

Gender Pay Gap Reporting

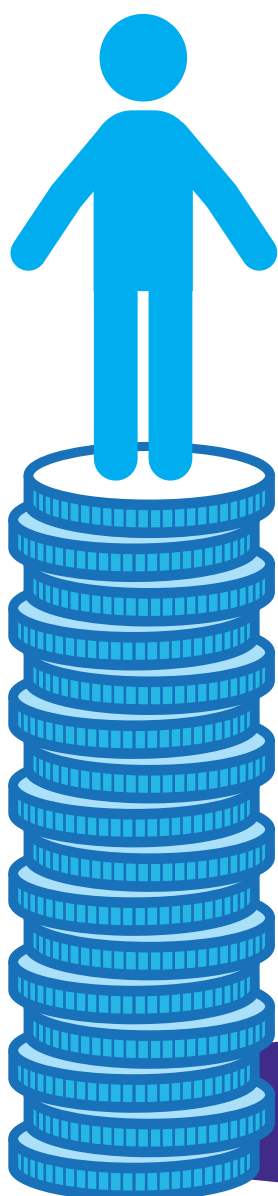
March 2023

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.

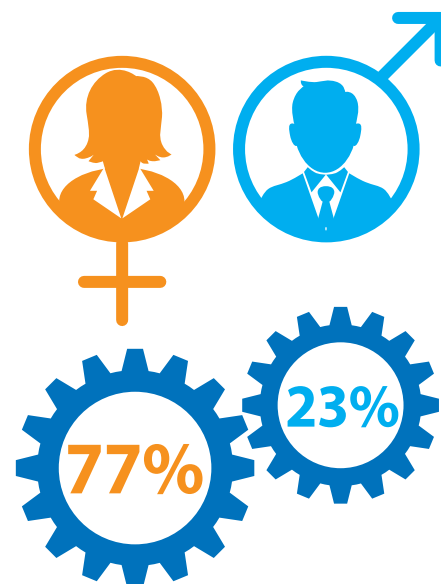


Our Workforce

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: 76.59% of our workforce are women and 23.41% of our workforce are men.



Gender Pay Gap

This report details our headline pay gap figures as at 31 March 2022, a brief analysis of why we have a pay gap and an overview of our actions to close the gap.

Our Gender Pay Gap Mean 28% (27% 2021) Median 13% (13% 2021)

The Gender Pay Gap is defined as the difference between the **mean** or **median** hourly rate of pay of men and women.

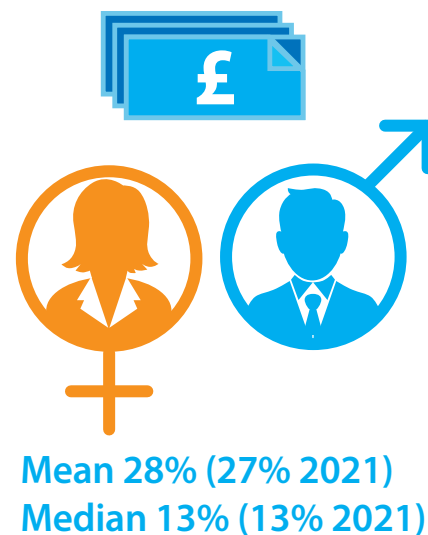
The **mean** gender pay gap is the difference between the average hourly earnings of men and women.

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% (a deterioration of just over 1%, on the previous year) and is calculated on the basis of earnings as at the pay period which includes the 31.03.22.

Our median gender pay gap is 13% (the same as the previous year).

This suggests that our pay gap is impacted by the highest (male) earners in the organisation.



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 with proportionately more men in the upper quartile than other quartiles.

The medical consultant workforce is predominantly men (64%) 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 women students in medical

schools than men whereas historically there were significantly more male medical students than female. The male consultant workforce last year was 65%.

There are historical differences in the numbers of men and women in the consultant workforce and a number of historical clinical excellence awards were applied based on seniority. In addition more women are part time and receive pro rated awards.

For administration and clerical staff we have a pay gap of 18% (19% in 2021). This is attributable to the disproportionate number of women in the most junior roles.



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 818 Consultants - 36% were women in March 2022 - an increase of 1% since March 2021.

Proportion of employees who were paid a bonus by gender:

In 2021, following national guidance, local Clinical Excellence Awards were issued to all eligible consultants on an even distribution basis. Since 2021 there has

therefore been a more even distribution of bonuses.

1.73% of women received an Award (Bonus) pay compared to 10.46% of men.

This helps to explain the whole workforce mean bonus pay gap of 29.5% (last year 30%) and median 0% (last year 0%).

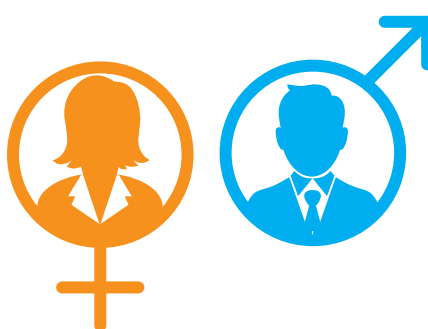
'Bonus' Pay Gap

Mean 30%
(30% last year)

Median 0%
(0% last year)



Staff Receiving 'Bonus'



1.73% females
2022
(1.6% last year)

10.46% males
2022
(10.02% last year)

Pay Quartiles

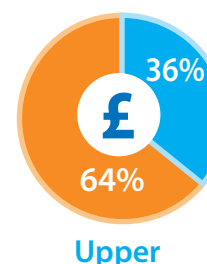
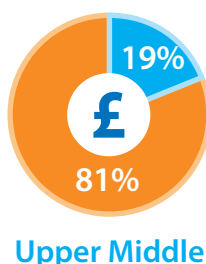
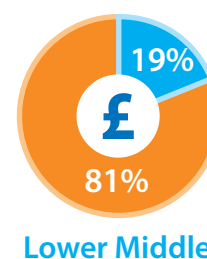
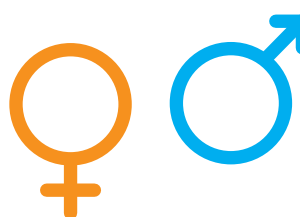
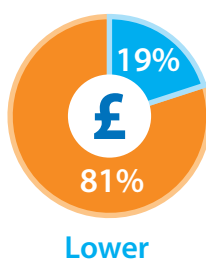
Proportion of men and women in each pay quartile

77% of our workforce are women which mirrors the NHS as whole (76.2% published NHS Digital Sept 2022) showing that our workforce profile is reflective of the national workforce.

The infographic below shows the proportion of men and women employees within our workforce as at 31st March 2022 in four quartile pay band; 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 81% (80% in 2021) women and 19% men (20% in 2021).

The highest pay quartile is 64% women (65% in 2021) and 36% men (35% men in 2021).

Since the lower middle and upper middle quartiles are 81% female and 19% male, 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:

- Ensured that our panels are representative of diverse groups of staff; ensuring opportunities for all.
- Continually provided opportunities for staff and instill flexible working options such as job share.
- Recognised and encouraged the talents of staff who demonstrate exceptional skills to support progression into roles.
- Developed our 'Women's Staff Network' to support opportunities for women.
- Engaged with our Women's Staff Network, to engage and develop initiatives to improve outcomes.
- Launched the Active Bystander programme to provide staff with the tools and skills to speak up and address issues of inappropriate behaviour and language.

For 2023/24 we will take further actions to reduce the pay gap:

- Continue our commitment to having representative panels
- Increase opportunities to increase flexible working practices
- Provide opportunities to improve our talent pipeline
- Promote a Women Staff Networks
- Have 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
- Ensuring that our active bystander programme responds to any behavioural concerns
- To undertake a self assessment using the 'NHS Employer - Addressing your gender pay gap - A guide for Employers toolkit.'

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

Clare Teeney
Chief People Officer

