

## Item 5.6

### Meeting of the Board of Directors

**Subject:** Gender Pay Gap Report 2021  
**Date of Meeting:** 29<sup>th</sup> March 2022  
**Prepared by:** Rachael McDonald, Senior HR Business Partner  
**Presented by:** Karen Nightingall, Chief People Officer  
**Purpose of Report:** To Note

BAF Reference	Impact on BAF
BAF 6	No direct impact on BAF - 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 response as per the statutory and legal requirement to publish this annually. Assurance is also provided that this data will be published by the 4<sup>th</sup> of April 2022 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.

#### Background

It is a mandatory requirement for public sector organisations with over 250 employees to report annually on their gender pay gap (GPG). Under this requirement, organisations need to publish information annually for all employees working under a contract of employment, a contract of apprenticeship or a contract personally to do work relating to the pay period in which the snapshot day falls. For the purposes of the analysis in this report, the snapshot date is 31 March 2021.

The regulation determines how the calculations should be made and what pay is to be included in the report. In addition to the data, there is a requirement to publish a written statement which confirms the accuracy of calculations, signed by an 'appropriate person' which for an NHS Trust will be a Director. Organisations can use the written statement to provide a supporting narrative which helps anyone reading the statement to understand its view of why any identified gender pay gap is present and what the what it intends to do to close it.

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.

## **2. Reporting Ethnicity Gap**

There is currently no legal requirement for organisations to publish their ethnicity pay gap and we still await the consultation response to the 2018 UK Government consultation on mandatory ethnicity pay reporting. In the absence of legislation, the CIPD believes that employers should aim to voluntarily compile ethnicity pay data as part of their organisation's approach to improve inclusion and tackle inequality in the workplace.

To support this ethos and for transparency, a high-level ethnicity gap breakdown has been included in the report based on data within ESR.

## **3. Highlights from the previous reporting period (2020)**

The report is provided in Appendix 1, and this outlines the Trust position for the reporting period ending 31 March 2021.

Due to the demographics of our staff groups and the number of long serving staff, salaries can be higher irrespective of gender. We have seen a reduction in our mean hourly rate gap which has decreased from £6.83 (29.24% gap) in 2020 to £5.87 (25.51% gap) in 2021. 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 2021 median being £1.81 (10.50% gap) compared against £1.42 (8.44% gap) in 2020. The position continues to remain below the estimated Public Sector Gender Pay Gap provided by the Office for National Statistics. Their publication in 2021 estimates that the Public Sector Gender Pay Gap is 14.90% (Mean Gap) / 15.40% (Median).

In terms of ethnicity reporting, the gender gap difference between Black, Asian, and Minority Ethnic male and females is 41%, compared to a 19% gap between white male and females. Nationally, women from almost every minority ethnic group experience a pay gap with white british men.

The Equality and Inclusion Group will be tasked with reviewing the report and reviewing support measures/actions to help close the gender gap which include:

- Continued transparency of promotion and pay award process

- Improving workplace flexibility
- Focus on ensuring the take up of shared parental leave
- Continued promotion of returners to practice
- Supporting Networking & Inclusion programmes
- Access to Leadership Development programmes
- EDI and unconscious bias training
- Coaching and mentoring

#### **4. 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. A progress update will be provided to the Board, alongside other equality, diversity, and inclusion interventions, provided to People Committee.

The Trust is currently refreshing its Equality, Diversity Inclusion and Belonging Strategy and a clear targeted action plan will be developed to support the implementation.

#### **5. Recommendations**

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