

A close-up photograph of a hand holding a magnifying glass over a stack of coins. The image is partially obscured by a white box containing the title.

ANNUAL PAY GAP

2024 REPORT

Our goal is to aim for total pay gap equity.

The pay gap report for East London NHS Foundation Trust provides an analysis of the discrepancies in pay across various demographic groups within our organisation. Its primary objective is to pinpoint any disparities in pay and opportunities within our workforce and to formulate effective strategies for addressing them.

This year, our analysis focuses on gender, ethnicity, and disability status. By examining data on salaries, bonuses, and other forms of compensation, we aim to uncover any 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.

This report contains a summary of our pay gap analysis and outlines the actions we plan to undertake over the next year. To streamline our workforce improvement initiatives, we have aligned our pay gap actions with several key strategic plans:

- **Workforce Race Equality Standards (WRES):** Addressing racial disparities and promoting equality across all levels of the workforce.
- **Workforce Disability Equality Standards (WDES):** Ensuring fair treatment and opportunities for staff with disabilities.
- **People Plan:** Fostering a supportive, inclusive, and dynamic work environment.
- **NHS High Impact Action Plan:** Implementing targeted actions that will have the most significant impact on reducing pay gaps and promoting equity.

By integrating these initiatives, we aim to create a cohesive, effective approach to addressing pay disparities and enhancing workforce diversity and inclusion.



TANYA CARTER

Chief People Officer

"Addressing pay disparities is not just about fairness; it's about harnessing the full potential of our diverse workforce. By identifying and rectifying these gaps, we can create a more inclusive and equitable environment for all staff, ultimately improving the quality of care we provide."

What is the Pay Gap report?

Recent gender pay reporting legislation requires employers with 250+ employees to annually publish calculations showing the pay gap between male and female employees. Regulations for the private and voluntary sectors began on 5 April 2019, while public sector regulations, including for NHS Trusts, started on 31 March 2017. NHS Trusts must provide a 'snapshot' of pay differences as of 31 March 2019 and report bonus payments made during the year.

These results must be published on the employer's website and a government site, confirmed by a senior official, such as a chief executive. This process encourages actions to improve gender equality and reduce pay gaps.

Although ethnicity and disability pay gaps are not yet mandated, East London NHS Foundation Trust has published these in 2024. Pay reporting differs from equal pay. For example; equal pay addresses pay differences between men and women doing the same or equivalent jobs.

It is unlawful to pay unequally based on gender, ethnicity, or disability. The pay gap shows the average pay difference across all employees. A significant gap indicates underlying issues, which the calculations can help identify.

Pay Gap Indicators

We include the following from our calculations:

- Average pay gap as a mean average
- Average pay gap as a median average
- Proportion of males and females when divided into four groups ordered from lowest to highest pay
- Pay Gap by Staff Group
- Pay Gap by Band

See page 11 for pay gap terms and definitions.

Pay Gap Exclusions

We exclude the following from our calculations:

- Salary sacrifice
- Arrears
- Overtime
- Staff on reduced pay due to long term sickness, maternity/paternity
- Hours worked and paid whilst 'on call' (on call allowance is included)
- Career Break, maternity Leave, Inactive,

Understanding the Pay Gap Report

Pay gap reporting requires comprehensive data analysis to understand and address disparities. This process involves several key steps to ensure accuracy and transparency. To gain a clearer picture of how much employees are being paid, a list of all employees will be created in ascending order based on their hourly pay rate. This list serves as the foundation for calculating both the mean and median average hourly pay.

Furthermore, the list of employees can be segmented into quartiles, which helps to: identify pay distribution, highlights representation issues, and target interventions where pay disparities exist most.

Pay Quartiles

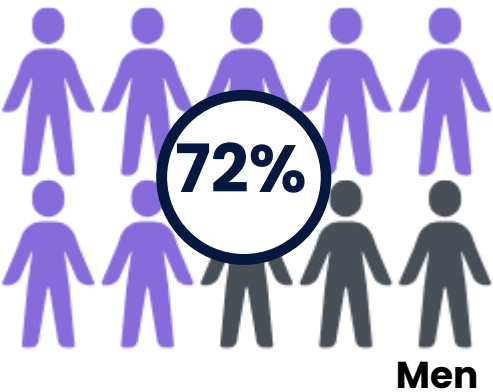
Pay quartiles divide the workforce into four equal parts based on their hourly pay rates, from the lowest to the highest. Each quartile represents 25% of the workforce.

Lower Quartile (Q1):	This quartile includes the lowest paid 25% of the workforce. Analysing this group helps to understand the pay distribution among the Trust's lowest-paid employees. It is also often where issues of pay inequality can be most pronounced.
Lower Middle Quartile (Q2):	This quartile includes the next 25% of the workforce, slightly higher paid than Q1. Jobs in this quartile may include junior professional or technical roles.
Upper Middle Quartile (Q3):	This quartile includes the next 25% of the workforce, which is higher paid than Q2. Jobs in this quartile may include mid-level professional, technical, or supervisory roles.
Upper Quartile (Q4):	This quartile includes the top 25% of the workforce. Jobs in this quartile may include senior management, executives, and highly experienced professionals. Analysing this group is crucial for understanding the distribution of high salaries and identifying any significant pay gaps among the highest-paid employees.

Staff Representation

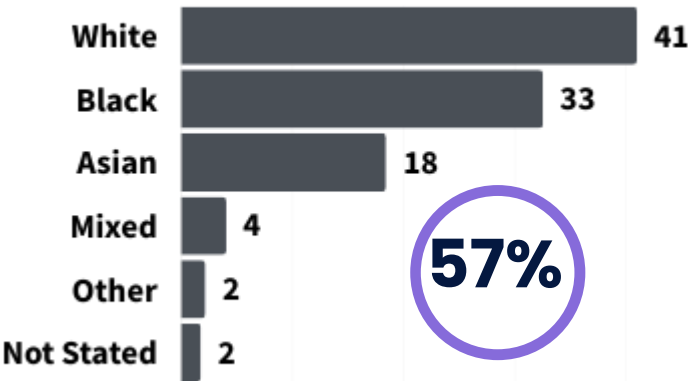
East London NHS Foundation Trust employs approximately 8,000 staff across more than 120 sites located throughout the City of London, Hackney, Newham, Tower Hamlets, Bedfordshire, and Luton. This diversity is reflected not only in the range of services we provide but also in our workforce, which is a key strength in delivering high-quality, inclusive healthcare. Our commitment to equity, diversity, and inclusion is central to our mission, and we continuously strive to ensure that our pay practices reflect these values.

Women



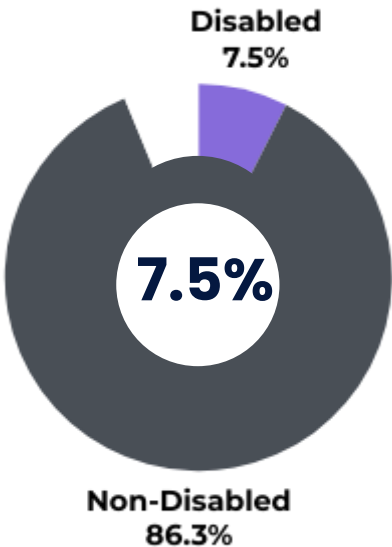
Gender

72% of our workforce at ELFT are women. This is comparable to the wider NHS workforce, of which 74% are women. According to the 2021 Census, 51% of England’s population are women, indicating that women are overrepresented in the NHS workforce.



Ethnicity

57% of ELFT staff come from diverse ethnic backgrounds, with one in three identifying as Black. In contrast, 31% of the overall NHS workforce in England are from non-white ethnicities. Black, Asian, and Mixed ethnicities make up 19% of England's population and are overrepresented in the NHS workforce.



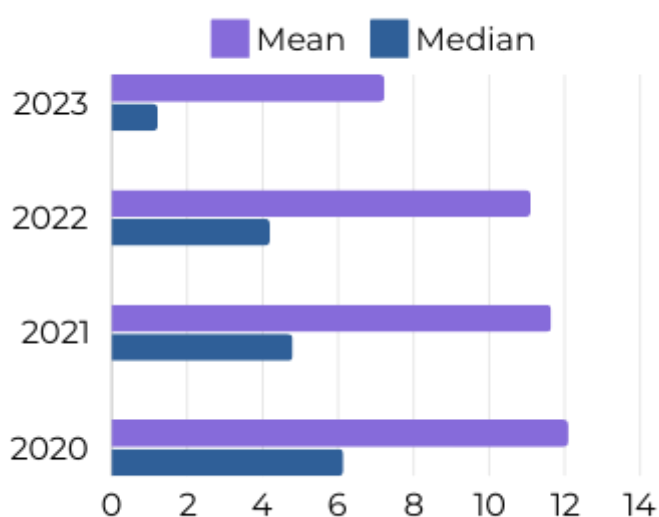
Disability

7.5% of ELFT staff have a disability, which is comparable to the wider NHS workforce where 7% of staff are disabled. However, this contrasts with the 17% of England's population living with a disability. Disabled staff are underrepresented at ELFT, though it is important to note that 6% of staff did not disclose their disability status.

Gender Pay Gap 2020–2023

Reviewing and reporting the gender pay gap over several years is crucial for tracking progress, identifying persistent disparities, and driving accountability within the Trust. This long-term analysis allows us to measure the effectiveness of our policies and interventions aimed at promoting gender equality. By continuously monitoring the gender pay gap, we can ensure that our efforts to create a fair and inclusive workplace are making a tangible impact.

Gender Pay Gap % from 2020 to 2023



This data is based on snapshots taken on 31st March of each year.

There have been improvements in both mean and median gender pay gap since 2020 reporting.



Our first time reporting ethnicity and disability pay gap.

This is the first year that we have produced pay gap reporting for ethnicity and disability. In the future, we plan to provide more data analysis of trends and improvements, identifying priority areas to target our focus.

Pay Gap %

Gender	Avg. Hourly Rate	Median Hourly Rate
Male	£23.39	£20.46
Female	£21.70	£20.21
Difference	£1.69	£0.25
Pay Gap %	7.23%	1.22%

These charts display the gender pay gap and proportion of men and women in each quartile, highlighting where gender disparities are most pronounced. At ELFT the majority of men are in the upper quartile.

There is an underrepresentation of women in the upper quartile, and an over representation of women in the lower quartile.

Quartiles



Q	Female	Female %	Male	Male %
Lower	1626	74.59%	554	25.41%
Lower Middle	1537	70.25%	651	29.75%
Upper Middle	1656	75.72%	531	24.28%
Upper	1477	67.47%	712	32.53%

15%

The gender pay gap between men and women in the **Administrative and Clerical staff** group is 15%.

18%

The bonus gap in average hourly rate between men (£7,599.54) and women (£6,180.71) is 18%

Ethnicity Pay Gap 2024

The charts in this section illustrate the pay gap and the proportion of employees by ethnic group within each pay quartile, highlighting the areas where ethnic disparities are most pronounced.

We have categorised 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. All ethnicity pay gaps are calculated against the average pay of white employees.

Pay Gap

Ethnicity	Avg. Hourly Rate	Median Hourly Rate
White	£23.84	£21.72

Ethnicity	Avg. Hourly Rate	Difference	Pay Gap %	Median Hourly Rate	Difference	Pay gap %
Asian	£22.34	£1.50	6.29%	£18.31	£3.41	15.70%
Black	£20.44	£3.40	14.26%	£18.99	£2.73	12.57%
Mixed	£21.77	£2.07	8.68%	£18.91	£2.81	12.94%
Not Stated	£22.71	£1.13	4.74%	£20.68	£1.04	4.79%
Other	£22.31	£1.53	6.42%	£20.81	£0.91	4.19%



Ethnicity Pay Gap 2024



Recent data shows that white staff receive a higher average and median hourly pay rate than any other ethnicity, and are overrepresented in the upper quartile.

Although Black employees are the second highest group in the upper quartile, overall Black employees receive the lowest average hourly rate. Black employees are overrepresented in the lower middle quartile.

Asian staff are overrepresented in the lower quartile and receive the lowest median hourly rate.

Quartiles

Q	White	Asian	Black	Mixed	Not Stated	Other
Lower	39.84%	22.40%	29.55%	4.43%	1.65%	2.13%
Lower Middle	27.51%	18.79%	44.99%	4.79%	1.80%	2.12%
Upper Middle	43.12%	14.44%	34.49%	3.27%	2.03%	2.65%
Upper	53.01%	18.20%	21.34%	3.83%	1.70%	1.92%

11.2%

Among **Allied Health Professionals**, Black employees experience the widest pay gap at 11.2%, compared to a 3.6% pay gap for Asian employees.

Band 8d

The pay gap for Asian employees is present only in pay bands 8b, 8c, and 8d, with the widest gap occurring in band 8d at 5%.

Disability Pay Gap 2024

Pay Gap %

Disability	Avg. Hourly Rate	Median Hourly Rate
Yes	£20.67	£19.34
No	£22.29	£20.26
Difference	£1.62	£0.92
Pay Gap %	7.27%	4.54%

These charts display the pay gap and proportion of disabled and non-disabled employees in each quartile, highlighting where disability disparities are most pronounced.

At ELFT, the majority of disabled staff are in the lower quartile. There is an underrepresentation of disabled staff in lower middle and upper quartiles.

Quartiles

Q	Disabled	Not Disabled	Not Declared	Prefer Not To Answer
Lower	9.33%	84.05%	6.40%	0.21%
Lower Middle	6.15%	85.51%	8.33%	0.00%
Upper Middle	7.58%	86.18%	6.18%	0.05%
Upper	5.32%	85.52%	9.15%	0.00%



16%

Disabled employees within the **Medical and Dental** staffing group have the widest pay gap of 16%.

Band 3

Band 3 employees experience the **largest disability pay gap** at 10.04%, followed by Band 9 staff with a pay gap of 9.17%.

Annual Objectives

We have outlined three key objectives aimed at improving our approach to addressing pay gaps.

Our intersectional approach underscores the importance of considering the interconnected factors of gender, ethnicity, and disability in tackling pay disparities.

Achieve Pay Equity

Ensure that all employees receive fair and equal pay for work of equal value, irrespective of their gender, ethnicity, or disability status.

Actions:

- Conduct regular pay audits to identify disparities.
- Implement transparent salary scales and pay progression criteria.
- Ensure job evaluation schemes are equitable and free from bias.

Promote Diversity and Inclusion in Leadership

Increase representation of underrepresented groups in senior roles and decision-making positions to reflect the diversity of our workforce.

Actions:

- Set specific targets for the recruitment, retention, and promotion of women, ethnic minorities, and individuals with disabilities.
- Offer leadership development programs and mentoring tailored to underrepresented groups.
- Ensure diversity and inclusion are key performance indicators for senior management.



Enhance Workforce Support and Engagement

Foster an inclusive workplace culture that supports career progression and addresses the unique needs of all employees, particularly those from marginalised groups.

Actions:

- Implement timely and adequate flexible working arrangements and reasonable adjustments for employees with disabilities.
- Provide training on equity, diversity, and inclusion for all staff.
- Deliver intersectional events led by the Staff Equality Networks for Women, RaCE, and ELFT Ability.

Pay Gap Terms and Definitions

Key word	Definition
Pay gap	Difference in the average pay between two groups. Gender = Women & Men; Ethnicity = Black, Asian, Mixed, Other & White; Disability = Disabled and Non-Disabled.
Mean gap	The mean pay gap refers to the difference in average earnings between two groups, such as men and women. It is calculated by taking the total sum of the salaries of all employees in each group, dividing by the number of employees in that group, and comparing the averages.
Median gap	This refers to the difference in the median (middle) earnings between two groups, such as men and women. It is calculated by ordering the salaries of all employees in each group from lowest to highest and identifying the middle value.
Quartile pay bands	A quartile divides the workforce into four segments based on their pay. Each quartile represents 25% of the workforce. Employees fall into one of these four quartiles: lower, lower middle, upper middle, and upper quartile pay bands.
Equal pay	Being paid equally for the same/similar work.

Read our Equity, Diversity, and Inclusion Reports

We are committed to transparency. To read the full version of our reports, please visit the ELFT website. If you would like this document in an alternative version please contact the EDI Team:

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