

## Board of Directors Item 4.6

**Subject:** Gender Pay Gap Report  
**Date of Meeting:** 29<sup>th</sup> March 2023  
**Presented by:** Karen Nightingall, Chief People Officer  
**Purpose of Report:** To Note

BAF Reference	Impact on BAF
N/A	Statutory requirement to submit Gender Gap Reporting.

Level of assurance (please tick one)					
X	<b>Acceptable assurance</b> Controls are suitably designed, with evidence of them being consistently applied and effective in practice	<input type="checkbox"/>	<b>Partial assurance</b> Controls are still maturing – evidence shows that further action is required to improve their effectiveness	<input type="checkbox"/>	<b>Low assurance</b> Evidence indicates poor effectiveness of controls

### 1. Executive Summary

The purpose of this paper is to provide the Board of Directors with an overview of the Trust's gender pay gap data as per the statutory and legal requirement to publish this annually. Assurance is also provided that this data will be published by 31<sup>st</sup> March 2023 deadline.

Liverpool Heart and Chest recognise the value of our colleagues and their diversity and work to ensure that our workforce is representative of the communities we serve.

### 2. Background

Employers with 250 employees and over are required to publish a gender pay gap report annually for all employees who are employed under a contract of employment, a contract of apprenticeship or a contract personally to do work. This will include those under the NHS terms and conditions of service, medical staff, and very senior managers. For the purposes of the analysis in this report, the snapshot date is 31 March 2022.

The regulation determines how the calculations should be made and what pay is to be included in the report. The information needs to be published on a website that is accessible to employees and the public free of charge, i.e., the Trust's website ([www.lhch.nhs.uk](http://www.lhch.nhs.uk)). It also needs to be uploaded onto the Government's online reporting service.

### **3. Reporting Ethnicity Gap**

Although the organisation is not yet mandated to report on our Ethnicity Pay Gap we have chosen to do so, and a high-level ethnicity gap breakdown has been included in this report based on data within ESR. This not only ensures greater transparency but also complements both the gender pay gap reporting and the Trust's Equality, Diversity, Inclusion and Belonging Strategy.

### **4. CEA Awards**

Basic pay is covered and also Bonus pay is also covered. For Liverpool Heart and Chest Hospital this therefore includes Clinical Excellence Awards and Distinction Awards.

The demographic data from the local CEA round 2022: -

- 89 consultants were eligible to apply: 73 male (82%) and 16 female (18%)
- 2 female consultants (12.5% of eligible female workforce) applied for a Clinical Excellence Award; 2 applicants were successful (100%).
- 6 male consultants applied (7% of eligible male workforce) for a Clinical Excellence Award; 6 applicants were successful (100%)

### **5. Key Highlights from the reporting period (data as 31<sup>st</sup> March 2022)**

The GPG report is provided in Appendix 1, and this outlines the Trust position for the reporting period ending 31 March 2022.

Key Highlights include: -

- Females represent 90.22% of Nursing and Midwifery Registered staff. Female representation in Additional Clinical Services, Add Prof Scientific & Technical and Admin and Clerical roles is above 70%. Medical and Dental is predominantly male at 82.95% of staff.
- We have seen a slight increase in our mean hourly rate gap from £5.87% (25.54% gap) in 2021 to £6.11 (25.54% gap) in 2022. However, it must be noted that calculating using the mean can be affected by outliers (for example: Consultants who receive Clinical Excellence Awards skewing the data). Therefore, it is generally accepted that the median is a fairer representation for Gender Gap Reporting.
- Consequently, when analysing the median data, we see a gap increase from the previous year with 2022 median being £2.41 (13.03% gap) compared against £1.81 (10.50% gap) in 2021. NHS Employers has analysed the NHS data, comparing it with the previous year, and the figures show that most organisations showed a median pay gap in favour of men.
- A breakdown has been included in the report which excludes consultants from the calculations which would reduce the median pay gap significantly to £0.66 (3.95%) and mean to 1.73% (9.02%)
- The estimated Public Sector Gender Pay Gap provided by the Office for National Statistics. in 2022 estimates that the Public Sector Gender Pay Gap is 13.90% (Mean Gap) / 14.90% (Median) and the gap has closed from 2021. The comparison for LHCH is that our mean position is a significantly higher estimate, but our median position is reporting below the public sector estimate.

- In terms of ethnicity reporting, the gender gap difference between Black, Asian, and Minority Ethnic male and females is 43.62%, compared to a 19.24% gap between white male and females. This is consistent with the position in 2021. Nationally, women from almost every minority ethnic group experience a pay gap with white British men.

## **6. Key Actions**

The Trust has a robust Equality, Diversity Inclusion and Belonging Strategy in place with a clear action plan to support its implementation and which includes actions to help close the gender pay gap which include:

- Developing and rolling out Unconscious Bias Training so staff understand their responsibilities under the Equality Act 2010 and that fair and non-discriminatory practices are followed.
- Review of our flexible working practices, including agile and hybrid working models, which is role modelled at senior levels
- Created a new inclusive staff network group and launch across the Trust, which has for example focused on women's issues e.g., Menopause
- Set up an Education Panel to help support accessible and inclusive learning with more women accessing learning & training
- Discussions have commenced with Salford University about providing a Women in Leadership Programme to support personal development and to create a professional support network
- Equality issues were considered and raised as part of the local CEA awards round.

## **7. Conclusion**

Progress continues to be made regarding the Trust's compliance with this legal requirement and the deadline for the publication of the Trust data will be met.

The report highlights that further work is required to close the gender pay gap at LHCH. The report and findings will be taken through the Equality and Inclusion Group who will be tasked with reviewing the report and making recommendations on actions which will feed into the EDIB operational action plan.

A progress update, alongside other equality, diversity, and inclusion interventions will be provided to People Committee.

## **8. Recommendations**

The Board of Directors are asked to note the contents of the Gender Pay Gap report prior to its publication.