

## Board of Directors

### Item 5.4

**Subject:** Gender Pay Gap Report  
**Date of Meeting:** 25<sup>th</sup> March 2025  
**Prepared by:** Peter Cook – Head of Employment Services  
**Presented by:** Jane Royds – Chief People Officer  
**Purpose of report:** To Note Gender Pay Gap Report

BAF Ref	Impact on BAF
BAF 4	Statutory requirement to submit Gender Gap Reporting.

<b>Level of Assurance (please tick)</b> To be used to provide the Board / Committee with a guide on the extent of assurance and evidence of assurance provided within the report		<input checked="" type="checkbox"/>
<b>Level of Assurance</b>	<b>Description</b>	
<b>High</b>	There is a strong system of internal control which has been effectively designed to meet the system objectives, and that controls are consistently applied in all areas reviewed.	<input type="checkbox"/>
<b>Substantial</b>	There is a good system of internal control designed to meet the system objectives, and that controls are generally being applied consistently.	<input type="checkbox"/>
<b>Moderate</b>	There is an adequate system of internal control, however, in some areas weakness in design and/or inconsistent application of controls puts the achievement and some aspects of the system objectives at risk.	<input checked="" type="checkbox"/>
<b>Limited</b>	There is a compromised system of internal control as weaknesses in the design and / or inconsistent application of controls puts the achievement of the system objectives at risk.	<input type="checkbox"/>
<b>No</b>	There is an inadequate system of internal control as weaknesses in control, and/or consistent non-compliance with controls could/has resulted in failure to achieve the system objectives.	<input type="checkbox"/>

#### 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 statutory report has been published by the 31st March 2025 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 2024.

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**

As in previous years it is not yet mandated to report on our Ethnicity Pay Gap however we have chosen to do so, and a high-level ethnicity gap breakdown has been included in this report based on data within ESR. Unlike gender, colleagues voluntarily declare their ethnicity and therefore an accurate analysis requires 100% voluntary declaration

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. Key Highlights from the reporting period (data as 31<sup>st</sup> March 2024)**

The GPG report is provided in **Appendix 1**, and this outlines the Trust position for the reporting period ending 31 March 2024.

Key Highlights include: -

- Females represent 72.37% of the workforce at LHCH. Males represent 27.63%
- Females represent 89.33% of Nursing and Midwifery Registered staff. Female representation in Additional Clinical Services, Add Prof Scientific & Technical and Admin and Clerical roles is above 70%. There is broadly an equal female / male split with Estate and Ancillary. Medical and Dental is predominantly male at 77.86% of staff.
- We have seen an increase in our mean's Women's hourly rate gap from £5.41% (22.49% gap) in 2023 to £6.35 (24.52% gap) in 2024. 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.

- When analysing the median data, there has been an increase in the women's hourly rate pay gap when from the previous year with 2024 median being £2.04 (10.42% gap) compared against £1.35 (7.42% gap) in 2023.
- A breakdown has been included in the report which excludes consultants from the calculations which would reduce the median pay gap to £0.31 (1.71%) and mean to £1.73 (8.38%).
- The estimated Public Sector Gender Pay Gap provided by the Office for National Statistics. in 2024 estimates that the Public Sector Gender Pay Gap is 13.80% (Mean Gap) / 13.10% (Median) and the gap has closed from 2023. 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 Females and males is 38.22%, compared to a 18.97% gap between white male and females. Whilst this gap is high, it the gap has closed comparing against the position in 2023. Nationally, women from almost every minority ethnic group experience a pay gap with white British men.
- The female bonus pay gap mean in 2024 is 43.59% lower than men compared to 36.44% in 2023. The median in 2024 is 37.84% lower than men compared to 24.69% in 2023. The pay gap is high between Male/Female staff due to the smaller range in bonuses paid to the 10 female staff members -ranging from £3k to £21.5K – compared to the range paid to male staff of £3K to £21.5K.
- For disabled males in 2024 the average hourly rate is £17.68 and disabled females is £18.91. For non-disable females the average hourly rate is £19.94 with non-disabled males at £26.42.

## **5. Key Actions**

LHCH are addressing the gender pay gap through a range of actions and workstreams, including:

- Understanding of the increase in both the mean and median regarding the women's hourly pay gap.
- Delivery of our Equality, Diversity, Inclusion and Belong strategy, supported by an operational action plan
- Ensuring the fairness and equality of recruitment, with documentation and training
- Investment in our staff networks, with two newly launched networks: Women's network and the disability and chronic illness network to support with key issues that are important to our staff members.
- Working towards a more balanced gender representation across the grades through promoting development or talent opportunities
- Identifying the number of female staff that have accessed Leadership course.
- Support aspiring women leaders to access opportunities for development and career progression.

- Developing bespoke actions to support the delivery of the NHS EDI Improvement Plan and Anti Racism Framework

We propose to take further action in the forthcoming year to reduce our pay gap by:

- Continue to develop talent management strategies that focus on supporting our female colleagues through their career journey in the organisation
- Continue the Trust's commitment to an equitable workforce.
- Continue equitable access to the Trust's leadership courses
- Developing management guidance and resources to upskill line managers on inclusive people practices
- Continue promoting and supporting flexible working across LHCH

## **6. Conclusion**

Progress continues to be made regarding the Trust's compliance with this legal requirement.

The gender pay gap increased in 2024 compared to 2023 highlighting that further work is required to close the gender pay gap. The report and findings will be taken through the Equality and Inclusion Steering 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 in June 2025

## **7. Recommendations**

The Board of Directors are asked to note the contents of this report.