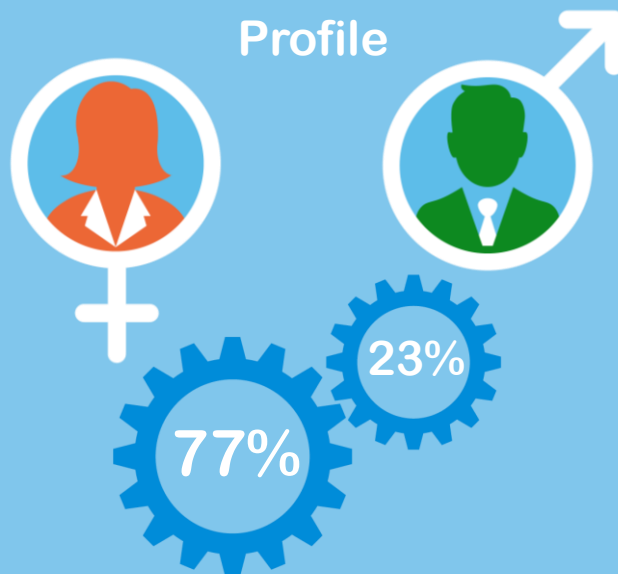


Gender Pay Gap Reporting



- University Hospitals of Leicester NHS TRUST is fully committed to promoting equality and fairness in its employment practices across all protected characteristics as part of our pursuit of an inclusive and diverse culture.
- 76.6% of our workforce are female and therefore we are particularly committed to ensuring equality of pay in respect of gender.
- 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 job evaluation to determine pay grades for jobs and pay policy to provide consistency on pay for people, e.g. via NHS Agenda for Change.
- We have clear policies in place to support fair recruitment – this includes balanced panels, monitoring 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.
- This report details our headline pay gap figures as at 31 March 2018, a brief analysis of why we have a pay gap and an overview of our actions to close the gap.

Our Workforce Profile



Headline gender pay gap figures

- 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.
- 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 28% (an improvement of 1% on 2017) and is calculated on the basis of earnings as at the pay period which includes the 31.03.18.
- Our median gender pay gap is 15% (and improvement of 1%, for the same period. This suggests that our pay gap is skewed by the highest (male) earners in the organisation.

Our Gender Pay Gap



Mean 28% (29% 2017)
Median 15% (16% 2017)

Gender Pay Gap Reporting



Proportion of men and women receiving a bonus

- At University Hospitals of Leicester NHS Trust 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 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 706 Consultants - 33% were women in March 2018- an increase of 1% since March 2017.
- Of all Medical Consultants eligible to receive an Award, 37% (same as 2017) of female consultants and 47.7% (down from 50% in 2017) of male consultants were in receipt of an award.
- For the whole workforce, these figures translate into 0.74% of women received an Award (Bonus) payment compared to 6.% of the men.
- This helps to explain the whole workforce mean bonus pay gap of 27% (up from last year 24%) and the median bonus gap of 34.29% (down from 50% in 2017).

'Bonus' Pay Gap



Mean 27% (24% 2017)
Median 34% (50% 2017)

Staff Receiving 'Bonus'



0.74%
(0.72% 2017)

6.52%
(6.85% 2017)

Gender Pay Gap Reporting



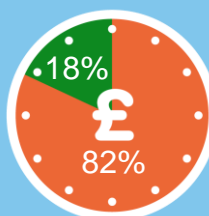
Proportion of men and women in each pay quartile

- 77% of our workforce are women compared to 77% for the NHS as whole (source: NHS Digital 2018).
- The gender split when we order hourly rate of pay from the highest to the lowest and group in four equal quartiles is shown below
- The lowest pay quartile is 80% (79% in 2017) female and the highest pay quartile is 63% (61% in 2017) male (37% female).
- Since the lower middle and upper middle quartiles are 82% female, 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?

- We are confident that men and women are paid equally for doing equivalent jobs across the organisation because of tight pay policies, job evaluation and national pay structures.
- The main reason for the gender pay gap is an in-balance in the numbers of men and women across the whole workforce and a 26% pay gap in the upper quartile.
- The Medical Consultant workforce is predominantly male (67%) and Consultants are in the highest paid group of staff - this difference is influencing the gender pay gap. We expect this to change over time as there are now more female students in medical schools than females whereas historically there were significantly more male medical students than female.
- The gender pay gap for the medical and dental workforce overall is 13.36% (16.48% in 2017) which suggests a lack of pay consistency but an improving position. The bonus analysis shows fewer women 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 healthcare scientists, qualified nursing and midwifery staff and allied health professionals.
- For administration and clerical staff the pay gap is 20.15% (23% in 2017) , which is attributable by the disproportionate number of men in the most senior manager roles, e.g. Directors.
- The mean gender pay gap for Agenda for Change staff **only** is 0.23%

How are we addressing the gender pay gap?

- We will ensure that women are encouraged and supported to apply to become Consultants and senior managers. More use of flexible working will help with this.
- We will provide the right support and opportunities for the increasing number of women entering the medical profession to move into consultant roles.
- We will ensure that all Recruitment panels are gender balanced wherever possible.
- We will explore any barriers to the female consultant workforce entering leadership positions and actively encourage applications for leadership roles through mentoring and leadership development.
- We will proactively encourage female applications for Trust Board and senior roles so we meet the NHSi target of 50/50 Board representation by 2020.
- We will develop a clear strategy to ensure inclusivity and diversity across all of our protected characteristic groups supported by the expertise of our Equality and Diversity team.

Recruitment

- We will ensure our Graduate Management Training scheme alumni describe their own career progression to ensure a strong female pipeline. Our latest schemes have appointed 67% female candidates.
- We will support middle grade and senior staff to pursue flexible working options.
- We will develop health and well being strategies ,which recognise the particular challenges faced by women in the workplace.

Education, Training and Development

- We will utilise the apprenticeship levy to enable staff to pursue development activity, which enables career progression.
- We will expand our succession planning and talent management strategies to expose staff to experiences that will enable career progression including secondments, work shadowing and mentorship.

