

## Board of Directors (in Public) Item 5.6\*

**Subject:** Gender Pay Gap Report 2019  
**Date of Meeting:** Tuesday 31<sup>st</sup> March 2020  
**Prepared by:** Sue Hodgkinson, Interim Director of People & Culture  
**Presented by:** Sue Hodgkinson, Interim Director of People & Culture  
**Purpose of Report:** To Note

BAF Reference	Impact on BAF
4	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 the 30 March 2020 deadline.

### 2. 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 31 March 2019.

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.

### **3. Progress from the previous reporting period (2018)**

The report is provided in Appendix 1 and this outlines the Trust position for the reporting period ending 31 March 2019. The Equality and Inclusion Group review this data and make recommendations on how we can improve recruitment and the progression of women to reduce the gap further. A number of actions are in place which will support this agenda including:

- Transparency to promotion and pay award process
- Improving workplace flexibility
- Continued focus on ensuring the take up of shared parental leave
- Continued promotion of returners to practice
- Supporting Networking & Inclusion programmes
- Leadership Development programmes
- Retention Plan
- Equality training
- Coaching and mentoring.

The Equality and Inclusion Group have been tasked with reviewing additional interventions and support measures that can be implemented and this progress will be reported part year in the bi-annual report to the Board.

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 £5.99 (28% gap) in 2018 to £6.24 (28.17% gap) in 2019. 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 can see a reduction on the previous year with 2018 median being £1.54 (9.88% gap) compared against £1.04 (6.77% gap) in 2019, which equates to a 50p per hour or 3.11% reduction year-on-year. This continues to remain below the estimated Public Sector Gender Pay Gap provided by the Office for National Statistics. Their publication in 2019 estimates that the Public Sector Gender Pay Gap is 16.20% (Mean Gap) / 17.30% (Median).

### **4. 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.

### **5. Recommendations**

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