

Board of Directors (in Public)

Item 5.10*

Subject: Gender Pay Gap Report 2020
Date of Meeting: Tuesday 30th March 2021
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
DP1-DP6	None as this is an assurance paper on a statutory reporting requirement

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 4th April 2021 deadline.

The Equality and Human Rights Commission (EHRC) has announced that public sector organisations should still, where possible, submit their gender pay gap reporting for 2020/21 by the deadline of 4th April, but due to the pandemic, enforcement action will not start until 5th October 2021. This suspension is intended to give employers an additional six months to report their data and is designed to strike the right balance between supporting organisations still impacted by the pandemic and making sure employers comply with the law.

This puts the Trust in a good position as we have been able to produce our Gender Pay Gap report without the requirements of the suspension of reporting as described above.

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. The reporting period the Trust now needs to report on is the pay period including 31st March 2020.

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). It also needs to be uploaded onto the Government's online reporting service.

2. Highlights from the previous reporting period (2019)

The report is provided in Appendix 1 and this outlines the Trust position for the reporting period ending 31st March 2020.

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 slight increase in our mean hourly rate gap which has increased from £6.24 (28.17% gap) in 2019 to £6.83 (29.24% gap) in 2020. 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 GPG.

Consequently, when analysing the Median data we also see a gap increase from the previous year with 2019 median being £1.42 (8.44% gap) compared against £1.04 (6.77% gap) in 2019. The position continues to remain below the estimated Public Sector Gender Pay Gap provided by the Office for National Statistics. Their publication in 2020 estimates that the Public Sector Gender Pay Gap is 14.60% (Mean Gap) / 15.50% (Median).

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:

- Transparency to 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
- Leadership Development programmes
- Equality training
- Coaching and mentoring

3. Conclusion

Progress continues to be made with regard to 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, in the bi-annual reports to the Board and People Committee.

4. Recommendations

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