

Pay Gap Report

East London NHS Foundation Trust

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1. 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 2024) and the second is mainly for the public sector (taking effect from 31 March 2024). For NHS Trusts this means providing a 'snapshot' of ordinary pay differences on 31st March 2024 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.

2. 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,

3. 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

4. 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	7.57%	0.85%	68.35%	77.51%	78.44%	70.35%	34.81%	0%	1.39%	3.20%	5,000 to 19,999
Barts Health NHS Trust	17.5%	8.3%	68.6%	75.8%	78.5%	56.4%	32.6%	0%	2.5%	7.6%	5,000 to 19,999
Cambridgeshire Community Services NHS Trust	21.49%	17.6%	94.88%	93.34%	95.58%	85.98%	55.52%	73.13%	0.34%	1.08%	1,000 to 4,999
Guy's & St Thomas' NHS Foundation Trust	11.73%	2.66%	70.64%	75.12%	76.93%	63.65%	27.74%	0%	3.51%	9.49%	20,000 or more
Norfolk And Suffolk NHS Foundation Trust	13.5%	7.4%	80.3%	73.5%	76.1%	66.3%	22.8%	0%	37%	57%	5,000 to 19,999
North East London NHS Foundation Trust	23%	5%	78.7%	86.4%	79.4%	80.9%	No data	No data	0%	0%	5,000 to 19,999
Oxleas NHS Foundation Trust	10.6%	5.1%	83.22%	77.46%	79.12%	70.95%	10.99%	0%	0.9%	0.9%	1,000 to 4,999
Royal Free London NHS Foundation	14.2%	12.1%	71.3%	76.6%	73.6%	60.3%	32.1%	52.0%	33.8%	66.2%	5,000 to 19,999
South West London & St George's Mental Health NHS Trust	7.61%	5.25%	75.88%	66.36%	71.35%	63.93%	27.22%	0%	2.58%	4.47%	1,000 to 4,999



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

Band	Apprentice	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8a	Band 8b	Band 8c	Band 8d	Band 9	Trust Board	Medical
Female	12	27	771	1252	994	1117	1074	464	201	88	22	15	5	271
Male	5	6	421	416	300	306	284	164	68	36	23	7	5	216
Female%	70.59%	81.82%	64.68%	75.06%	76.82%	78.50%	79.09%	73.89%	74.72%	70.97%	48.89%	68.18%	50.00%	55.65%
Male%	29.41%	18.18%	35.32%	24.94%	23.18%	21.50%	20.91%	26.11%	25.28%	29.03%	51.11%	31.82%	50.00%	44.35%

The current gender split within the overall workforce is 73.66% Female and 26.34% Male.

Pay Gap %

Pay Gap %		
Gender	Avg. Hourly Rate	Median Hourly Rate
Male	£24.42	£21.16
Female	£22.57	£20.98
Difference	£1.85	£0.18
Pay Gap %	7.57%	0.85%

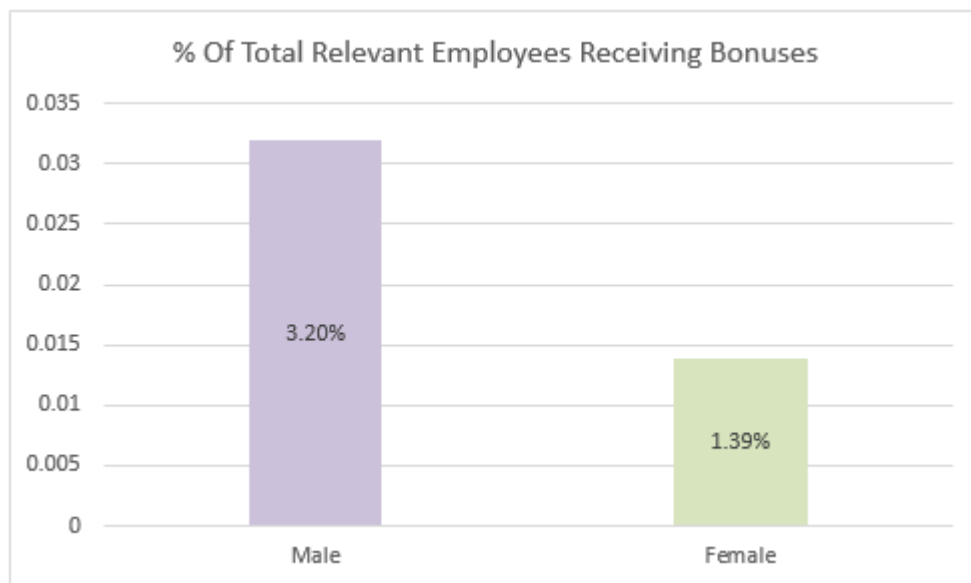


Bonus Gap %

Bonus Gap %		
Gender	Avg. Bonus Pay	Median Bonus Rate
Male	£8,825.81	£4,386.15
Female	£5,753.93	£4,386.15
Difference	£3,071.87	£0.00
Pay Gap %	34.81%	0.00%

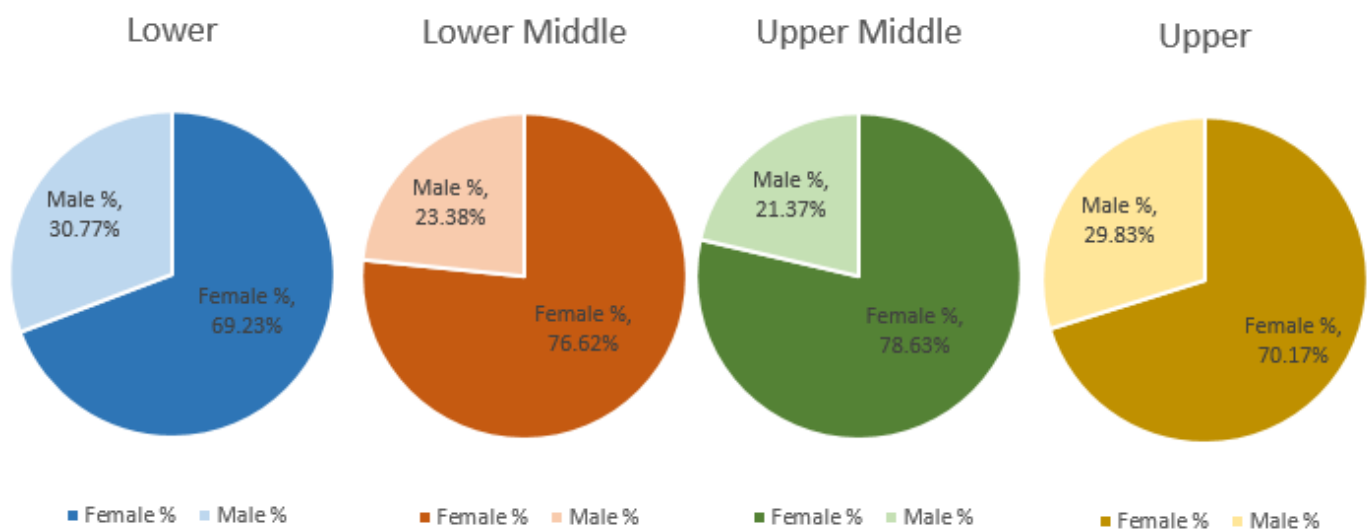


Bonus Gap %			
Gender	Employees Paid Bonus	Total Relevant Employees	% Of Total Relevant Employees receiving Bonuses
Male	85	2657	3.20%
Female	95	6832	1.39%



Quartiles

Quartiles				
Quartile	Female	Male	Female %	Male %
1	1483	659	69.23%	30.77%
2	1642	501	76.62%	23.38%
3	1685	458	78.63%	21.37%
4	1503	639	70.17%	29.83%



Gender Pay Gap % By Staff Group

Staff Group	Number Of Individuals	Male	Female	Difference	Pay Gap %
Add Prof Scientific and Technic	1100	£29.72	£27.44	£2.28	7.67%
Additional Clinical Services	2248	£16.90	£16.18	£0.72	4.26%
Administrative and Clerical	1865	£22.74	£19.50	£3.24	14.25%
Allied Health Professionals	654	£25.23	£24.98	£0.25	0.99%
Estates and Ancillary	15	£15.09	£15.59	-£0.50	3.31%
Healthcare Scientist	1	-	£0.00	-	-
Medical and Dental	496	£49.69	£44.86	£4.83	9.72%
Nursing and Midwifery Registered	2187	£25.24	£24.38	£0.86	3.41%
Students	4	£13.70	£12.37	£1.33	9.71%

Gender Pay Gap % By Pay Band

Band	Number Of Individuals	Male	Female	Difference	Pay Gap %
Band 2	33	£12.59	£11.84	£0.75	5.96%
Band 3	1192	£15.25	£14.39	£0.86	5.64%
Band 4	1668	£15.71	£15.11	£0.60	3.82%
Band 5	1294	£18.74	£17.99	£0.75	4.00%
Band 6	1423	£23.03	£21.97	£1.06	4.60%
Band 7	1358	£26.82	£25.95	£0.87	3.24%
Band 8a	628	£29.55	£29.45	£0.10	0.34%
Band 8b	269	£34.36	£34.14	£0.22	0.64%
Band 8c	124	£40.39	£40.53	-£0.14	0.35%
Band 8d	45	£47.89	£49.35	-£1.46	2.96%
Band 9	22	£56.54	£57.49	-£0.95	1.65%

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

Metric	Analysis	Implications/Actions