



South Tees Hospitals
NHS Foundation Trust

Gender Pay Gap Reporting

2022/23



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1. Introduction

South Tees Hospitals NHS Foundation Trust (STHFT) are committed to providing outstanding patient care and we do this by ensuring we have a diverse, talented and high performing workforce. As part of this commitment we will ensure everyone, regardless of background can contribute to creating an inclusive and compassionate culture and that gender equity is considered at each stage of the employee life cycle.

We will enable STHFT to fulfil this ambition through our Safety and Quality First Strategy and our People Plan.

Gender Pay Gap legislation, introduced in April 2017, requires all employers with 250 or more employees to publish the gender pay gap of those in scope annually. The legislation requires employers to carry out seven calculations that show the difference between the average earnings of men and women employed in the Trust.

The gender pay gap 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. The gender pay gap shows the difference in average pay between men and women.

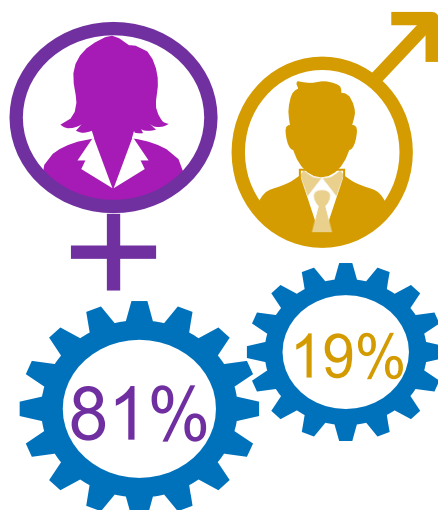
We are committed to ensuring that our pay practices are transparent, fair and equitable. The Trust has adopted and implemented national NHS pay schemes, which have undergone an equality analysis.

2. Our Workforce

Every job at STHFT is evaluated and placed within a grade. Grades vary by level of responsibility and each grade has a specific pay range and both clinical and non-clinical staff will progress through the pay range as staff develop with their careers. Some of our employees are appointed on fixed rate salary such as our apprentices.

Analysis of our internal equality data indicates that:

81.1% of our workforce are women and 18.9% of our workforce are men.



3. Our Workforce Gender Profile

Profile	Male 2022	Female 2022	Male 2021	Female 2021	Male 2020	Female 2020
All staff	18.9%	81.1%	17.6%	82.4%	18.6%	81.4%
All staff except Medical & Dental	12.4%	77.5%	12.2%	79.2%	11.8%	77.8%
Medical & Dental only	6.5%	3.6%	5.5%	3.1%	6.9%	3.6%

4. Gender Pay Gap Data & Report

This report details our headline pay gap figures as at 31 March 2022, a brief analysis of why we have a pay gap and an overview of our actions to close the gap.

The Gender Pay Gap is defined as the difference between the **mean** or **median** hourly rate of pay of men and women.

The **mean** gender pay gap is the difference between the average hourly earnings of men and women.

The **median** hourly pay gap is the **difference between the midpoints** in the ranges of hourly earnings of men and women. Pay excludes payments of overtime but includes enhancements for shifts and weekend working.

Our mean gender pay gap is 29.4% and is calculated on the basis of earnings as at the pay period which includes the 31 March 2022. This is a reduction of the mean pay gap of 2.5% for the same period in 2021.

Our median gender pay gap is 23% which is an increase of 3.8% for the same period in 2021. This suggests that our pay gap continues to be impacted by the highest earners in the organisation who are male.

5. Average Gender Pay Gap – Whole Workforce

Profile	Male 2022	Female 2022	Pay Gap 2022	Male 2021	Female 2021	Pay Gap 2021	Male 2020	Female 2020	Pay Gap 2020
Mean hourly pay (all staff)	£20.96	£14.81	29.4%	£20.82	£14.18	31.9%	£20.21	£13.83	31.6%
Median hourly pay (all staff)	£16.52	£12.72	23%	£18.41	£14.87	19.2%	£18.03	£14.50	19.6%

6. Average Gender Pay Gap – Agenda for Change Workforce

Profile	Male 2022	Female 2022	Pay Gap 2022	Male 2021	Female 2021	Pay Gap 2021	Male 2020	Female 2020	Pay Gap 2020
Mean hourly pay (all staff)	£15.07	£14.07	6.7%	£14.59	£13.49	7.5%	£13.91	£13.15	5.5%
Median hourly pay (all staff)	£12.33	£12.62	-3.4%	£13.79	£14.45	-4.8%	£13.48	£14.07	-4.4%

7. Average Gender Pay Gap – Medical & Dental Workforce

Profile	Male 2022	Female 2022	Pay Gap 2022	Male 2021	Female 2021	Pay Gap 2021	Male 2020	Female 2020	Pay Gap 2020
Mean hourly pay (all staff)	£34.61	£33.68	2.7%	£34.69	£31.65	8.8%	£32.60	£28.86	11.5%
Median hourly pay (all staff)	£35.65	£35.03	1.8%	£45.62	£39.36	13.7%	£44.38	£35.80	19.3%

8. Gender Bonus Pay

This measures the proportion of men and women receiving a bonus. At South Tees Hospitals NHS Foundation Trust only medical Consultants receive a payment that must be classed as a bonus. The payments are called 'Clinical Excellence Awards' and come from the national contract for Consultants, plus a separate local scheme. These awards are paid as a one off annual payment based on the criteria that the individual is a permanent Consultant for a minimum of 12 months, as at the 31 March each year.

STHFT employs 535 Consultants 30.1% were women in March 2022 an increase of 12.7% since March 2021. However, in March 2022 the number of women who were in receipt of the Clinical Excellence Award also increased to 1.5% (up from 0.37% in 2021).

The proportion of employees who received a Clinical Excellence Award ‘Bonus’ was 1.5% of women compared to 15% of men. This significant difference in bonus received by gender helps to explain the whole workforce **mean** bonus pay gap of 3.1% (which has significantly decreased from 27.9% last year in 2021) and the **median** bonus pay gap of 0% (again significantly down from 24.8% in 2021).

The reason for this significant change to both the mean and median bonus pay gap is due to a change in the way that the Clinical Excellence Bonus was awarded in the wake of the Covid Pandemic. A flat rate payment was awarded as opposed to a variable bonus rate calculated on base salary.

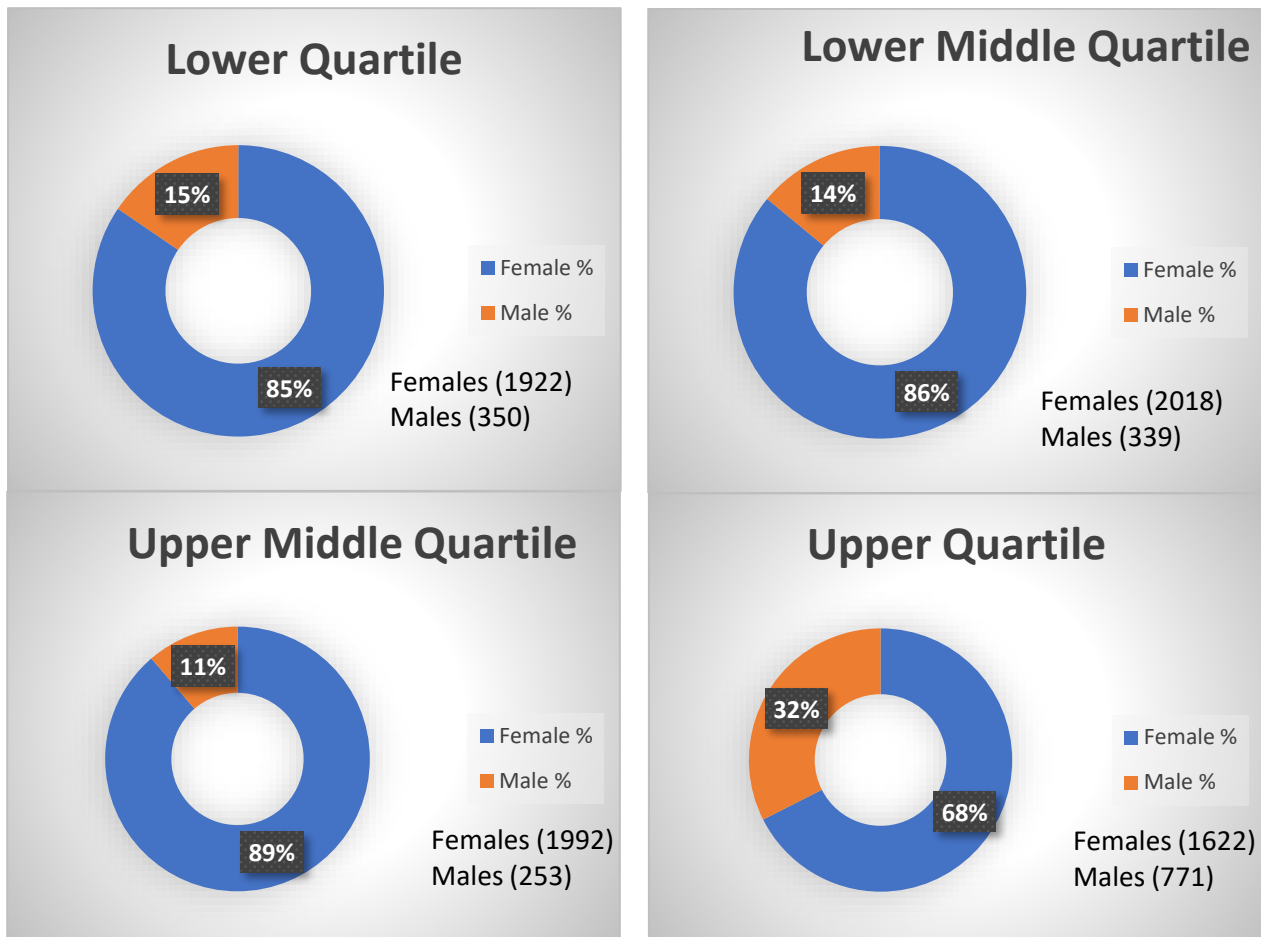
9. Staff Receiving Bonus

Profile	Male 2022	Female 2022	Bonus Pay Gap 2022	Male 2021	Female 2021	Bonus Pay Gap 2021	Male 2020	Female 2020	Bonus Pay Gap 2020
Mean bonus pay	£4174	£4044	3.1%	£13,935	£10,052	27.9%	£12,752	£7,993	37.3%
Median bonus pay	£4009	£4009	0%	£7,037	£5,291	24.8%	£6,032	£5,278	12.5%
Proportion of staff in receipt of bonus	15%	1.5%		8.35%	0.37%		n/a	n/a	

10. Pay Distribution by Quartiles

This measures the proportion of men and women in each pay quartile. 81% of our workforce are women which is reflective of the national NHS as a workforce which is 76% (source: NHS Employers 2022). The infographic shows the proportion of men and women employees within our workforce as at 31 March 2022, divided into the band quartiles; lower, lower middle, upper middle and upper.

In order to complete calculations STHFT is required to list all employees along with their gender in order of lowest hourly to highest hourly rate of pay.



11. Why do we have a gender pay gap?

The main reason for the gender pay gap is an in-balance in the numbers of men and women across the whole workforce and a 32% pay gap in the upper quartile.

The Medical Consultant workforce predominantly consists of men (70%) and Consultants are the highest paid group of staff - this difference is influencing the gender pay gap. We expect that this will change over time as there is an increasing number of women joining the organisation in the Medical & Dental profession. The workforce mix for this professional group is as follows:

Medical & Dental Age Groups	Male	%	Female	%
21 - 45	336	57%	250	43%
46 - +70	393	75%	100	25%

As we continue to increase the total number of females within the Medical & Dental profession, it is expected that more females will be in a position to progress into Consultant job roles which are in the upper quartile pay group. This will help to reduce the gender pay gap. Changes with the Clinical Excellence Bonus have helped to reduce the disproportionate payments made to male colleagues within the Medical & Dental profession, as all payments were equal in the 2022 payment period. However this payment mechanism needs to be monitored as actions will need to be considered to support more women to apply if the criteria changes back to the pre-pandemic process.

We recognise that there is gender occupational segregation within our workforce and that this leads to an over-representation of one gender, which may impact on the overall gender pay gap for the Trust. For example healthcare scientists, qualified nursing and midwifery staff and allied health professionals are predominantly women. This is reflective of the national gender breakdown across the NHS.

12. Closing the Gap

We aim to achieve a gender balance across our workforce as a whole, as well as at the most senior levels within our Trust. This will make a significant contribution to the reduction in gender pay gaps and gender occupational segregation across some of our staff groups.

13. Progress we have achieved

- Increase % of female Medical & Dental staff aged 45 and under is now 43% in 2022 versus 25% of female Medical & Dental staff over the age of 46, placing STHFT in a strong position to influence gender ratios at Consultant grade in the future.
- Provided coaching support to support career progression for senior female medical staff.
- Created and developed a STHFT approach to flexible working.
- Developed a support network group for women going through the menopause which may help to retain more women in the older age range, especially those who may be able to progress into the upper quartile pay category.
- Gained formal accreditation for the Trust as a Menopause Friendly Employer.

14. Actions to reduce the gap for 2023/24

- Ensure all members of senior recruitment and selection panels have undertaken the management essentials recruitment and selection module.
- Address any gender issues within our workforce plans and talent pipeline and actively promote participation in the Leadership Development Programmes in areas where there is a disproportionate gender imbalance or occupational gender segregation.

- Design and conduct a series of focus groups with women doctors to identify and understand any barriers to career progression.
- Explore and develop any interest in a Women in Medicine Network.
- Continue to roll out unconscious bias training for both managers and staff.

The actions above are aligned to our Trust EDI Strategy within the People Plan.