

Gender Pay Gap Report

2023

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1.0 Introduction

South Tees Hospitals NHS Foundation Trust (STHFT) is committed to providing outstanding patient care. 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 their 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 the organisation to fulfil this ambition through our Safety and Quality First Strategy and our People Plan.

Gender Pay Gap legislation was introduced under The Equality act 2010, which came into force in 2017 and it 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 showcases the difference between the average pay of men and women in an organisation. 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.

This snapshot of data was collected as of 31 March 2023 in line with Government instructions.

For ordinary pay calculations (section 3), only 'Full Pay Relevant Employees' are to be included. A 'Full Pay Relevant Employee' is any employee who is employed on the snapshot date and who is paid their usual full basic pay (or pay for piecework) during the relevant pay period. The mean hourly rate is calculated for each employee based on 'ordinary pay' which includes basic pay and any shift pay and allowances.

For Bonus pay calculations (section 4) the total workforce would be included in the calculations as per the national ESR BI report.

2.0 Gender Profile

As of the 31st of March 2023, The Trust employed 10,165 people.

| South Tees | Total staff workforce | | | | | | | |
|----------------------------|-----------------------|--------|---------------|---------------|---------------------|--------|-----------------|--------|
| | NHS | | Trust | | Trust Medical Staff | | Trust AFC Staff | |
| | Female | Male | Female | Male | Female | Male | Female | Male |
| 2023 | 76.22% | 23.78% | 81.63% | 18.37% | 38.25% | 61.75% | 86.19% | 13.81% |
| 2022 | 76.37% | 23.63% | 81.14% | 18.86% | 35.59% | 64.41% | 86.21% | 13.79% |
| 2021 | 76.63% | 23.37% | 82.37% | 17.63% | 36.41% | 63.59% | 86.70% | 13.30% |
| Difference (22- 23) | 0.15% | 0.41% | 0.49% | -0.49% | 2.66% | -2.66% | -0.02% | 0.02% |

When compared against the NHS as a whole, the Trust's gender profile shows that female representation is 5.41% higher.

3.0 Gender Pay Gap

3.1 Mean and Median Analysis

The gender pay gap report entails data collected as of March 2023 and will provide an analysis of the reasons behind the pay gap as well as an overview of actions which STHFT will take in order 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. To calculate the mean (average) hourly rate, earnings are totalled and then divided by the number of male and female employees.

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.

| South Tees | Average Mean Gender Pay Gap – Whole Workforce | | | Average Median Gender Pay Gap – Whole Workforce | | |
|-------------------|--|-----------|-----------|--|-----------|-----------|
| | 2022/2023 | 2021/2022 | 2020/2021 | 2022/2023 | 2021/2022 | 2020/2021 |
| Male | £ 22.06 | £ 20.96 | £20.82 | £17.09 | £16.52 | £18.41 |
| Female | £15.62 | £ 14.81 | £14.18 | £13.44 | £12.72 | £14.87 |
| Difference | £6.44 | £6.15 | £6.64 | £3.65 | £3.80 | £3.54 |
| Pay gap % | 29.19% | 29.34% | 31.90% | 21.35% | 23.00% | 19.22% |

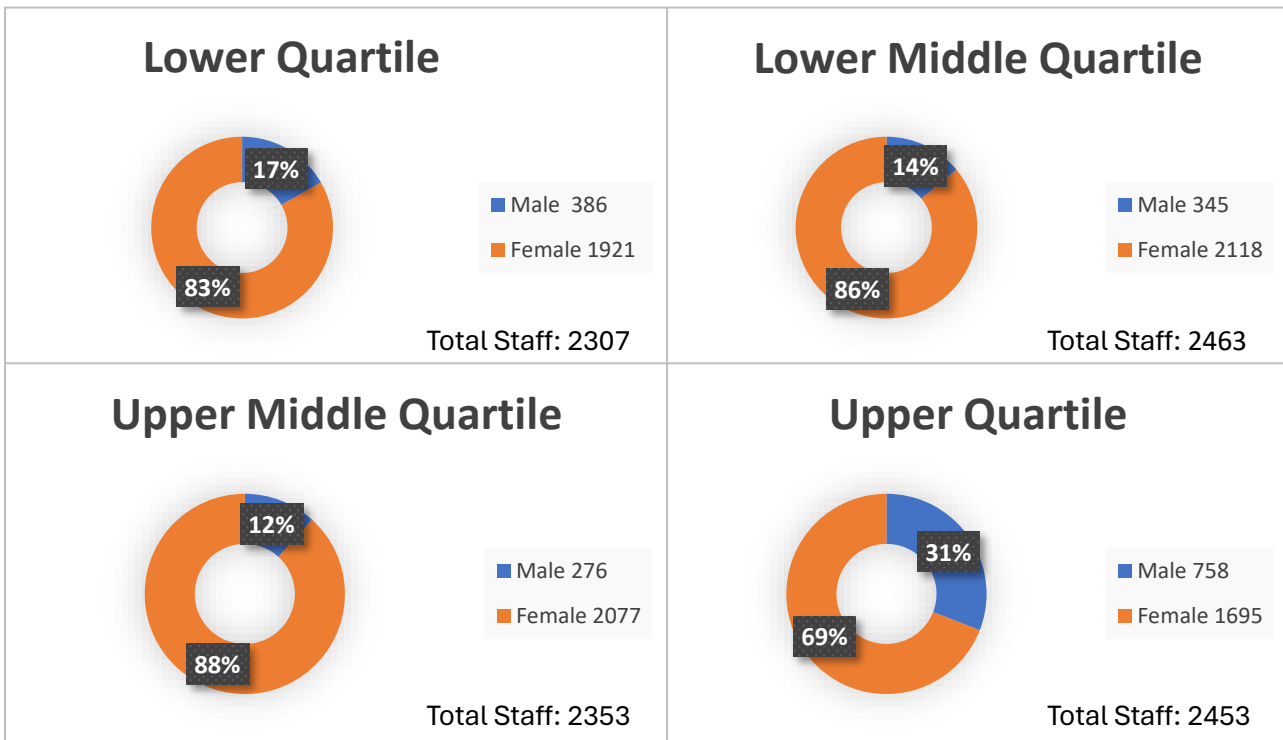
The gender pay gap measured by the average hourly rate is 29.19%

3.2 Quartile Reporting

The table illustrates the gender distribution across four equally sized pay quartiles. The values for 2022 are shown in brackets.

| Quartile | Definition | Female | Male | Female % | Male % | Staff |
|----------|--------------|-----------------------|---------------------|---------------------------|---------------------------|-----------------------|
| 1 | Lower | 1921 (1922) | 386 (350) | 83.27% (84.60%) | 16.73% (15.40%) | 2307 (2272) |
| 2 | Lower Middle | 2118 (2018) | 345 (339) | 85.99% (85.62%) | 14.01% (14.38%) | 2463 (2357) |
| 3 | Upper Middle | 2077 (1992) | 276 (253) | 88.27% (88.73%) | 11.73% (11.27%) | 2353 (2245) |
| 4 | Upper | 1695 (1622) | 758 (771) | 69.10% (67.78%) | 30.90% (32.22%) | 2453 2393 |

Quartile Reporting 2023



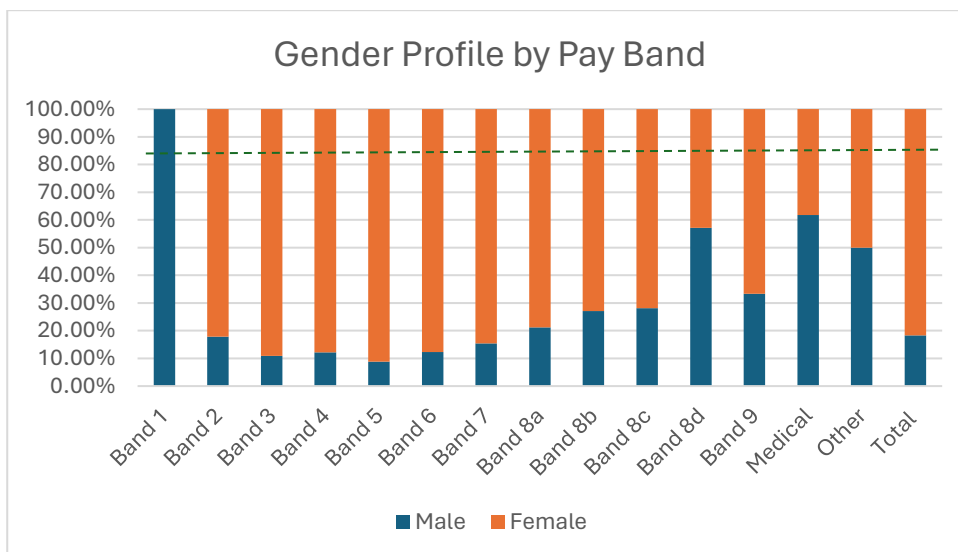
National guidance suggests that if an organisations workforce is 80 per cent female, ideally women should make up 80 per cent of each quartile. At this Trust the first three quartiles contain a higher percentage of women than men, but this is less pronounced in the highest quartile.

The data shows that we have slightly increased the female headcount in Q4 by 1.32%.

3.3 Where is the Pay Gap?

| Female | Male |
|---------------|---------------|
| 81.63% | 18.37% |

Pay Band Review



| Pay Gap by Staff Group | 2022/2023 | | | |
|----------------------------------|-------------|---------|---------|---------------|
| | Staff Group | Female | Male | Difference |
| Add Prof Scientific and Technic | £ 20.54 | £ 22.68 | £ 2.14 | 9.42% |
| Additional Clinical Services | £ 10.63 | £ 10.62 | -£ 0.01 | -0.14% |
| Administrative and Clerical | £ 13.30 | £ 18.13 | £ 4.83 | 26.65% |
| Allied Health Professionals | £ 19.03 | £ 19.17 | £ 0.15 | 0.76% |
| Estates and Ancillary | £ 10.35 | £ 11.18 | £ 0.83 | 7.41% |
| Healthcare Scientists | £ 20.36 | £ 21.95 | £ 1.59 | 7.25% |
| Medical and Dental | £ 35.87 | £ 38.60 | £ 2.73 | 7.07% |
| Nursing and Midwifery Registered | £ 16.64 | £ 16.49 | -£ 0.15 | -0.92% |
| Total | £ 15.62 | £ 22.06 | £ 6.44 | 29.19% |

The data shows that there is a significant pay gap for administrative and clerical staff of 26.65% and that Add Prof Scientific and Technic staff group show a detrimental pay gap of 9.42%

The overall pay gap is measured at 29.19% with only the staff groups of additional clinical services and nursing and midwifery (registered) demonstrating a very slight positive pay gap which can be accounted for by the higher numbers of female staff.

| Pay Gap by Band | 2022/2023 | | | |
|-----------------|-----------|---------|---------|--------------|
| | Band | Female | Male | Difference |
| Band 2 | £ 10.20 | £ 10.16 | -£ 0.05 | -0.46% |
| Band 3 | £ 11.19 | £ 11.27 | £ 0.08 | 0.71% |
| Band 4 | £ 12.62 | £ 12.27 | -£ 0.36 | -2.91% |
| Band 5 | £ 13.98 | £ 13.94 | -£ 0.04 | -0.28% |
| Band 6 | £ 17.84 | £ 18.04 | £ 0.20 | 1.10% |
| Band 7 | £ 21.76 | £ 21.44 | -£ 0.32 | -1.50% |
| Band 8a | £ 25.04 | £ 25.03 | -£ 0.01 | -0.03% |
| Band 8b | £ 29.58 | £ 30.43 | £ 0.84 | 2.77% |
| Band 8c | £ 34.46 | £ 37.20 | £ 2.74 | 7.37% |
| Band 8d | £ 42.11 | £ 42.70 | £ 0.59 | 1.38% |
| Band 9 | £ 49.59 | £ 51.86 | £ 2.28 | 4.39% |
| AFC Total | £ 14.79 | £ 15.56 | £ 0.78 | 4.98% |

3.4 Impact of Consultant Medical Staff

There is a greater proportion of male workers within the categories of Medical and Dental and very senior staff. These roles are the highest paid workers and equate to approximately 9.55% of the workforce.

| Average Mean Pay | AFC Staff | | Medical Staff | | Workforce | |
|------------------|------------|------------|---------------|------------|------------|------------|
| | 2022/2023 | 2021/2022 | 2022/2023 | 2021/2022 | 2022/2023 | 2021/2022 |
| Gender | Hourly Pay | Hourly Pay | Hourly Pay | Hourly Pay | Hourly Pay | Hourly Pay |
| Female | £ 14.79 | £ 14.07 | £ 35.87 | £ 33.68 | £ 15.62 | £ 14.81 |
| Male | £ 15.56 | £ 15.07 | £ 38.60 | £ 34.61 | £ 22.06 | £ 20.96 |
| Difference | £ 0.78 | £ 1.00 | £ 2.73 | £ 0.93 | £ 6.44 | £ 6.16 |
| Pay Gap % | 4.98% | 6.65% | 7.07% | 2.69% | 29.19% | 29.37% |

Of the 758 males in Quartile 4, 381 (50.26%) are consultants. There are 174 female consultants accounting for 10.26% of the 1695 females in Quartile 4.

There are 949 members medical staff in the Trust with 61.75% being male, which is a reduction of 2.66% on the previous year.

The table shows the age profile of medical staff.

| Trust Medical | 2023 | | | | | 2022 | | | | |
|---------------|------------|------------|------------|---------------|---------------|------------|------------|------------|---------------|---------------|
| | Male | Female | Total | % Male | % Female | Male | Female | Total | % Male | % Female |
| Age | | | | | | | | | | |
| 16 - 20 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 21 - 25 | 6 | 8 | 14 | 42.86% | 57.14% | 2 | 5 | 7 | 28.57% | 71.43% |
| 26 - 30 | 56 | 62 | 118 | 47.46% | 52.54% | 46 | 44 | 90 | 51.11% | 48.89% |
| 31 - 35 | 58 | 54 | 112 | 51.79% | 48.21% | 63 | 41 | 104 | 60.58% | 39.42% |
| 36 - 40 | 82 | 67 | 149 | 55.03% | 44.97% | 69 | 50 | 119 | 57.98% | 42.02% |
| 41 - 45 | 85 | 60 | 145 | 58.62% | 41.38% | 82 | 59 | 141 | 58.16% | 41.84% |
| 46 - 50 | 92 | 47 | 139 | 66.19% | 33.81% | 91 | 40 | 131 | 69.47% | 30.53% |
| 51 - 55 | 93 | 36 | 129 | 72.09% | 27.91% | 78 | 30 | 108 | 72.22% | 27.78% |
| 56 - 60 | 57 | 23 | 80 | 71.25% | 28.75% | 48 | 21 | 69 | 69.57% | 30.43% |
| 61 - 65 | 41 | 6 | 47 | 87.23% | 12.77% | 40 | 5 | 45 | 88.89% | 11.11% |
| 66 - 70 | 13 | 0 | 13 | 100.00% | 0.00% | 9 | 0 | 9 | 100.00% | 0.00% |
| Over 70 | 3 | 0 | 3 | 100.00% | 0.00% | 6 | 0 | 6 | 100.00% | 0.00% |
| Trust | 586 | 363 | 949 | 61.75% | 38.25% | 534 | 295 | 829 | 64.41% | 35.59% |

| Equal ops category | Answer | Applied | Shortlisted | Interview attended | Appointed | Applied % | Shortlisted % | Interview attended % | Appointed % |
|--------------------|---------------------------|---------|-------------|--------------------|-----------|-----------|---------------|----------------------|-------------|
| Gender | Not stated | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Male | 93 | 41 | 30 | 13 | 74.4 | 73.21% | 71.42% | 81.25% |
| | Female | 32 | 15 | 12 | 3 | 25.6 | 26.79% | 28.57% | 18.75% |
| | I do not wish to disclose | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | | 125 | 56 | 42 | 16 | 100 | 100 | 75 | 38.1 |

The data above shows a breakdown of consultant vacancies for 2023, showing the difference in male and female applications to vacant consultant posts and the disparity of gender recruitment.

4.0 Bonus Pay Gap

The regulations require employers to report on any gender pay gaps in relation to bonus pay received. Bonus pay elements are awarded as a result of recognition of excellent practice over and above contractual requirements. Bonus pay is defined as any remuneration that is in the form of money, vouchers, securities or options and relates to profit sharing, productivity, performance, incentive or commission.

The Trust does not pay traditional performance bonuses. For the purposes of gender pay gap reporting, clinical excellence awards (CEAs), for which only medical and dental consultants are eligible are considered as bonus pay.

The tables below detail bonus pay as Clinical Excellence Awards (CEA), as with the median hourly rate of pay, this is based on the mid-point of all staff receiving bonus pay.

For bonus pay the ESR report obtains a list of staff employed as at the snapshot date, and their bonus pay over the 12-month period that ends on the snapshot date. Bonus pay analysis should include all staff whether full pay relevant or not.

The data reveals that there is a 33.71% pay gap between the mean bonus pay of the male and female staff who received the above bonus in the year 2022- 2023, and a no bonus pay gap using the median calculation.

| Consultants | 2023 | | | | | 2022 | | | | |
|-------------|------|--------|-------|--------|----------|------|--------|-------|--------|----------|
| | Male | Female | Total | % Male | % Female | Male | Female | Total | % Male | % Female |
| Consultant | 381 | 174 | 555 | 68.65% | 31.35% | 351 | 157 | 508 | 69.09% | 30.91% |

| Consultant Bonus Pay | Average Mean Bonus Pay | | | Average Median Bonus Pay | | |
|----------------------|------------------------|-----------|------------|--------------------------|-----------|-----------|
| | 2022/2023 | 2021/2022 | 2020/2021 | 2022/2023 | 2021/2022 | 2020/2021 |
| Male | £9,560.78 | £4,174.03 | £13,934.97 | £4,415.22 | £4,008.99 | £7,037.32 |
| Female | £6,337.74 | £4,044.01 | £10,052.23 | £4,415.22 | £4,008.99 | £5,290.54 |
| Difference | £3,223.04 | £130.02 | £3,882.74 | £0.00 | £0.00 | £1,746.78 |
| Pay gap % | 33.71% | 3.11% | 27.86% | 0.00% | 0.00% | 24.82% |

| Total Bonus Payments | 2022/2023 | | 2021/2022 | |
|-------------------------|----------------|-------------|---------------|-------------|
| | Male | Female | Male | Female |
| Bonus payment | £ 2,820,429.46 | £855,594.70 | £1,160,379.67 | £481,237.26 |
| Employees paid bonuses. | 295 | 135 | 278 | 119 |

Last's years Clinical Excellence Awards were equally distributed amongst all Consultants who would have been eligible to apply for an award had there been a competitive round – this is as per national guidance and has been the case for the last 3 years' worth of awards.

We also have 18 National Clinical Excellence Award holders, 17 of these are male compared to only one female.

5.0 Summary

We remain as committed as ever to ensuring gender balance wherever we can in our workforce by continuing to consider how we attract candidates, including advertising in places that may help to engage diverse applicants across all levels of the Trust.

- We are increasing the internal leadership development opportunities and encouraging our managers to have values-based appraisal and personal development discussions. In line with the NHS Inclusion Improvement Plan all senior leaders will have Equality Diversity and Inclusion objectives as part of their appraisals.
- Recruitment actions include refresh of inclusive recruitment work
- The HR Director will continue to work with the Executive team to support the identified actions. Delivery of these will be supported by the Trust's EDI Steering Group and assured through the People Committee.

6.0 Next Steps

We recognise there are still a number of improvements to be made. We will endeavour to develop a range of activities over the next 12 months to advance gender pay which are reflected in the Action Plan below.

| Action | Timescales | Impact |
|---|------------|---|
| Review the inclusive recruitment training and implement more inclusive advertising and marketing strategies to encourage female applications. | Sept 2024 | To increase the number of female applications into roles that may traditionally have been perceived as male roles. To reduce the gender pay gap within the organisation. |
| Encourage female consultants to apply for the National Clinical Impact Award Scheme (NCIAS) | Mar 2025 | To increase the number of female applicants submitting to relevant awards that recognise their work based on merit. |
| Collaborative approach to leadership development to include | Sept 2024 | Ensure inclusion of the EDI agenda within all leadership programmes to support |

| | | |
|--|------------|---|
| inclusion in line with NHS Inclusion Improvement Plan | | embedding within daily practice throughout the organisation. |
| Publish and share the data from the gender pay report | March 2024 | Published on the external website for public knowledge and awareness. |
| Inform of gender disparities as part of the EDI Training (Management Essentials) | April 2024 | The EDI training rolled out as part of the Management Essentials Programme will support all colleagues to gain a better understanding and application of the objectives of the EDI domain of the people plan to reduce discrimination and enhance career progression. |