

Gender Pay Gap Reporting

March 2020



University Hospitals
of Leicester

NHS Trust

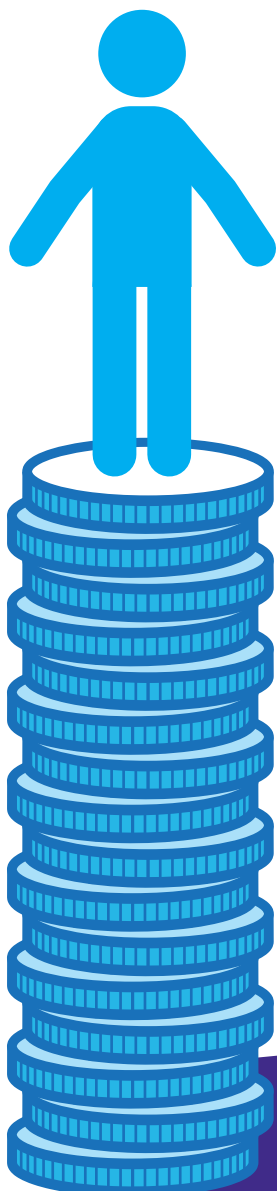
Caring at its best

Introduction

University Hospitals of Leicester NHS Trust are committed to providing outstanding patient care and we do this by ensuring we have diverse, talented and high performing workforce.

As part of this commitment we will ensure everyone, regardless of background can contribute to creating an inclusive and compassionate culture and that gender equity is considered at each stage of the employee life cycle.

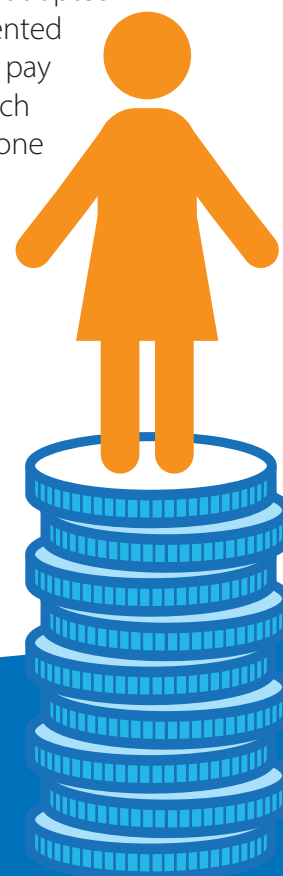
We will enable UHL to fulfil this ambition through our Becoming the Best Quality Strategy and our People Plan.



Gender Pay Gap legislation, introduced in April 2017, requires all employers with 250 or more employees to publish the gender pay gap of those in scope annually. The legislation requires employers to carry out seven calculations that show the difference between the average earnings of men and women in the hospital.

The gender pay gap 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. The gender pay gap shows the difference in average pay between men and women.

We are committed to ensuring that our pay practices are transparent, fair and equitable. The Trust has adopted and implemented national NHS pay schemes which have undergone an equality analysis.



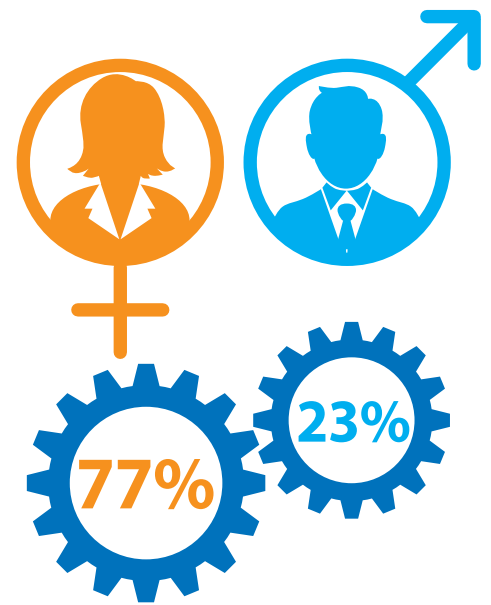
Our Workforce

Every job at UHL is evaluated and placed within a grade. Grades vary by level of responsibility and each grade has a specific pay range and clinical and non-clinical staff will progress through the pay range as staff develop their careers.

Some of our employees are appointed on fixed rate salary such as our apprentices.

Analysis of our internal equality data indicates that:

76.9% of our workforce are women and 23.1% of our workforce are men.



Gender Pay Gap

This report details our headline pay gap figures as at 31 March 2019, a brief analysis of why we have a pay gap and an overview of our actions to close the 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.

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% and is calculated on the basis of earnings as at the pay period which includes the 31.03.19.

Our median gender pay gap is 13% (and improvement of 1.5%, for the same period. This suggests that our pay gap is impacted by the highest (male) earners in the organisation.



Mean 28% (28% 2018)
Median 13% (15% 2018)

Why do we have a gender pay gap?

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 predominantly consists of men (66%) and Consultants are 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 women students in medical schools than men.

The gender pay gap for the medical and dental workforce overall is 14.97% (13.36% in 2018). The bonus pay analysis shows fewer women receive Clinical Excellence Awards than men, and the value of these is less for women as they are more likely to work part time.

We recognise that there is gender occupational segregation within our workforce and that this leads to an over-representation of one gender which may impact on the overall gender pay gap for the

Trust. For example Healthcare scientists, qualified nursing and midwifery staff and allied health professionals are predominantly women.

For administration and clerical staff we have a pay gap of 21% (23% in 2018). This is attributable to the disproportionate number of men in the most senior manager roles, e.g. Directors.

Bonus Gap

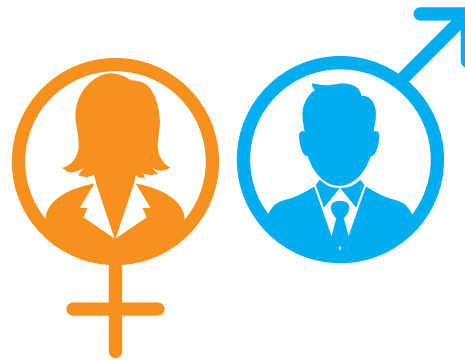
Proportion of men and women receiving a bonus

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 729 Consultants - 34% were women in March 2019 - an increase of 1% since March 2018.

In 2019 of all Medical Consultants eligible to receive an award, 35% (down from 37% in 2018) were women and 45% (down from 47% in 2018) were men were in receipt of an award.

Proportion of employees who were paid a bonus by gender: 0.7% 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 26% (down from last year 27%) and the median bonus gap of 47.4% (up from 34% in 2018).



'Bonus' Pay Gap
Mean 26% (27% 2018)
Median 47% (34% 2018)



Staff Receiving 'Bonus'



0.70% (0.74% 2018) **6.08%** (6.52% 2018)

Pay Quartiles

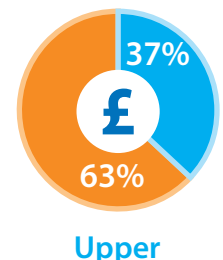
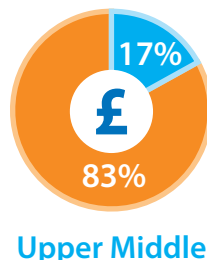
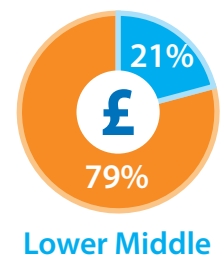
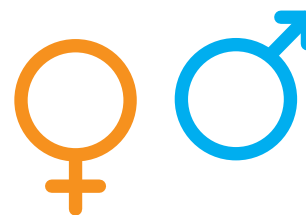
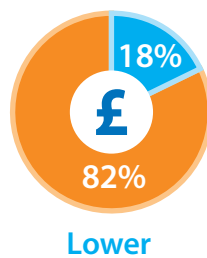
Proportion of men and women in each pay quartile

77% of our workforce are women which mirrors the NHS as whole (source: NHS Digital 2018) showing that our workforce profile is reflective of the national workforce.

The infographic right shows the proportion of men and women employees within our workforce as at 31st March 2019 divided into four pay band quartiles; lower, lower middle, upper middle and upper.

In order to complete the calculations UHL is required to list all employees along with their gender in order of lowest hourly to highest hourly rate of pay.

Hourly Pay Quartiles



The lowest pay quartile is 82% (80% in 2018) women and 18% men (20% in 2018).

The highest pay quartile is 63% women (63% in 2018) and 37% men (37% men in 2018)

Since the lower middle and upper middle quartiles are 79%, 83% female and 21%, 17% men respectively, the gender pay gap is principally driven by the differences in the upper quartile.

Closing the Gap

We aim to achieve a gender balance across our workforce as a whole, as well as at the most senior levels of our Trust. This will make a significant contribution to the reduction in gender pay gaps and gender occupational segregation across some of our staff groups.



In terms of progress we have:

- Increased the % of female participants on the NHS Graduate Programme from 67% in 2018 to 75% in 2019
- Created a Task and Finish Group to develop a UHL approach to flexible working
- Developed and communicated a support framework for women going through the menopause
- Implemented a lay chair diverse recruitment campaign for consultant roles

Actions to reduce the gap for 2020 /2021

- Ensure there is a gender balance on all recruitment and selection panels
- Investigate opportunities to work flexibly at senior levels, e.g. part time, job share
- Address any gender issues within our talent pipeline and actively promote participation in the High Potential scheme which aims to identify talented individuals who can progress into senior leadership roles
- Create a Women in Medicine Network
- Design and conduct a series of focus groups with women doctors to identify and understand any barriers to career progression
- Establish a senior champion at Trust Board for gender equality
- Ensure that our active bystander programme addresses incidents of sexual harassment and other inappropriate behaviours

The actions above are aligned to our Trust EDI Strategic Plan.



Hazel Wyton
Director of People and OD