

1.0 GENDER PAY GAP REPORT 2023 - 2024

1.1 What is the Gender Pay Gap Report?

- 1.1.1 Gender pay reporting legislation requires employers with 250 or more employees from April 2017 to publish statutory calculations every year showing how large the pay gap is between their male and female employees. There are two sets of regulations.
- 1.1.2 The first regulation is mainly for the private and voluntary sectors (taking effect from 5 April 2017) and the second is mainly for the public sector (taking effect from 31 March 2017). Employers will have up to 12 months to publish their gender pay gaps.
- 1.1.3 The results must be published on the employer's website and a government website. They must, where applicable, be confirmed in a written statement by an appropriate person, such as a Chief Executive. While employers may already be taking steps to improve gender equality and reduce or eliminate their gender pay gap, this process will support and encourage action.
- 1.1.4 Gender pay reporting is different to equal pay – equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman (Equality Act 2010 – sex is a protected characteristic).
- 1.1.5 The gender pay gap shows the difference in the average pay between all men and women in a workforce. If a workforce has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with and the individual calculations may help to identify what those issues are.
- 1.1.6 The NHS terms and conditions of service handbook contain the national agreements on pay and conditions of service for NHS staff other than very senior managers and medical staff.
- 1.1.7 Job evaluation enables jobs to be matched to national job profiles or allows Trusts to evaluate jobs locally to determine in which Agenda for Change pay band a post should sit.

1.2 The Gender Pay Gap indicators

- 1.2.1 An employer must publish six calculations showing their:
 - Average gender pay gap as a mean average
 - Average gender pay gap as a median average
 - Average bonus gender pay gap as a mean average
 - Average bonus gender pay gap as a median average
 - Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
 - Proportion of males and females when divided into four groups ordered from lowest to highest pay

1.2.2 The data is a snapshot of MTW taken 31 March 2023.

1.3 Hourly Rate

1.3.1 Gender pay gap as a mean and median average

| Mean and median gender pay gap using hourly pay | Men | Women |
|---|---------|---------|
| Mean | 24.7541 | 18.5208 |
| Median | 17.8167 | 16.5251 |

1.4 Bonus Pay

1.4.1 Percentage of employees who received bonus pay as a mean

| | Men | Women |
|--|-------|-------|
| Percentage of men and women who received bonus pay | 8.78% | 1.52% |

1.4.2. Mean and median gender pay gap using bonus pay

| | |
|---------------------------------------|-------|
| Mean gender pay gap using bonus pay | 25.1% |
| Median gender pay gap using bonus pay | 7.24% |

1.5 Employees by pay quartile

1.5.1 Proportion of males and females when divided into four groups ordered from lowest to highest pay

| | Men | Women |
|---------------------------------|-------|-------|
| Upper hourly pay quarter | 36.9% | 63.1% |
| Upper middle hourly pay quarter | 16.8% | 83.3% |
| Lower middle hourly pay quarter | 23.7% | 76.3% |
| Lower hourly pay quarter | 20.9% | 79.1% |

1.6 Summary

- **Hourly pay:** Women earn 83p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 16.8% lower than men's
- When comparing mean (average) hourly pay, women's mean hourly pay is 20.0% lower than men's
- **Pay quarters:** Women occupy 63% of the highest paid jobs and 79% of the lowest paid jobs
- **Bonus pay gap:** Women earn 93p for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 7.2% lower than men's
- When comparing mean bonus pay, women's mean bonus pay is 25.1% lower than men's
- 1.5% of women received bonus pay compared to 8.8% of men