

Reference Number: FOI2021/101
From: Other
Date: 31 March 2021
Subject: Re-evaluation of job band submissions by sex

Q1 Total number of Trust employees on each band by sex

A1	Pay Band	Female	Male
	Band 2	131	66
	Band 3	206	58
	Band 4	147	36
	Band 5	324	70
	Band 6	194	66
	Band 7	162	48
	Band 8a	64	32
	Band 8b	25	6
	Band 8c	8	7
	Band 8d	8	5
	Band 9	1	1
	Grand Total	1270	395

Q2 A. Number of roles submitted for re-evaluation under the NHS job evaluation scheme on each band by sex since 1st April 2018.
B. Please also identify how many of these submissions were the result of a request from the individual post holder, and how many were as a result of new roles or submissions by the Trust (employer).

A2 A. There have been 55 roles submitted for re-evaluation under the NHS job evaluation scheme since 1st April 2018.

We do not hold demographic information so we cannot provide a breakdown by sex.

We do not hold the original banding information; we only record the outcome banding.

B. Information not held – we do not record who requested / submitted a post for job re-evaluation. We cannot provide information regarding whether a staff member or individual post holder asked, whether the manager or Trust asked or if it was a new role.

Please indicate the outcome following the job evaluation or matching process in respect of:

Q3 Number of evaluation/matching panels resulting in no change to the banding of the role by band outcome, including a breakdown of these by sex

A3 Information not held – the Trust does not routinely collate or hold this information centrally

as part of its management or performance data.

We do not record the original banding information; we only record the outcome banding. Therefore we cannot state whether the process has resulted in no change to the banding of the post.

We do not record demographic information so we cannot provide a breakdown by sex.

Q4 Number of evaluation/matching panels resulting in an increase to the banding by band outcome, including a breakdown of these by sex. Please also identify by how long these were retrospectively backdated, if applicable.

A4 Information not held – the Trust does not routinely collate or hold this information centrally as part of its management or performance data.

We do not record the original banding information; we only record the outcome banding. Therefore we cannot state whether the process has resulted in an increase to the banding of the post.

We do not record demographic information so we cannot provide a breakdown by sex.

Q5 No. of roles resulting in a decrease to banding by band outcome, further broken down by sex

A5 Information not held – the Trust does not routinely collate or hold this information centrally as part of its management or performance data.

We do not record the original banding information; we only record the outcome banding. Therefore we cannot state whether the process has resulted in a decrease to the banding of the post.

We do not record demographic information so we cannot provide a breakdown by sex.