



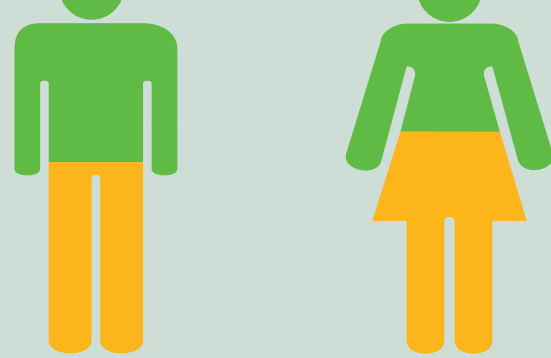
GENDER PAY GAP

at 31 March 2022

This infographic sets out our gender pay gap as at 31 March 2022. Our full data is available on the Trust's website and on the government's online reporting service in line with our statutory responsibilities.

The gender pay gap is different from equal pay. Equal pay means that male and female employees receive equal pay for work of equal value. The gender pay gap refers to the overall picture of average pay of male and female employees.

OUR WORKFORCE HAS AN EMPLOYEE BASE THAT IS PREDOMINANTLY FEMALE



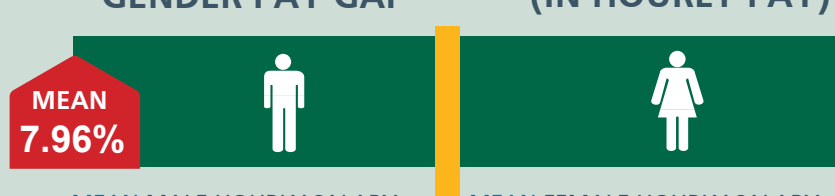
2672 MALES

3006 FEMALES

47.05%

52.94%

MEAN GENDER PAY GAP (IN HOURLY PAY)



MEAN MALE HOURLY SALARY

MEAN FEMALE HOURLY SALARY

£17.69

£16.28

Average Pay Gap – Mean

This year our mean average pay gap has increased negatively from 6.86% in 2021 to 7.96% in 2022. This gap is predominantly explained by our workforce composition with more female staff being in Band 3-5 roles.

Average Pay Gap – Median

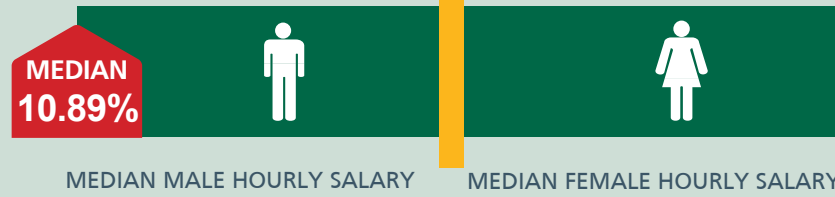
The average median pay gap has also negatively increased this year from 10.61% in 2021 and 10.89% in 2022. Again this can be explained by the composition of our workforce where the largest proportion of women is in the lower pay grades.

* Mean is the average of all the data, median is the middle value of the set of data.

** Arrows indicate the direction of travel, compared with the previous reporting period; an arrow pointing upwards indicates an increase (negative) and an arrow pointing downwards a decrease (positive) in our data.

*** The terminology relating to "Bands" refers to the NHS Terms and Conditions of Service, which separates our roles into different pay grades. The bandings start at Band 2 and progress to Band 9.

MEDIAN GENDER PAY GAP (IN HOURLY PAY)



MEDIAN MALE HOURLY SALARY

MEDIAN FEMALE HOURLY SALARY

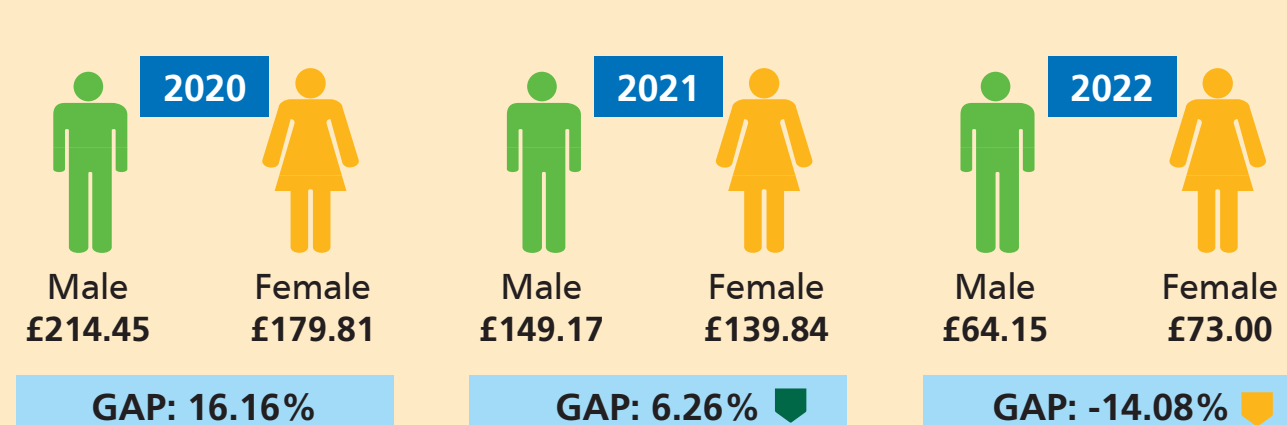
£17.69

£14.17

Our bonus payments this year consisted of 2 payments: one payment of £150 to 713 staff (65% of these staff were female) who had worked at home; this payment was to purchase equipment and to assist with potential increased utilities. The other payment was a £50 voucher given to all staff in support of their health and wellbeing.

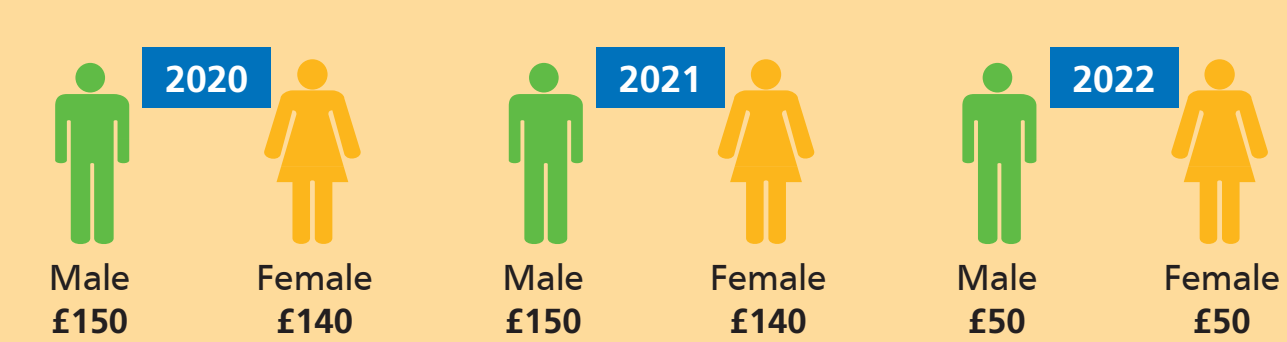
MEAN AVERAGE BONUS

Average bonus gender pay gap as a mean average. This shows the average bonus as a mean average. This calculation is showing a negative pay gap i.e., the gap is in favour of women. This is due to £150 being paid to more women than men.



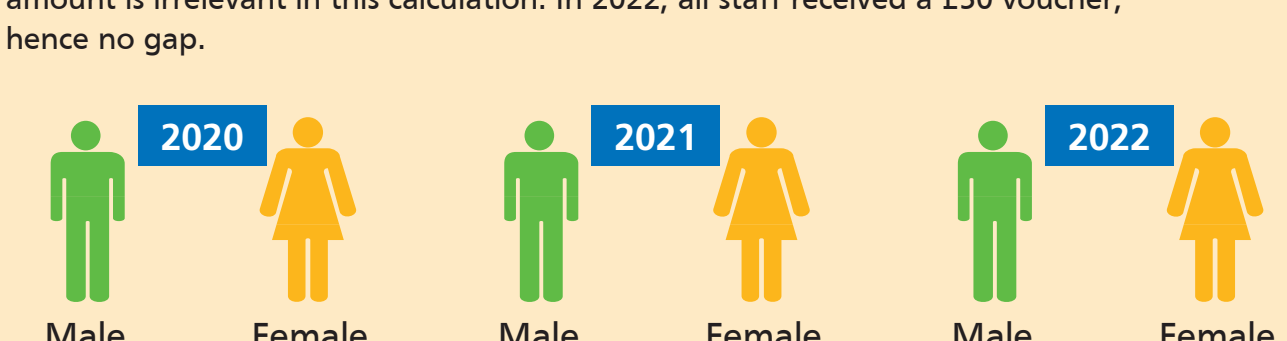
MEDIAN AVERAGE BONUS

Average bonus gender pay gap as a median. This shows the average bonus gender pay gap as median i.e., the mid-point of the data arranged from the highest payments to the lowest. Given all staff received a £50 voucher, the mid-point is £50.

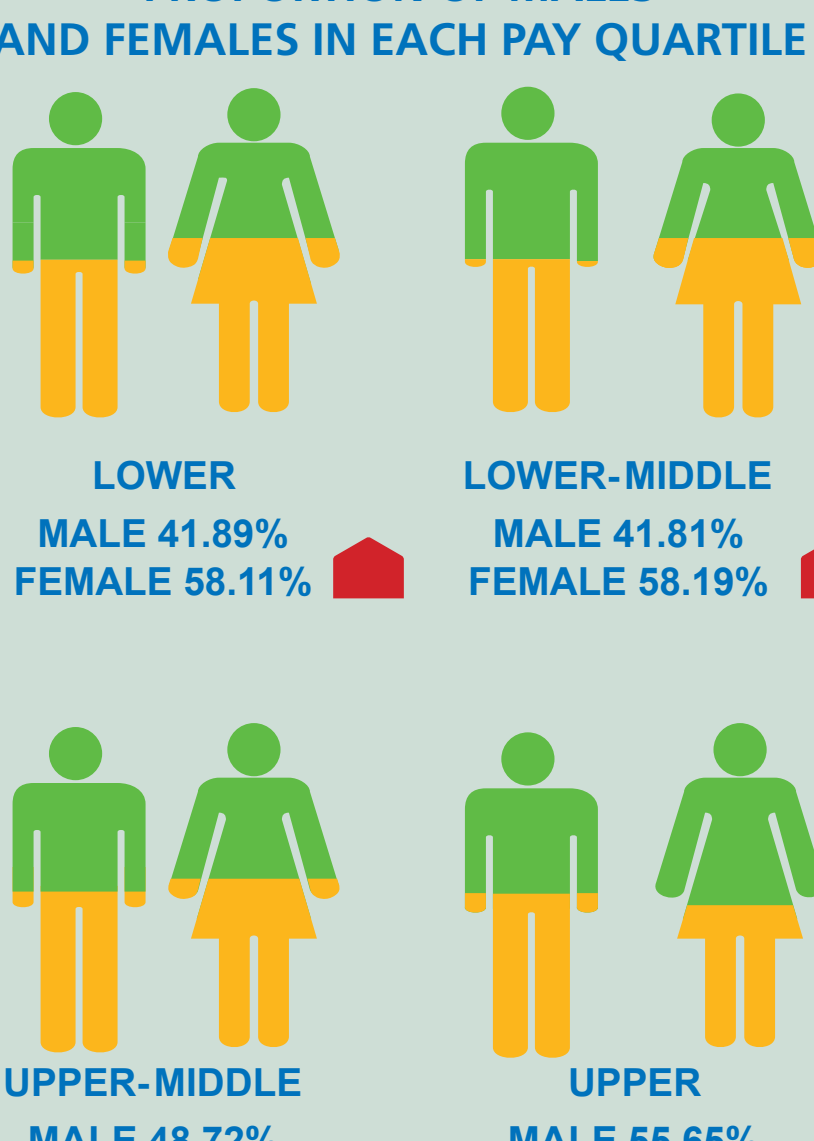


BONUS PAYMENTS

Proportion of staff receiving bonus payments by gender. This shows the proportion of staff receiving bonus payments by gender; the amount is irrelevant in this calculation. In 2022, all staff received a £50 voucher, hence no gap.



PROPORTION OF MALES AND FEMALES IN EACH PAY QUARTILE



This section shows our workforce in terms of pay and gender as split into four quarters from highest to the lowest paid.

The 'Upper Quartile' is the highest paid 25% of our workforce and the 'Lower Quartile' is the lowest paid 25%. The target is to have 50% men and 50% women in each quartile.

The arrows represent whether we are moving positively towards (green) or negatively away (red) from this target, compared with last year's data.

The infographic above shows the percentage of men in the Upper Quartile has increased, meaning we are moving away from an equilibrium and our target, hence the 'red' increase.

At the other end of our pay spectrum, the number of women in the Spectrum and Lower-Middle Quartiles has increased from last year, again moving away from our target. The increase in the Lower

and Lower-Middle Quartiles is due to the number of women applying and being appointed to our entry level roles in Bands 2-5. This correlates with our widening mean and median pay gaps.

*Pay quarters show the percentage of men and women employees in four equal-sized groups based on their hourly pay.

*Pay quarters give an indication of women's representation at different levels of the organisation.

MOVING FORWARD

We recognise our pay gap has widened in 2022, and our action plan aims to narrow this gap. We will continue to work with our networks and system partners to learn from best practice, with the aim of reducing the gap across our organisation and beyond. Work is ongoing to consult with our staff on further support to progress their careers, understand any barriers they face and create a thriving environment where staff progress. Although our gap has widened, we are committed to reducing this and have progressed our actions (available on our website) and will continue focused work across our six themes:

- Branding, Communication and Transparency – we are open about our promotion, pay and reward processes.
- Recruitment and promotion processes – our vacancies are attractive to all and how we select new staff is through an inclusive and gender-neutral process.
- Maternity, Paternity and Parental Leave Policies – our family leave processes are supportive in helping new parents in their caring responsibilities during leave and on their return.
- Wellbeing and Retention – our staff are looked after and supported in their work/life balance aims.
- Supporting female staff – our staff have a voice to gain support throughout each stage of their working life.
- Data Analysis – we explore our data to review any specific departmental or inclusivity concerns.

Our progress towards equality will continue to be monitored by our Diversity and Inclusion Steering Group, chaired by the Director of People and Organisational Development.