made to relevant male employees and that paid to relevant female employees. For BedsFT this refers to local and national clinical excellence awards.
Proportion of males and females receiving a bonus.	The proportions of relevant male and female employees who were paid a bonus payment. For BedsFT this refers to local and national clinical excellence awards.
Proportion of males and females in each quartile band.	The proportions of male and female relevant employees in the lower, lower middle, upper middle and upper quartile pay bands.

In reporting the Gender Pay Gap a positive value indicates that the average pay for men is greater than for women, whereas a negative value would indicate the opposite.

Public sector organisations must publish their Gender Pay Gap information by the 31st of March each year using pay data from a snapshot a year before the reporting deadline. The data in this report is reflective of a snapshot taken in 2023. The data sources for reporting against the Gender Pay Gap reporting requirements are Electronic Staff Records (ESR), the Trac Recruitment System and the Clinical Excellence Awards (CEA).

Not included within the scope of Gender Pay Gap reporting are:

- Any member of staff not on Electronic Staff Record (ESR)
- Junior Doctors who are managed through the Deanery
- Volunteers.

Gender Pay Gap Data 2023

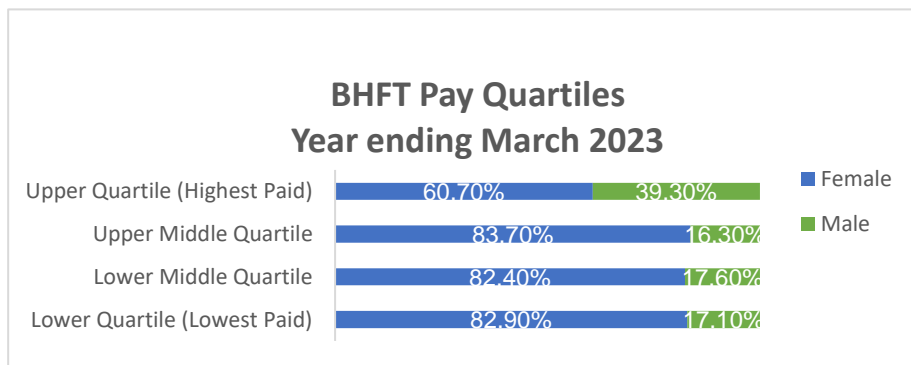
2023 Gender Pay Gap data for the national reporting requirements is set out in Table 2 below and Figure 1 on page 4. Table 2 also compares the Gender Pay Gap data from April 2022 to April 2023.

Table 2: Gender Pay Gap data 2023.		
Reporting Year	2022	2023
Mean gender pay gap.	27.2%	27.73%
Median gender pay gap.	18.5%	17.55%
Mean bonus gender pay gap.	19.04%	7.67%
Median bonus gender pay gap.	33.33%	0%
Proportion of males and females receiving a bonus.	Male: 4.19% (96) Female: 0.61% (47)	Male: 10.15% (238) Female: 1.92% (152)
Proportion of males and females in each quartile band.	N/A	See Figure 1 below.

Figure 1 –workforce profile of males and females in each quartile band.

Quartile	Female	Male	Total	Female 2023 %	Male 2023 %	Female 2022 %	Male 2022 %	Changed %
Lower	1668	343	2011	82.9%	17.1%	83.6%	16.4%	-0.7 %
Lower Middle	1658	353	2011	82.4%	17.6%	82.0%	18%	+0.4%
Upper Middle	1684	327	2011	83.7%	16.3%	83.6%	16.4%	+0.1%
Upper	1222	790	2012	60.7%	39.3%	63.9%	36.1%	-3.2%

The chart below shows the proportion of men and women in each pay quartile. The graph shows that female representation reduces moving up each quartile; however, women are still under represented in the higher quartile.



Quartile band changes from 2022 to 2023:

- Quartile 1 (upper pay) – female decrease of 3.2% from 2022
- Quartile 2 (upper middle pay) – female increase of 0.1% from 2022
- Quartile 3 (lower middle pay) – female increase of 0.4% from 2022
- Quartile 4 (lower pay) – female decrease of 0.7% from 2022

Analysis of the Gender Pay Gap Data 2023

- There has been a decrease in the Median Gender Pay Gap of -1% compared to the previous year. This suggests that women are earning more on median average than in 2022. This figure can be influenced by a few people moving to different pay points in the same band due to the nature of the calculation.
- The Mean Gender Pay Gap has seen a small increase of 0.53% compared to 2022. This calculation is influenced by higher paid male professionals and Very Senior Managers (VSM) which negatively effects the Gender Pay Gap percentage. This is what is driving the gender pay gap when the percentiles are compared.
- For the purposes of Gender Pay Gap reporting, Clinical Excellence Awards (CEAs) local and national are considered as bonus pay. Only medical and dental consultants are eligible for CEAs. The Mean Bonus Gender Pay Gap has significantly reduced due to the change in the process for 2023 where the CEA awards were divided equally. This therefore means there is no difference in the Median Bonus Gender Pay Gap result.
- More men received the CEA awards proportionately than women. Men remain more likely than women to receive a CEA. The process for CEAs is currently under review.
- Compared to overall workforce profile of 77.9% female and 22.1% male. The percentiles demonstrate that the lower pay quartile and the middle pay quartiles show a slight over establishment of female staff, and the upper pay quartile shows an over establishment of male staff. Compared to 2022's data for the quartiles of pay there has been an decrease in the proportion of female staff in the upper pay. This data demonstrates an inequity in the numbers.

Additional Workforce Gender Pay Gap Analysis

Gender Profile for BHFT at March 31st 2023

	2021	2022	2023
Male	21.6%	21.7%	22.1%
Female	78.4%	78.3%	77.9%

Mean (Average) and Median hourly rate pay gaps 2022 to 2023

Gender BHFT	Avg. Hourly Rate 2022	Median Hourly Rate 2022	Avg. Hourly Rate 2023	Median Hourly Rate 2023
Male	£24.36	£19.51	£26.13	£20.19
Female	£17.74	£15.89	£18.88	£16.65
Difference	£6.62	£3.62	£7.25	£3.54
Pay Gap %	27.20%	18.50%	27.73%	17.55%

BHFT - Average Hourly Rates and pay gap by Pay Band - YE March 31st 2023

A minus percentage gap result is **positive** for females.

Ave Hourly Rates By Pay Band	Avg. Hourly Rate	Female count	Male count	Female - Hourly Rate	Male - Hourly Rate	Difference	Gap	Total staff in band	% female in band
Band 1	£11.69	21	3	£11.81	£10.94	-£0.87	-7.33%	24	87.50%
Band 2	£12.05	947	293	£11.94	£12.35	£0.42	3.49%	1240	76.37%
Band 3	£11.92	686	113	£11.89	£12.08	£0.19	1.61%	799	85.86%
Band 4	£13.10	687	101	£13.08	£13.19	£0.11	0.80%	788	87.18%
Band 5	£16.25	1226	176	£16.32	£15.85	-£0.47	-2.86%	1402	87.45%
Band 6	£20.37	1118	190	£20.40	£20.24	-£0.15	-0.76%	1308	85.47%
Band 7	£23.57	748	137	£23.58	£23.50	-£0.08	-0.33%	885	84.52%
Band 8a	£26.76	183	57	£26.72	£26.88	£0.15	0.58%	240	76.25%
Band 8b	£30.86	69	25	£31.00	£30.50	-£0.50	-1.61%	94	73.40%
Band 8c	£36.43	24	13	£36.25	£36.74	£0.49	1.35%	37	64.86%
Band 8d	£51.81	24	21	£53.24	£50.09	-£3.15	-5.92%	45	53.33%
Band 9	£53.83	4	5	£54.40	£53.37	-£1.03	-1.89%	9	44.44%
Consultant	£52.26	185	289	£51.14	£52.96	£1.82	3.56%	474	39.03%
Junior	£25.83	275	326	£24.22	£27.13	£2.90	11.99%	601	45.76%
Middle	£35.70	34	63	£34.89	£36.07	£1.18	3.38%	97	35.05%
Ad hoc	£57.29	1	1	£69.18	£35.00	-£34.18	-49.41%	2	50.00%
Grand Total	£20.66	6,232	1,813	£18.88	£26.13	£7.25	27.73%	8045	77.47%

BHFT – Gender Split and Pay Gap results across staff groups Year End March 2023

The gender pay gap position is based on the gender of staff within the respective pay groups. A minus percentage gap result is **positive** for females.

Staff Group	Average Hourly Rate	Female No	Male No	Female Hourly Rate	Male Hourly Rate	Difference	Pay Gap % 2023	Pay Gap 2022
Add Prof Scientific and Technic	£21.16	161.00	71.00	£20.61	£22.34	£1.73	7.74%	9.24%
Additional Clinical Services	£12.65	1,261.00	237.00	£12.57	£13.05	£0.49	3.74%	5.58%
Administrative and Clerical	£16.30	1,298.00	303.00	£15.34	£20.00	£4.66	23.30%	23.91%
Allied Health Professionals	£21.11	337.00	94.00	£21.35	£20.35	-£1.00	-4.91%	-3.92%
Estates and Ancillary	£12.46	182.00	180.00	£11.87	£12.96	£1.09	8.39%	6.58%
Healthcare Scientists	£21.66	121.00	64.00	£21.21	£22.47	£1.26	5.60%	3.59%
Medical and Dental	£37.29	494.00	679.00	£35.01	£38.89	£3.88	9.97%	10.01%
Nursing and Midwifery Registered	£20.24	2,365.00	184.00	£20.20	£20.78	£0.58	2.80%	-1.47%
Students	£13.94	13.00	1.00	£14.12	£11.79	-£2.33	19.77%	0.00%
Grand Total	£20.67	6,232.00	1,813.00	£18.88	£26.13	£7.25	27.73%	27.19%

A minus pay gap result is positive for females - But there are only 2 groups where the pay gap % result is positive for females.;

- Allied health professionals (431 staff) at -4.91%
- Nursing and Midwifery (2549 staff) at -1.47%

Higher % pay gaps in favour of male - However, these positive results for females compare much less favourably to the higher % pay gaps in favour of male in:

- Admin/clerical (1601 Staff) a significant **23.30%** albeit a 0.6% reduction on YE 2022 at 23.91%
- Medical/dental (1173 staff) **9.97%**, a 0.4% reduction from 2022
- Estates/ancillary (362 staff) **8.39%** a 1.81% increase from 2022
- Additional Professionals (232 staff) **7.74%** a 1.68% reduction from 2022
- Healthcare Scientists (185 staff) **5.60%** a 2.01% increase from 2022

From these pay gaps in favour of male groups there has been some improvements against 2022

Bonus Pay Gap - Mean and Median Results for 2023

The bonus data submitted under the regulations includes all staff even Bank and this totals 10695 staff. Relevant staff for Ordinary Pay Gap reporting totals 8045.

BHFT 2023 mean bonus pay gap is 7.67% and the median bonus pay gap is 0.00%. The median result is often considered to be more representative of the bonus gap. For 2023 the bonus was paid equally which has impacted on the median.

Employees paid a bonus Male/Female – The Bonus Pay Gap ¹ Bonus – Employees			
Gender	Employees Paid Bonus	Total Relevant Employees	%
Female	152	7933	1.92%
Male	238	2344	10.15%
Overall	390	10277	3.79%

Average Bonus pay BHFT – from the table below:

Gender	BHFT 2021		BHFT 2022		BHFT 2023	
	Average Bonus £	Median Bonus £	Average Bonus £	Median Bonus £	Average Bonus £	Median Bonus £
Fem.	£8,744	£6,032	£8,744	£6,032	£6,397	£6,024
Male	£10,959	£9,048	£10,959	£9,048	£6,888	£6,024
Diff.	£2,216	£3,016	£2,216	£3,016	£490	£0
Pay Gap %	20.22%	33.33%	19.04%	33.33%	7.67%	0.00%

The average bonus pay gap has reduced greatly from 2021 to year ending 2023 – average 7.67%. However, as indicated in the table below, 1.92% of females received a bonus in 2023 which is an increase but still less than males.

Percentage of the Workforce who received a Bonus by Gender

% Female 2022	% Male 2022	% Female 2023	% Male 2023
0.61%	4.19%	1.92%	10.15%

BOARD REPRESENTATION BY GENDER

BHFT BOARD AND DIRECTORS at April 2023					
Category	male	female	total	male %	female %
Voting Executive Director	3	4	7	43%	57%
Voting Non-Executive Director	5	3	8	62.5%	37.5%
Non-Voting Director	2	2	4	50.0%	50.0%
Total	10	9	19	52.5%	47.5%
Voting Directors	8	7	15	53%	47%

BHFT BOARD AND DIRECTORS at April 2022					
Category	male	female	total	male %	female %
Voting Executive Director	3	5	8	37.5%	62.5%
Voting Non-Executive Director	7	1	8	87.5%	12.5%
Non-Voting Director	2	3	5	40.0%	60.0%
Total	12	9	21	57.1%	42.9%
Voting Directors	10	6	16	62.5%	37.5%

BHFT female Voting Non Exec Directors are still under represented at 37.5%. However, this is a substantial increase since the 2022 report which was 12.5%. Overall the % of female Voting Non Exec Directors is 47% which is a 10.5% increase on 2022 (37.5%).

Response and Priority Actions

The gender pay gap is slightly increasing due to more men being in higher pay bands.

The Trust is committed to continuously reviewing its systems, practices and processes to ensure reduction in the Gender Pay Gap where practically possible and will work closely with our Equality, Diversity and Human Rights (EDHR) Committee, staff networks, Trade Unions and other stakeholders to develop an effective action plan. This action plan will sit within the Trust's overall EDI action plan and agreed priorities.

The Trust will continue to review annually the gender split across all bands and staff groups, including the Board, and look to see if there are barriers to female career progression. We have already undertaken and will continue to consider the following:

- Enabling an inclusive culture
- Coaching and mentoring support for staff, the outcome of which will be reported in 2023/24.
- Developing fair recruitment practices including representative interview panels (where possible)
- Improving accessibility – further development of the 'Purple' passport, reasonable/workplace adjustments, making the Trust an employer of choice
- Staff networks
- Flexible working, to ensure a work/life balance
- Explore how we can attract more men into the profession at lower bands and within Nursing/Midwifery to get a better gender balance and equalities