

REPORT TO PEOPLE & CULTURE COMMITTEE 3 JULY 2024

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| Title | Pay Gap Reporting 2024 Submission |
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Purpose of the report

To update the committee on the gender, pay gap analysis, ethnicity pay gap analysis and the disability pay gap.

Committees/meetings where this item has been considered

| Date | Committee/Meeting |
|------|---|
| | The gender pay gap was discussed briefly at the May people and culture committee. |

Key messages

This year, the ELFT pay gap analysis focuses on gender, ethnicity, and disability status. By examining data on salaries, bonuses, and other forms of compensation, we aim to uncover systemic biases or obstacles that may impact specific groups. The insights gained will guide the development of policies and initiatives geared towards fostering fairness, equity, and diversity throughout our Trust.

Gender

- The gender pay gap median is 1.22%. Although there has been significant improvement, there remains an underrepresentation of women in the upper quartile and an overrepresentation of women in the lower quartile.

- Clinical Excellence Awards will now be embedded into core pay and may be reported differently in the future. The Trust will need to redefine its definition of 'bonus pay'.

Ethnicity

- This is the first year the Trust has produced an ethnicity pay gap report. We have categorized employees into the following ethnic groups: White, Asian, Black, Mixed, Other, and those who have not stated their ethnicity. Significant efforts have been made to ensure data completeness and accuracy, providing a reliable foundation for our ethnicity pay gap analysis.

- The largest ethnicity median pay gap is between White and Asian staff at 15.70%.

- The largest ethnicity average hourly pay gap is between White and Black staff at a 14.26% pay difference.

- Although Black employees are the second highest group in the upper quartile, overall Black employees receive the lowest average hourly rate. Asian staff are overrepresented in the lower quartile and receive the lowest median hourly rate.

Disability

This is the first year the Trust has produced a disability pay gap report. At ELFT, the majority of disabled staff are in the lower quartile. There is an underrepresentation of disabled staff in the lower middle and upper quartiles.

In the year ahead, we will utilize this data to inform improvements for the High Impact Action Plan metric 3: Improving Pay Gap. This also supports evidence from the WRES and WDES in our efforts to make staff feel more appreciated and valued in their roles.

A Career Progression QI project is currently in motion to address these disparities.

Strategic priorities this paper supports

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| Improved population health outcomes | <input checked="" type="checkbox"/> | Equity in access to services can improve service user outcome |
| Improved experience of care | <input checked="" type="checkbox"/> | Patient Care and Race Equality (PCREF) work can improve quality and safety of care |
| Improved staff experience | <input checked="" type="checkbox"/> | Equalities work is likely to positively impact staff experience |
| Improved value | <input checked="" type="checkbox"/> | Equalities work improves experience and outcome of care. |

Implications

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| Equality Analysis | Positive impact |
| Risk and Assurance | Positive impact – Reduce risk if people receive right care right place |
| Service User/ Carer/Staff | Positive impact – Improved experience/ outcome |
| Financial | |
| Quality | Positive impact – Experience/ outcome |

The committee is asked to **RECEIVE** and **NOTE** the report