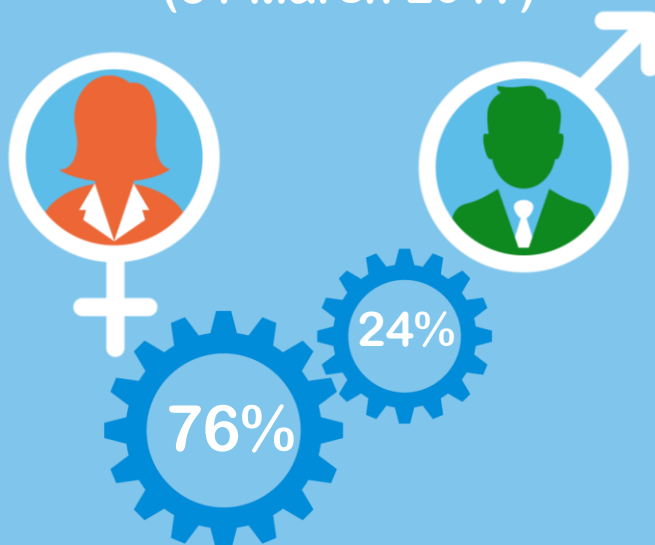


Gender Pay Gap Reporting



- University Hospitals of Leicester NHS Trust is fully committed to promoting equality and fairness in our employment practices across all protected characteristics as part of our pursuit of an inclusive and diverse culture.
- 76% of our workforce are female and therefore we are particularly committed to ensuring equality of pay in respect of gender. We employ around 15,000 staff across 350 different roles.
- We actively support all staff through access to flexible working, good holiday entitlements, education, development and training opportunities, and a range of salary sacrifice schemes, which includes childcare vouchers, cars, bikes and computers.
- We use the NHS Agenda for Change job evaluation scheme to determine job grading. NHS and local pay policies provide consistency on pay arrangements for individuals.
- We have clear policies in place to support fair recruitment – this includes gender balanced panels, monitoring of employment practices, and manager training on unconscious bias.
- Our analysis of the Gender Pay Gap will help to identify and address the issues and close the gap, and to clearly measure our progress.
- The data shows the position on gender pay as at 31 March 2017 and also outlines our proposed actions to reduce the gap in the future.

Our Workforce Profile (31 March 2017)



What is the Gender Pay Gap?

- The Gender Pay Gap is defined as the difference between the **mean** or **median** hourly rate of pay of men and women. The **mean** gender pay gap is the difference between the average hourly earnings of men and women across a whole workforce.
- The **median** hourly pay gap is the **difference between the midpoints** in the ranges of hourly earnings of men and women. Pay excludes payments overtime but includes enhancements for shifts and weekend working.
- Our **mean** gender pay gap is 29% and is calculated on the basis of earnings for the pay period, which includes the 31 March 2017.
- Our **median** gender pay gap is 16%, for the same period. This suggests that our pay gap is skewed by the highest (male) earners in the Trust.
- Equal Pay is not the same as the gender pay gap - it is where a person of one gender (usually a woman) receives less pay than a person of another gender (usually a man) for carrying out the same or a similar work.

Gender Pay Gap (31 March 2017)



Mean 29.5%

Median 16.4%

Gender Pay Gap Reporting



Proportion of men and women receiving a bonus

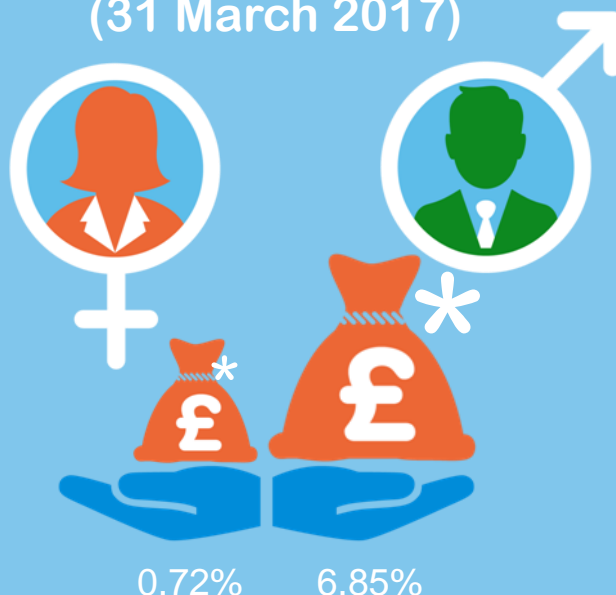
- Only medical Consultants receive a payment that must be classed as a bonus.
- The payments are called 'Clinical Excellence Awards' and come from the national NHS contract for Consultants, plus a separate local scheme. These Awards are paid on a pro rata basis linked to how many hours a week each Consultant works for the Trust.
- UHL employs around 700 Consultants - 32% were women in March 2017.
- Of all Medical Consultants eligible to receive an Award, 37% were women and 50% were men.
- For the whole workforce, these figures translate into 0.72% of women received an Award (Bonus) payment compared to 6.85% of the men.
- This helps to explain the whole workforce mean bonus pay gap of 24% and the median bonus gap of 50%.

'Bonus' Pay Gap (31 March 2017)



Mean 24.3% Median 50%

'Bonus' payments (31 March 2017)



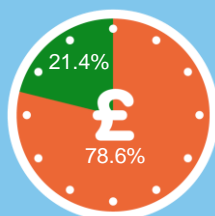
Gender Pay Gap Reporting



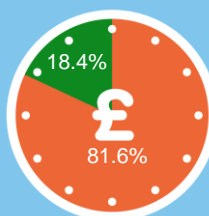
Proportion of men and women in each pay quartile

- 76% of our workforce are women compared 77% for the NHS as whole (source: NHS Employers).
- The gender split when we order the hourly rates of pay from the highest to the lowest, and group in four equal quartiles is shown below
- The lowest pay quartile is 78.5% female and the highest pay quartile is 60.9% female.
- Since the lower middle and upper middle quartiles are 81.6% and 82.5% female respectively, the gender pay gap is principally driven by the differences in the upper quartile.

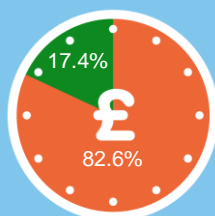
Hourly Pay Quartiles



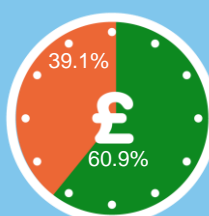
Lower



Lower Middle



Upper Middle



Upper

Gender Pay Gap Reporting



Why do we have a gender pay gap?

- The Trust is confident that men and women are paid equally for doing equivalent jobs across the organisation because of pay policies, monitoring of pay practice, the NHS job evaluation scheme as an objective way of grading posts and national and local pay structures.
- The gender pay gap is mainly caused by an in-balance in the numbers of men and women across the whole workforce and the predominance of men in the most highly paid roles.
- The Medical Consultant workforce is predominantly male (65%) and Consultants are in the highest paid group of staff - this difference is influencing the gender pay gap.
- The gender pay gap for the medical and dental workforce overall is 16.48% which suggests a lack of pay consistency. The bonus analysis shows fewer women in this staff group receive Clinical Excellence Awards than men, and the value of these is also less for women as they are more likely to work part time.
- There is a **positive** gender pay gap for some staff groups. e.g. healthcare scientists, qualified nurses, midwifery staff and allied health professionals, where women's hourly rates are higher. This reflects the choices made by women to enter some professions.
- For administration and clerical staff the pay gap is 23%, which is attributable to the number of men in the most senior manager roles, e.g. Directors.



Gender Pay Gap Reporting



How are we addressing the gender pay gap – the Trust will:

- provide the right support and opportunities for the increasing number of women entering the medical profession to move into consultant roles.
- ensure that women are encouraged and supported to apply to become Consultants and senior managers. More use of flexible working will help with this.
- require that all recruitment panels are always gender balanced.
- explore any barriers to women entering leadership or consultant positions, and actively encourage applications for leadership roles through mentoring and leadership development.
- proactively encourage female applications for Trust Board and senior roles to work towards 50/50 Board representation.
- use ideas and feedback from women employed by the Trust to shape our plans, strategies and policies.
- develop a clear strategy to ensure inclusivity and diversity across all of our protected characteristic groups driven by a new Diversity Board from April 2018, which will be chaired by the Chief Executive.

Recruitment – The Trust will:

- continue to roll out Unconscious Bias training to ensure all managers involved in recruitment are aware of their hidden prejudices and can address these.
- aim to recruit people from diverse backgrounds using targeted marketing and positive engagement with local communities to encourage applications.
- ensure the Graduate Management Training scheme alumni describe their own career progression to help ensure a strong female pipeline. 67% of those appointed via recent schemes were female.

Retention – The Trust will:

- support all staff but particularly women in middle grade roles to pursue flexible working options, if this will help retain them in the Trust.
- expand existing health and well being strategies to address the particular challenges faced by women in the workplace and also help managers to better understand how to provide appropriate support.

Education, Training and Development – The Trust will:

- utilise all opportunities to create and fund development activities, including the apprenticeship levy, to help support career progression.
- expand succession planning and talent management strategies to expose staff to experiences to help support career progression, including secondments, work shadowing, coaching and mentoring.

