

Gender Pay Gap Report For the period ending 31 March 2022

1. Introduction

- 1.1 The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, which came into force on 31st March 2017, made it a statutory requirement for organisations with 250 or more employees to report their gender pay gap annually. The legislation aims to support further progress in workforce equality and inclusion.
- 1.2 This report outlines the definitions and scope of the gender pay gap reporting requirements, and summarises the key indicators for the reporting period as:
 - A mean gender pay gap of 8.91%, a small decrease from 9.92% in 2021.
 - A mean gender bonus pay gap of 35.37%, an increase from 24.4% in 2021.
- 1.3 The report also sets out the trends for HPFT since the duty to report commenced and some of the actions to be taken to address gender pay gap issues.

2. Background to Gender Pay Gap Reporting

- 2.1 The NHS national pay frameworks including Agenda for Change are designed to ensure a fair system of pay for NHS employees and these are fully embedded within the Trust, supporting the principles of equal opportunities and equal treatment for all employees regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy / maternity, sexual orientation, gender reassignment or disability.
- 2.2 It has been a legal requirement for public sector organisations with more than 250 employees to report annually on their gender pay gap since March 2017. Reports must include:
 - The mean and median gender pay gaps
 - The mean and median gender bonus gaps
 - The proportion of men and women who received bonuses
 - The proportions of male and female employees in each pay quartile
- 2.2 The Gender Pay Reporting regulations were specifically introduced to facilitate a national shift towards greater equality in the average hourly earnings of men and women. This is influenced by a range of factors, including:
 - Women historically working in lower-paid occupations and sectors and occupying fewer senior roles
 - Women taking time out and / or working part-time due to unequal sharing of caring responsibilities
 - Historical stereotyping and workplace cultures that were unsupportive
- 2.3 The Trust's first report was published in 2018 and was informed by 'snapshot data' as of 30th March 2017. The second and third reports were published in 2019, and 2020 and were informed by 'snapshot data' as of 30th March for each previous reporting year. This year's report is informed by 'snapshot data' as of 30th March 2022.

3. Definitions and Scope

- 3.1 The definitions set out in the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 and NHS Employers guidance on the definitions of ordinary and bonus pay have been followed in preparing this report.
- 3.2 There are six measures that must be included in a gender pay gap report:
- The mean gender pay gap
 - The median gender pay gap
 - The mean gender bonus gap
 - The median gender bonus gap
 - The proportions of men and women who received a bonus
 - The proportions of men and women in each quartile pay bands
- 3.3 The gender pay gap is defined as the gap between the mean or median hourly rate of pay that male and female colleagues receive.
- 3.4 The mean pay gap is the difference between the average hourly earnings of men and women – i.e. the hourly gap divided by the average for men equates to the mean gender pay gap. Generally, the median gives a representative picture for a ‘typical’ worker but hides the effects of the very best paid people at the top. If the mean gap is much bigger than the median, this tells us that the people at the top of the company are overwhelmingly men and are paid considerably more than the average.
- 3.5 The median pay gap is calculated on the difference between the midpoints in the ranges of hourly earnings of men and women. It is based on taking all salaries in the sample, lines them up in order from lowest to highest and picks the middle-most salary.
- 3.6 The gender pay gap shows the difference in the average pay between all men and women in the workforce and is different to equal pay. Equal pay deals with pay differences between men and women who carry out the same, or similar, jobs or for work of equal value. It is unlawful to pay people unequally on the basis of gender. It is possible to have pay equality but still have a significant gender pay gap.
- 3.7 This report is based on rates of pay as of 31st March 2022 and any bonuses paid in the year 1st April 2021 to 31st March 2022. It includes all workers in scope as of 31st March 2022. In scope means all staff employed under a contract of employment including those under Agenda for Change terms and conditions, Medical and Dental terms and conditions and Trust contracts for very senior manager roles (VSM).
- 3.8 The calculation of hourly rate of pay includes ‘Full Pay Relevant Employees’. This means any employee who was employed on the snapshot date of 31st March 2022 and who was paid their usual full basic pay. That full basic pay includes;
- Basic Pay
 - Paid Leave – including annual leave, sick pay, maternity, paternity, adoption and parental leave (except where the employee is paid less than usual or is in the nil pay element of maternity leave)
 - Area and other allowances
 - Shift premium pay (which is defined as the difference between basic pay and any higher rate paid for work during different times of the day or night)
 - Bank pay
- 3.9 It does not include any of the following elements:

- Remuneration referred to as overtime
- Remuneration referred to as redundancy
- Remuneration in lieu of leave

3.10 Only staff employed by the Trust at the snapshot date of 31st March 2022 are included in this report. This includes the Trust's bank staff. All data is taken from the Electronic Staff Record system (ESR).

4. Findings for 2022

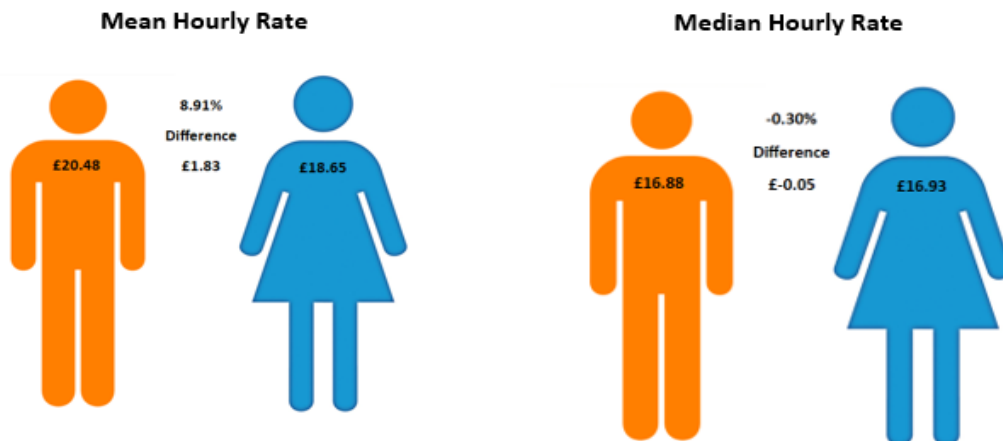
Gender Profile

4.1 For context, the workforce at HPFT is predominantly female (76%) which is in common with the wider NHS:



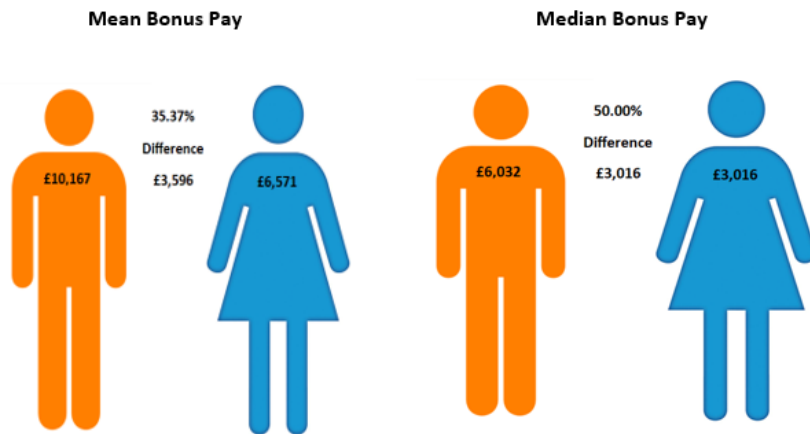
Mean Gender Pay Gap and Median Gender Pay Gap

4.2 At HPFT, there is a mean gender pay gap of 8.91% and a median pay gap of -0.30%.



Mean Bonus Gender Pay Gap and Median Bonus Gender Pay Gap

4.3 The Trust's Mean Bonus Gender Pay Gap for the period was 35.37% and Median Bonus Gender Pay Gap was 50%:



4.4 'Bonus pay' means any remuneration that is in the form of money relating to productivity, performance or incentive, and for HPFT the only relevant payments for the reporting period were:

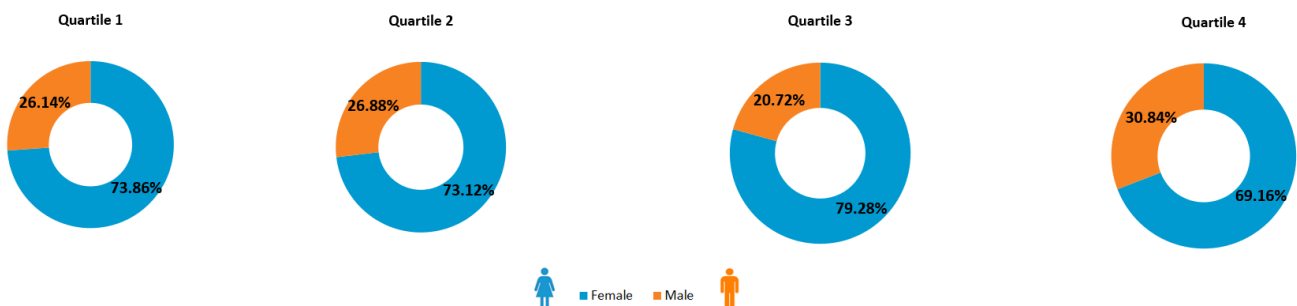
- Clinical Excellence Awards (CEA's) for consultant medical staff – for the reporting period there were 21 male consultants and 19 female consultants in receipt of payments. The CEA payments reflected in the data were for the competitive round for the year 2019/2020. These payments were based on applications which were then reviewed and marked in line with the policy in place at the time. Since then, payments for CEA's have been made on a different basis, with no application process, and instead all eligible consultants received an equal payment, regardless of full time or part time status. This may show a different impact on the gender bonus pay gap for the next report.
- "Refer a Friend" incentive scheme – during the reporting period, 4 male and 8 females received such a payment.

Gender	Number paid a bonus	Total Employees	% Receiving a bonus
Female	27	3062	0.88%
Male	25	1083	2.31%

4.5 The mean gender bonus pay gap was 35.37% in favour of males, equating to an average £3,596 more than their female colleagues. This compares with a mean gender bonus pay gap of 24.4% in the previous year. The median gender bonus pay gap of 50% compares with 8.93% for March 2021.

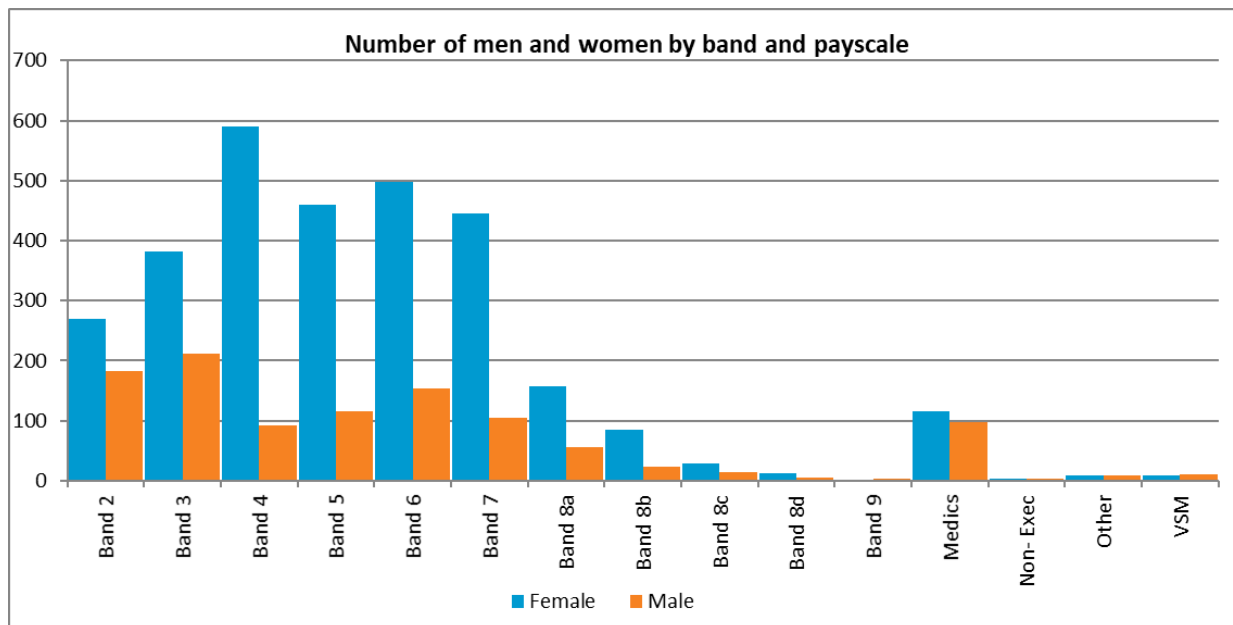
HPFT Gender Pay Gap Quartiles

4.6 The graphic below illustrates the proportions of men and women in each quartile of the Trust's pay bands. For clarity, Quartile 1 is our lowest pay band quartile and quartile 4 is our highest pay band quartile.



4.7 In the 4th quartile), women are underrepresented by approximately 5% against the overall workforce profile position, whilst still being the larger group within the category. Historically, there is higher male representation at a senior level in the NHS overall.

4.8 The Trust’s gender profile by pay band is shown below:

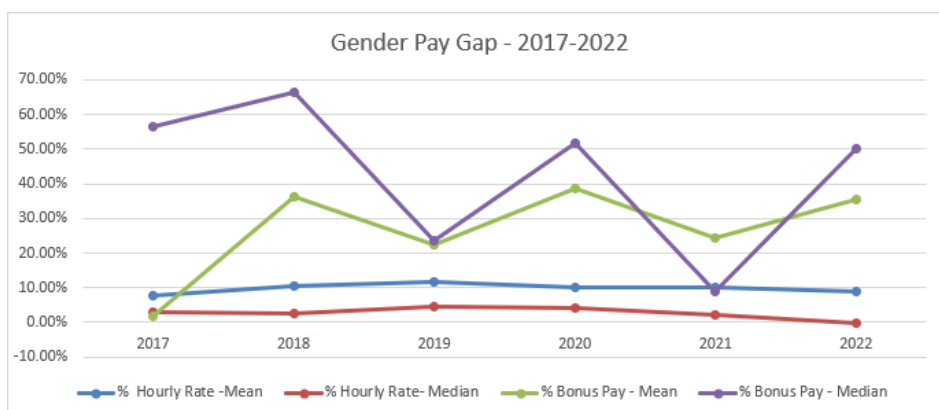


4.9 The data also shows that at VSM level, our mean gender pay gap is 2.28% (a reduction from 5.39% in 2021), and that for medical staff there is a mean gender pay gap of 7.89% (a decrease from 8.08% in 2021).

5. Gender Pay Gap Trends and Comparisons

5.1 The hourly gender pay gap and gender bonus pay gap variations for HPFT for the period since the reporting requirements were introduced are set out below:

	2017	2018	2019	2020	2021	2022
% Hourly Rate - Mean	7.67%	10.67%	11.55%	10.10%	9.92%	8.91%
% Hourly Rate- Median	2.91%	2.56%	4.66%	4.11%	2.33%	-0.30%
% Bonus Pay - Mean	1.59%	36.34%	22.28%	38.52%	24.40%	35.37%
% Bonus Pay - Median	56.45%	66.29%	23.55%	51.78%	8.93%	50.00%



5.2 Details of gender pay gap metrics from other NHS trusts for 2022 were not available at the time of preparing this report. However, the table below sets out the publicly available results for a sample of five local mental health provider trusts for 2021 and will be updated once the data for 2022 becomes available. The comparisons show broadly consistent mean gender pay gaps across the sample group, with much more variability in relation to the mean bonus gender pay gap. For reference too, the average gender pay gap for all organisations that reported in for 2021 was 10.4%, the same as the previous year.

Trust	Mean gender pay gap 2021	Mean gender bonus pay gap 2021
HPFT	9.9%	24.4%
EPUT	11.9%	47.0%
CPFT	12.0%	0%
NSFT	13.8%	33.7%
BEH	6.3%	52.0%
ELFT	11.7%	47.4%

6. Conclusion and Next Steps

6.1 The findings for 2022, while likely to be largely consistent with the wider NHS position, show that there is more to do to make a positive impact on gender pay difference. The Trust's new five-year strategy, shortly to be finalised, and the annual plan priorities for 2023/24 include a range of measures that support workforce equalities overall including implementing the new belonging and inclusion strategy. Further engagement with the Trust's Women's network will help to co-produce specific actions on gender pay, including:

- Expanding inclusion approaches to recruitment and talent management with inclusion ambassadors and training for recruiting managers
- Building on positive staff survey feedback to further promoting flexible working
- Changing the recruitment and selection policy so that all acting up and secondment opportunities are advertised across the Trust to better enable fairness and equality
- Expanding inclusive leadership development offers and succession planning

6.2 The Board is asked to receive this report.