

Pay Gap Report

East London NHS Foundation Trust

Contents

- I. What is the Gender Pay Gap Report?
- II. Exclusions
- III. Gender Pay Gap indicators
- IV. East London NHS Foundation Trust workforce context
- V. Snapshot 31st March 2023
- VI. Summary of results and initial assessment of implications/actions

I. What is the Gender Pay Gap report?

Recent gender pay reporting legislation now requires employers with 250 or more employees 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. The first is mainly for the private and voluntary sectors (taking effect from 5 April 2019) and the second is mainly for the public sector (taking effect from 31 March 2019). For NHS Trusts this means providing a 'snapshot' of ordinary pay differences on 31st March 2019 and bonus payments made during the year.

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.

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.

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.

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.

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.

II. Exclusions

We have excluded the following from our calculations:

Elements related to: 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,

III. The Gender Pay Gap Indicators

An employer must publish six calculations showing:

- i. Average gender pay gap as a mean average
- ii. Average gender pay gap as a median average
- iii. Average bonus gender pay gap as a mean average
- iv. Average bonus gender pay gap as a median average
- v. Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
- vi. Proportion of males and females when divided into four groups ordered from lowest to highest pay

IV. East London NHS Foundation Trust Workforce

Trust	Mean	Median	Lower	Lower Middle	Upper Middle	Upper	Mean Bonus Gap	Median Bonus Gap	% Women Receiving Bonus	% Men Receiving Bonus	Employer Size
East London NHS Foundation Trust	7.2%	1.2%	74.6%	70.3%	75.7%	67.5%	18.7%	0.0%	1.8%	4.8%	5000 to 19,999
South West London & St George's Mental Health NHS Trust	7.6%	7.6%	73.2%	68.2%	69.7%	64.7%	35.2%	34.1%	1.6%	2.5%	1000 to 4999
Central North West London NHS foundation trust	10.4%	11.4%	80.0%	80.4%	78.5%	70.1%	40.0%	50.0%	54.7%	45.4%	5000 to 19,999
Norfolk And Suffolk NHS Foundation Trust	13.5%	7.4%	80.3%	73.5%	76.1%	66.3%	22.8%	0.0%	37.0%	57.0%	5000 to 19,999
West London Mental Health (NHS) Trust	1.1%	-4.7%	60.2%	64.9%	66.5%	67.4%	43.4%	18.9%	4.6%	6.6%	1000 to 4999
Oxleas NHS Foundation Trust	10.6%	5.1%	83.2%	77.5%	79.1%	71.0%	11.0%	0.0%	0.9%	0.9%	1000 to 4999
Guy's & St Thomas' NHS Foundation Trust	13.3%	6.9%	71.2%	76.1%	77.4%	61.7%	39.8%	0.0%	3.7%	11.3%	20,000 or more
Royal Free London NHS Foundation	13.9%	12.4%	72.1%	77.5%	75.4%	60.9%	32.9%	56.9%	0.8%	3.9%	5000 to 19,999
Barts Health NHS Trust	19.2%	11.7%	71.9%	77.8%	78.0%	55.6%	29.6%	0.0%	2.4%	4.1%	5000 to 19,999
Cambridgeshire Community Services NHS Trust	12.9%	0.0%	10.0%	8.8%	5.1%	13.8%	42.7%	44.6%	0.3%	1.1%	1000 to 4999
Barking, Havering & Redbridge University Hospitals NHS Trust	24.9%	19.5%	79.3%	82.1%	79.1%	57.8%	34.5%	50.0%	0.4%	4.3%	5000 to 19,999
North East London NHS Foundation Trust	15.5%	11.0%	86.2%	82.8%	81.6%	72.1%	1.8%	2.0%	36.0%	64.0%	5000 to 19,999

= Report has not been uploaded to government website for this year so results are from last year

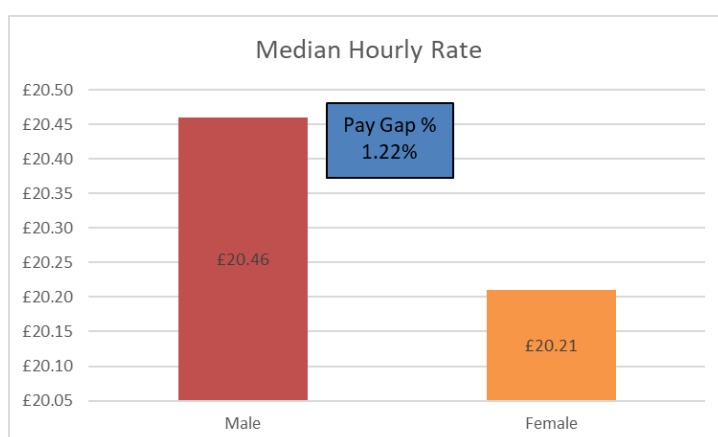
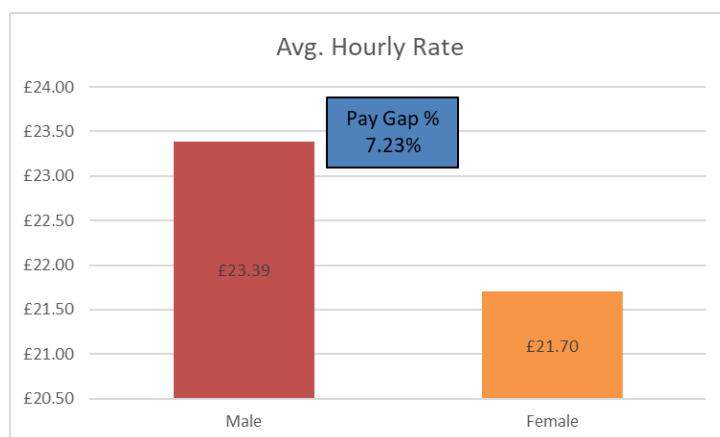
Band	Apprentice	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8a	Band 8b	Band 8c	Band 8d	Band 9	Trust Board	Medical
Female	11	1002	1044	997	1182	1044	441	182	84	26	13	5	256
Male	3	613	326	351	361	296	152	59	37	19	6	5	208
Female%	78.57%	62.04%	76.20%	73.96%	76.60%	77.91%	74.37%	75.52%	69.42%	57.78%	68.42%	55.56%	55.17%
Male%	21.43%	37.96%	23.80%	26.04%	23.40%	22.09%	25.63%	24.48%	30.58%	42.22%	31.58%	44.44%	44.83%

The current gender split within the overall workforce is 72.07% Female and 27.93% Male.

V. Snapshot 31st March 2023

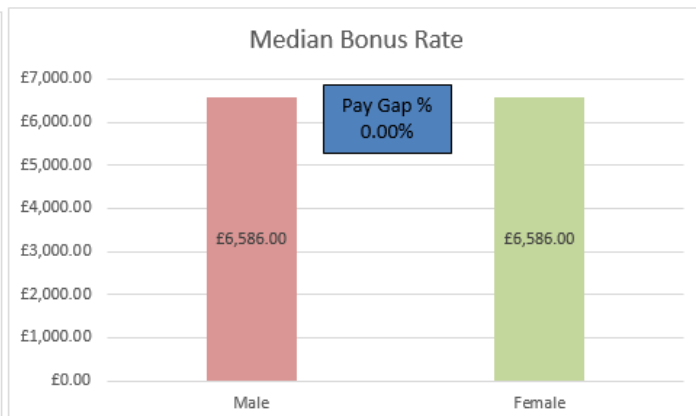
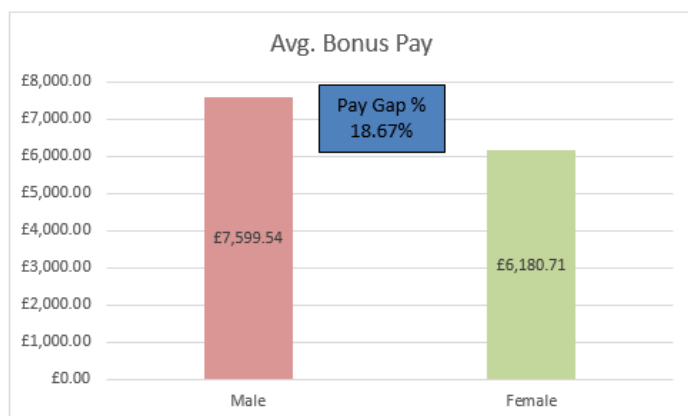
Pay Gap %

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%

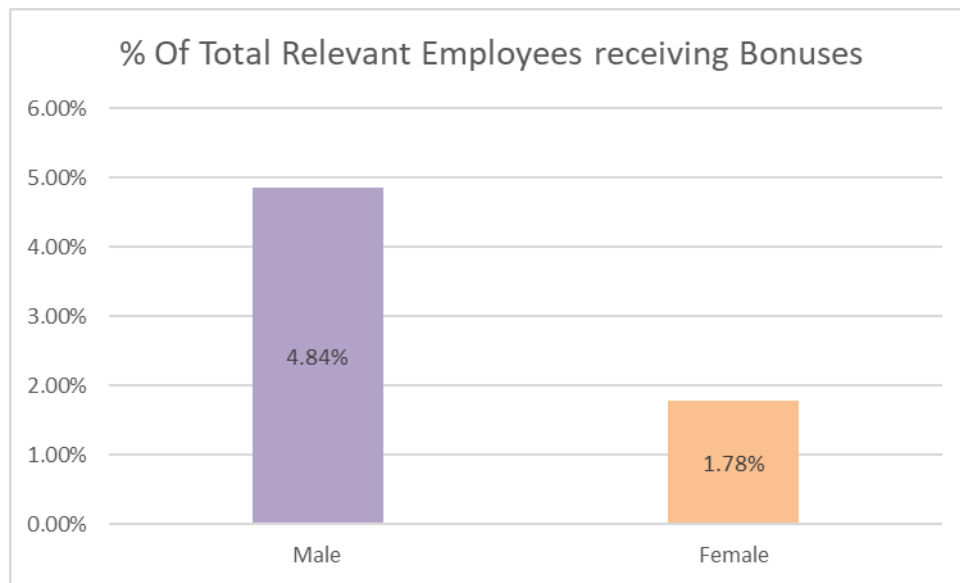


Bonus Gap %

Bonus Gap %		
Gender	Avg. Bonus Pay	Median Bonus Rate
Male	£7,599.54	£6,586.00
Female	£6,180.71	£6,586.00
Difference	£1,418.83	£0.00
Pay Gap %	18.67%	0.00%



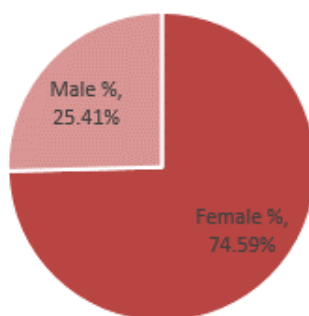
Bonus Gap %			
Gender	Employees Paid Bonus	Total Relevant Employees	% Of Total Relevant Employees receiving Bonuses
Male	118	2436	4.84%
Female	112	6287	1.78%



Quartiles

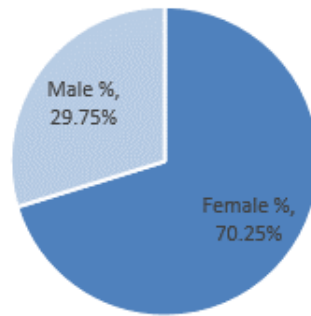
Quartiles				
Quartile	Female	Male	Female %	Male %
1	1626	554	74.59%	25.41%
2	1537	651	70.25%	29.75%
3	1656	531	75.72%	24.28%
4	1477	712	67.47%	32.53%

Q1: Lower



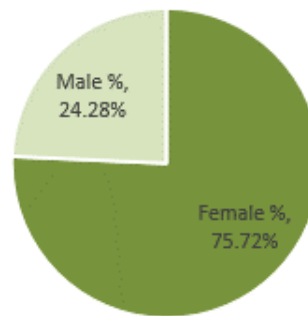
■ Female % ■ Male %

Q2: Lower Middle



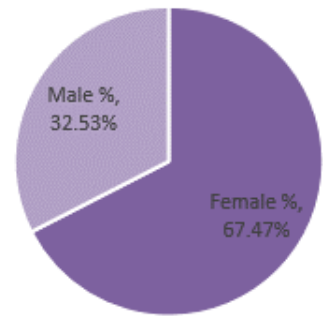
■ Female % ■ Male %

Q3: Upper Middle



■ Female % ■ Male %

Q4: Upper



■ Female % ■ Male %

Gender Pay Gap % By Staff Group

Staff Group	Number Of Individuals	Male	Female	Difference	Pay Gap %
Add Prof Scientific and Technic	1035	£28.25	£26.55	£1.70	6.00%
Additional Clinical Services	2385	£16.24	£15.36	£0.88	5.42%
Administrative and Clerical	1731	£21.86	£18.54	£3.32	15.19%
Allied Health Professionals	612	£24.99	£23.91	£1.08	4.32%
Estates and Ancillary	12	£14.37	£14.55	-£0.18	-1.23%
Medical and Dental	459	£45.69	£42.98	£2.71	5.93%
Nursing and Midwifery Registered	2489	£24.64	£23.59	£1.05	4.26%

Gender Pay Gap % By Pay Band

Band	Number Of Individuals	Male	Female	Difference	Pay Gap %
Band 3	1615	£15.87	£14.81	£1.06	6.68%
Band 4	1370	£15.75	£14.80	£0.95	6.04%
Band 5	1348	£19.41	£18.33	£1.09	5.59%
Band 6	1543	£23.82	£21.98	£1.84	7.72%
Band 7	1340	£26.31	£25.66	£0.65	2.46%
Band 8a	593	£28.51	£28.28	£0.23	0.80%
Band 8b	241	£32.92	£32.96	-£0.04	-0.13%
Band 8c	121	£38.26	£38.22	£0.04	0.10%
Band 8d	45	£46.17	£47.04	-£0.87	-1.88%
Band 9	19	£55.95	£54.96	£1.00	1.78%

VI. Summary of results and initial assessment of implications/actions

Metric	Analysis	Implications/Actions