

# Gender pay gap report

## 2023-2024



## Executive summary

Great Western Hospitals NHS Foundation Trust is committed to advancing equality, diversity and inclusion and our strategy is underpinned by the [NHS Constitution's](#) values: working together for patients, respect and dignity, commitment to quality of care, compassion, improving lives and everyone counts.

The Trust supports a diverse workforce who have different backgrounds, with differing perspectives and different ways of working. This diversity is key to our success and helps us to provide the best possible care for our patients and population.

We recognise our role and responsibility to provide equal opportunities and advance inclusion, to eliminate discrimination and to foster good relationships as an employer, provider, partner and anchor institution. Our commitment extends to addressing our gender pay gap which is an enduring challenge in every sector. We will continue to take positive steps towards pay equity.

Under the provisions of the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, which relate to public sector employers in England and Wales, the Trust is required by law to publish an annual gender pay gap report.

The Trust has been required to report and publish specific details about its gender pay since 2018, including:

- Mean and median gender pay gaps
- Mean and median gender bonus payment gaps
- The proportion of males and females who received bonus payments
- The proportion of males and females in each pay quartile.

The gender pay gap measures the difference between the pay rates of all male and female staff across the Trust, irrespective of their role and seniority. Our Gender Pay Gap data at the snapshot date of 31 March 2024 is as follows.

## Our data

### All staff

Female staff earn £0.72 for every £1 a male staff earns when comparing the mean pay:

Mean Gender Pay Gap – all staff	£7.80	(28.02%) increased by £0.92 since last year from £6.88
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The Trust mean gender pay gap for all staff is £7.80 (28.02%), a small increase of £0.92 (76%). The average hourly pay for female staff has increased by £1.67, in comparison the hourly pay for male staff has increased by £2.59. The median gender pay gap is £2.62 (12.76%), this has improved by £1.30 (6.12%) since last year.

### Excluding medical and dental staff

Female staff earn £0.97 for every £1 a male staff earn when comparing the mean pay:

Mean Gender Pay Gap – non-medical and dental staff	£0.56	(2.91%) decreased by 1.27% since last year from £0.76
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When medical and dental staff are excluded from the equation, the mean and median gender pay gap is significantly reduced. The mean gender pay gap is £0.56 (2.91%) this has improved by £0.20 (1.27%) since last year; the median gender pay gap is -£0.52 (-3.03%) in favour of female staff, the gap was in favour of male staff last year when it was £0.21 (1.25%).

### Medical only staff

Female staff earn £0.86 for every £1 male staff earn when comparing the mean pay:

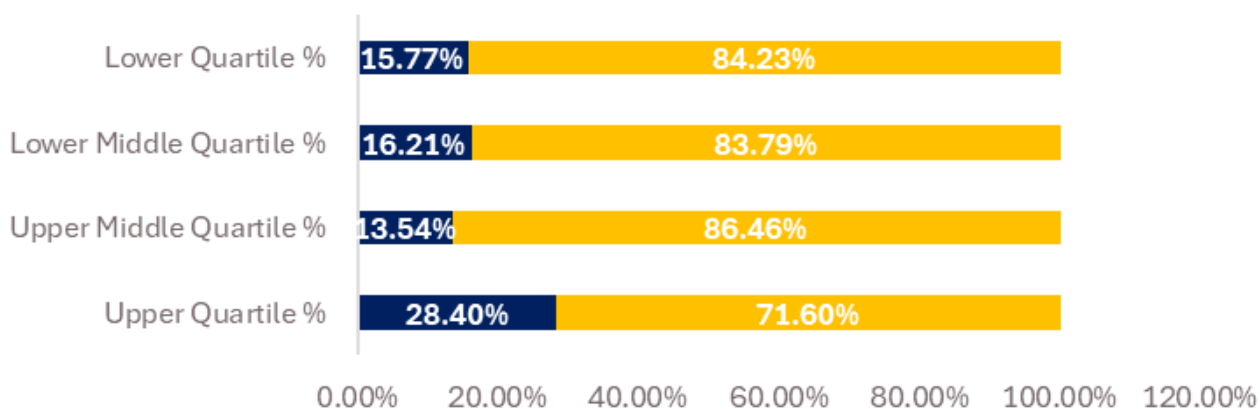
Mean Gender Pay Gap - medical and dental staff only	£6.61	(13.85%) decreased by 5.20% since last year from £7.52
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Our gender pay gap is driven by our medical and dental staff group. When this group are analysed in isolation, the mean gender pay gap is £6.61 (13.85%) and the median gender pay gap is £12.15 (26.79%). The mean gender pay gap has improved by £0.91 (5.20%). The percentage median gender pay gap has improved slightly this year, from 27.65% in 2022-23 to 26.79%.

## Why do we have a Mean Gender Pay Gap?

The Trust had a mean gender pay gap of £7.80 (28.02%). The gap is mainly driven by the higher proportion of male staff who are employed in senior roles and male staff in medical roles and therefore earn a higher hourly rate of pay on average – distribution of male staff across pay quartiles, 28% in the highest pay quartile compared to 16% in the lower quartile (lowest paid), 16% in the lower middle quartile and 13% in the upper middle quartile; whereas female staff are more evenly distributed across the lower, lower middle and upper middle quartiles (84%, 84% and 86% respectively) but are under-represented in the upper quartile, at 72%.

### Ordinary Pay Quartiles



	Upper Quartile %	Upper Middle Quartile %	Lower Middle Quartile %	Lower Quartile %
■ Male	28.40%	13.54%	16.21%	15.77%
■ Female	71.60%	86.46%	83.79%	84.23%

Our mean gender pay gap for all staff has slightly worsened since last year, which is driven by the impact of medical staff, if medical staff are excluded the mean improves significantly to £0.56 (2.91%). When we analyse our data by pay band, we have slightly increased the number of male staff in senior roles, for example, non-execs males have increased by two and VSMs have increased by two males since last year, in contrast female VSMs have decreased by 1; and male medical staff have increased by 30, compared to an increase of 18 female staff

What has helped is we have increased the number of female staff in the upper-lower and middle bands (Band 5, Band 6 and Band 7) and increased the number of male staff in the lower band (significantly in Band 2).

### Bonus Pay Gap 2023-24

The gender pay gap for bonus payments shows how bonus/incentive payments were distributed between male and female employees who received bonuses in the 12 months leading up to 31 March 2024.

Bonus Payments consist of:

- Recruitment and Retention Premiums including relocation payments
- Local and national Clinical Excellence Awards for Medical & Dental Staff
- Incentive payments for hard to fill shifts

“Specialist” bank rates are included in bonus payments this year (reported in ordinary pay in 2023) owing to a change in payment type within ESR linked to pension contributions. This has resulted in the bonus pay levels for Agenda for Change staff increasing year on year.

### All staff

Female staff earn £0.64 for every £1 that male staff earn when comparing the Mean Bonus Pay.

Mean Bonus Pay Gap – all staff	£2877.13	(35.84%) decreased by 34.87% since last year from 70.71%
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The mean bonus pay gap for all staff is £2877.13 (35.84%), the mean bonus paid has significantly reduced by £10,601.54 and the gap has decreased by 34.87%, a significant improvement. There is no median bonus pay gap.

Mean Bonus Pay Gap – non-medical and dental staff	£1876.32	(47.38%) increased by 0.21% since last year from 47.17%
Mean Bonus Pay Gap – medical and dental staff only	£1508.61	(18.02%) increased by 4.80% since last year from 13.22%

However, when we analyse data for non-medical staff the mean bonus pay is £1876.32 (47.38%) and median is £840.00 (43.75%), significantly higher than the mean and median for medical staff (18.02%/£1508.61 and 0% respectively).

### **Who received Bonus Pay?**

1017 male staff and 4493 female staff were eligible for a bonus. 115 male staff received a bonus (92% of this group were medical and dental staff) and 106 female staff received a bonus payment (64% of this group were medical and dental staff). Medical and dental staff receive larger bonuses than non-medical staff.

### **Why do we have a Gender Pay Gap in Bonus Pay for non-medical staff?**

**The bonus pay gap exists in non-medical roles because male staff have received significantly higher payments.** Although fewer male staff received a bonus, 9 male staff compared to 38 female; male staff received a higher bonus payment, a difference of £1876.32 on average. This is as a result of an increase in Waiting List Initiative (WLI) rates for Agenda for Change Staff and more male staff receive this payment than female; we also reversed the pay treatment of specialist nurse roles because of the impact on pensions, the pay increase awarded last year, has been reverted to a bonus payment. The median, or mid-point, is also higher, a difference of £840, indicating the higher payments are not an outlier, non-medical male staff tend to occupy higher paid roles (see pay quartiles chart).

### **Why do we have a Gender Pay Gap in Bonus Pay for medical staff?**

**The bonus pay gap exists because male medical and dental staff receive a larger share of the bonus payments; in addition, there are more male consultants than female (m 158, 64% vs f 90, 36%), and consultant bonuses attract a higher payment.** Although bonus payments were relatively similar for both groups (115 bonus payments for male staff and 106 bonus payments for female staff), there were more male staff in the medical/dental sub-group (61% of the group) and medical and dental staff earn a higher bonus, compared to non-medical/dental staff. In addition, consultants who are also mainly male staff (m 151, f 91), receive two potential awards (see LCEA below), again, these awards attract a higher payment further widening the gap.

### **2023 Local Clinical Excellence Awards (LCEA)**

There were 166 consultant applications for this award, 161 consultants met the criteria. 96 (60%) were male and 65 (40%) were female.

### **Pre-2018 Local Clinical Excellence Awards (LCEA)**

Consultants were eligible for 48 awards (38 male and 10 female), out of which 43 made an application. 35 awards were given to male staff and 8 to female. Note, a consultant can receive more than one payment.

### **2024-2025 Changes**

National consultant contract changes will be implemented on the 1st April 2024, as a result all consultants currently receiving a pre-2018 LCEA will continue to do so at the existing value until they retire or leave the NHS. The Trust will not undertake any future reviews of this award.

Note, the median pay and bonus pay value represents the man or woman who is in the middle of a list of hourly pay rates and bonus payments ordered from highest to lowest paid; the median is a useful number because it represents a 'typical' situation and is not distorted by high or low values (outliers). However, by reviewing the mean (average) pay, we are more likely to be able to identify issues because it gives an overall picture of our gender pay gap, but very high or very low figures can distort the data.

### **Gender Pay Gap Actions**

We recognise that improving the gender pay gap will take considerable time, this is impacted by historic contractual arrangements in the medical and dental workforce and gender inequalities across society. Women pay a higher penalty because they disproportionately have unpaid caring responsibilities which can lead to career breaks, work part-time and can experience occupational segregation, with men tending to dominate certain roles and this work is valued differently. However, we continue to strive for change by making improvements to our job advertising to ensure that we attract a diverse candidate pool, and this is evidenced in our recruitment data, we have increased representation in disabled staff and ethnic minority staff.

We are also diversifying where we advertise our roles, and now utilise specialist job platforms like Black Leadership Jobs Boards for some roles and LinkedIn which has helped. We introduced the 'Inclusion Recruitment Champions (IRC)' in 2023, they are volunteer staff who sit on interview panels for Band 8B and above roles. Our IRCs participate equally in the interview process; and they provide an additional level of assurance that our interview panels are free from any form of bias, whether conscious or unconscious. We will evaluate this programme in 2025 to gauge its effectiveness.

The Trust offers leadership programmes to help develop our future talent and provide recruitment and interview skills training to help recruiting managers apply best practice. We are also supporting our nursing staff, who are mainly female, to progress through training and development; our legacy mentors support staff across a range of topics from career progression to issues they experience on the job, and we provide sessions to improve job applications for our internationally educated nurses. Further training will be launched in September 2024 to support newly qualified nurses in practice and internationally educated nurse who want to attain their NMC pin and progress.

A panel continues to meet annually to oversee the bonus awards and take steps to raise awareness of the awards and encourage female consultants to apply.

In 2024-2025 we will look at pay gap data for other groups.