

## **Gender Pay Gap Report 2023/4**

### **Executive Summary**

1. The Trust have a legal duty to publish gender pay gap results onto the Gov.uk website and also on the trust's own website. The results for 2023/24 for the mean average hourly rate demonstrate a pay gap of 8.59%, a slight reduction from 22/23. The second measure is the median difference with a 0.56% gap, a slight increase compared to 22/23.

### **Background Information**

2. Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, the Trust is required to report annually on its gender pay gap.

3. The Trust is committed to furthering equality, diversity and human rights and reducing inequalities in the workplace. Wirral Community Health and Care NHS Foundation Trust (WCHC) address equality and fair access to career pathways and progression in the Inclusion Strategy 2022-27 and People Strategy delivery plans.

4. The Equality and Human Rights Commission defines the difference between equal pay and the gender pay gap as follows:

- The gender pay gap is a figure that shows the difference in the average pay between all men and women in a workforce. It is the difference between women's and men's average salary earnings, expressed as a percentage of men's earnings. It is a measure of women's overall position in the paid workforce and does not compare like roles.
- In contrast, 'equal pay' is a more specific legal concept which means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010. The gender pay gap focuses on an average across the whole organisation across a variety of different role and pay bands. A large difference in the gender pay gap does not necessarily indicate unequal pay.

5. The pay and salaries for the majority of staff employed in the Trust are determined through national job evaluation and pay schemes. These national terms and conditions make no reference to gender or any other personal characteristics of existing or potential job holders. Therefore, the Trust is assured that the same salary is being paid to roles of equal value. However, this does not mean that there is not a gender pay gap.

6. Additionally, as part of the Trusts Workforce Race Equality Standard for 2024/25 and the associated action plan, High Level action 3, it was outlined that the Trust will report upon the Race Pay Gap and it is intended to report this data to the People and Culture Committee in October 2024.

### **Calculation of the Gender Pay Gap**

7. The mandatory Gender Pay Gap reporting process outlines that organisations capture data as a snapshot on 31 March 2024 and then publish their findings no later than 30 March the following year. The snapshot contains one month's pay (March 2024 pay). This cycle

continues year on year going forward with organisations being required to maintain the data on their websites for three years.

8. The trust as a relevant employer must follow the rules in the regulations to calculate the following information:

- a. Their mean gender pay gap
- b. Their median gender pay gap
- c. Their mean bonus gender pay gap (not applicable in WCHC)
- d. Their median bonus gender pay gap (not applicable in WCHC)
- e. Their proportion of males receiving a bonus payment (not applicable in WCHC)
- f. Their proportion of females receiving a bonus payment (not applicable in WCHC)
- g. Their proportion of males and females in each quartile pay band

9. The trust uses the national Electronic Staff Record (ESR) Business Intelligence reporting tool to produce the data for this report. All NHS trusts will report using the same data set within the system.

10. These calculations make use of two types of averages as outlined within the calculation guidance:

- A mean average involves adding up all of the numbers and dividing the result by how many numbers were in the list.
- A median average involves listing all of the numbers in numerical order. If there is an odd number of results, the median average is the middle number. If there is an even number of results, the median will be the mean of the two central numbers.

11. Using these two different types of average is helpful to give a more balanced overview of an employer's overall gender pay gap:

- Mean averages are useful because they place the same value on every number they use, giving a good overall indication of the gender pay gap, but very large or small pay rates or bonuses can 'dominate' and distort the answer. For example, mean averages can be useful where most employees in an organisation receive a bonus but could be less useful in an organisation where the vast majority of bonus pay is received by a small number of board members.
- Median averages are useful to indicate what the 'typical' situation is i.e. in the middle of an organisation and are not distorted by very large or small pay rates or bonuses. However, this means that not all gender pay gap issues will be picked up. For example, a median average might show a better indication of the 'middle of the road' pay gap in a sports club with a mean average distorted by very highly paid players and board members, but it could also fail to pick up as effectively where the pay gap issues are most pronounced in the lowest paid or highest paid employees.

12. The proportion of males and females in each quartile pay band is a calculation which requires an employer to show the proportions of male and female full-pay relevant employees in four quartile pay bands.

13. This is done by dividing the workforce into four equal parts. These quartile pay bands are established when making the calculation, so any other pay banding used in a workplace must not be used. First, we rank all the male and female full-pay relevant employees from the lowest hourly rate of pay to the highest hourly pay rate. Second, divide this list into four

sections (called quartiles) with an equal number of employees in each section (or as close as possible to this). Third, check distribution of employees on the same hourly rate and if there are a number of employees on the exact same hourly rate of pay crossing between two of the quartiles, make sure that the males and females are split as evenly as possible across the quartiles. Finally, express the proportion of male and female employees in each quartile band.

## Gender Pay Gap Results 2024

14. The data below outlines the gender pay gap for WCHC as at the end of March 2024.

### March 2024

Gender	Avg. Hourly Rate	Median Hourly Rate
Male	20.6448	18.0412
Female	18.8713	17.9408
Difference	1.7736	0.1005
Pay Gap %	8.5908	0.5569

Quartile	Female	Male	Female %	Male %
1	423.00	57.00	88.13	11.88
2	429.00	51.00	89.38	10.63
3	424.00	51.00	89.26	10.74
4	426.00	59.00	87.84	12.16

15. In March 2024 there is a gap of 8.59% for the average hourly rate and a difference of 0.56% in the median hourly rate. There is also a breakdown of each quartile, to show how each quartile of the workforce is represented between male and female employees.

16. The trust has a female dominated workforce with females representing 88.65% of the workforce. This split is highlighted further in the quartile breakdown of the male and female split by quarters.

17. The previous year's data from March 2023 is outlined below :

Gender	Avg. Hourly Rate	Median Hourly Rate	Quartile	Female	Male	Female %	Male %
Male	20.0367	17.2374	1	459.00	59.00	88.61	11.39
Female	17.9571	17.2067	2	454.00	58.00	88.67	11.33
Difference	2.0795	0.0306	3	470.00	53.00	89.87	10.13
Pay Gap %	10.3787	0.1777	4	442.00	77.00	85.16	14.84

The average pay gap position has improved since 2023 with the rate reducing to 8.59% from 10.37% (7.52% in 2022), whilst the Median rate has deteriorated slightly from 0.18% to 0.56% (-1.40% in 2022).

18. The Trust's position in relation to the average hourly pay difference is in the majority down to a disproportionate number of male GP's compared to the rest of the workforce working in GPOOH's on high pay levels due to unsocial hours working. When we analyse the Medical and Dental data alone we have a 24.08% Average hourly Rate gap and when excluded the remainder of the Staff groups (excluding Medical/Dental) produces a 4.65% gap.

19. Benchmarking and local comparison data for 2023 is shown below (Data for 2024 not fully available yet).

Employer	Employer Size	% Difference in hourly rate (Mean) %	% Difference in hourly rate (Median) %	% Women in lower pay quartile %	% Women in lower middle pay quartile %	% Women in upper middle pay quartile %	% Women in top pay quartile %
Bridgewater Community Healthcare NHS Foundation Trust	1000 to 4999	14.5	0.3	88.1	92.9	93.8	87.2
Wirral University Teaching Hospital Nhs Foundation Trust	5000 to 19,999	21.2	7.3	80.7	80.6	83.3	71.9
Cheshire & Wirral Partnership N H S Foundation Trust	1000 to 4999	12.5	0	75	82	78	83
Liverpool University Hospitals NHS Foundation Trust	5000 to 19,999	30.5	11.4	80	79.5	80.1	66.2
Mersey Care Nhs Foundation Trust	5000 to 19,999	5.1	-4.6	77.4	72.3	77.9	75.9
Liverpool Heart and Chest Hospital NHS Foundation Trust	1000 to 4999	25.5	13	77	77.3	78.6	56.3
The Walton Centre NHS Foundation Trust	1000 to 4999	27.3	17.1	77.4	82.9	83.7	61.2
Mid Cheshire Hospitals Nhs Foundation Trust	5000 to 19,999	22.6	11.4	85.8	83.2	85.1	76.2
Wirral Community Health and Care NHS Foundation Trust	1000 to 4999	7.7	-1.4	88.5	87.3	90.7	86.4

Note \* A number of other local Trusts' data could not be found on the government site.

## 20. Decision Required

To note the report and be assured that the Trust is in a relatively good position on gender pay and will continue to work on this position through its Inclusion Strategy and People Strategy.

**Claus Madsen**

Chief People Officer

July 2024.