

Gender Pay Gap Report For the period ending 31st March 2024

1. Introduction

- 1.1 This is the seventh Gender Pay Gap report for Hertfordshire Partnership University NHS Foundation Trust, and it is a welcome addition to the workforce data that the Trust uses to monitor diversity and informs our decision-making regarding workforce inequalities.
- 1.2 The workforce at HPFT is predominantly female, which is in common with the wider NHS. HPFT has a good track record of promoting diversity within the workforce. The Trust uses this data to recognise that inequalities continue to exist and drive the actions that we take to address those inequalities.
- 1.3 The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, which came into force on 31st March 2017, has made it a statutory requirement for organisations with 250 or more employees to report their gender pay gap annually by 31st March, as at 31st March the previous year.

2. Purpose of this report

- 2.1 This report sets out the information that the Trust is required to publish and some further information that has shaped our current action planning. These actions are included as next steps at the end of this report. The Trust will continue to build on the progress it is making in promoting diversity and equality within the workforce and living our values of being welcoming, kind, positive, respectful, and professional.

3. Background to Gender Pay Gap Reporting

- 3.1 Since the 31st March 2017, it has been a legal requirement for public sector organisations with more than 250 employees to report annually on their gender pay gap.
- 3.2 The first report was published in 2018, and was informed by 'snapshot data' as at 30th March 2017. The second and third reports were published in 2019, and 2020 and were informed by 'snapshot data' as at 31st March for each previous reporting year. This year's report is informed by 'snapshot data' as at 31st March 2023
- 3.3 The report 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
- 3.4 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.

- 3.5 The gender pay gap shows the difference in the average pay between all men and women in the workforce. The gender pay gap 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.
- 3.6 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 less 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
- 3.7 The Trust is committed to the principle 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. On this basis, the Trust has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above), The Agenda for Change pay framework is designed to support NHS Trusts in ensuring NHS employees are paid equally and this is fully embedded within the Trust.
- 3.8 The Trust has a largely female workforce, like many other NHS organisations, with 73% of the workforce being female, and 27% male.

4. Definitions and Scope

- 4.1 There are six measures that must be included in a gender pay gap report – these are:
- ✓ 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
- 4.2 The gender pay gap is defined as the gap between the mean or median hourly rate of pay that male and female colleagues receive.
- 4.3 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.
- 4.4 The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women – it takes all salaries in the sample, lines them up in order from lowest to highest and picks the middle-most salary.
- 4.5 This report is based on rates of pay as at 31st March 2023 and bonuses paid in the year 1st April 2022 to 31st March 2023. It includes all workers in scope as at 31st March 2023. 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).

- 4.6 As a Foundation Trust, HPFT is empowered to determine the rates of pay for VSMs. The VSM roles in the Trust include the Chief Executive, Executive Directors and other senior managers with Board level responsibilities.
- 4.7 Only staff employed by the Trust at the snapshot date of 31st March 2023 are included in this report. This includes the Trust's bank staff. All data is taken from the Electronic Staff Record system (ESR).

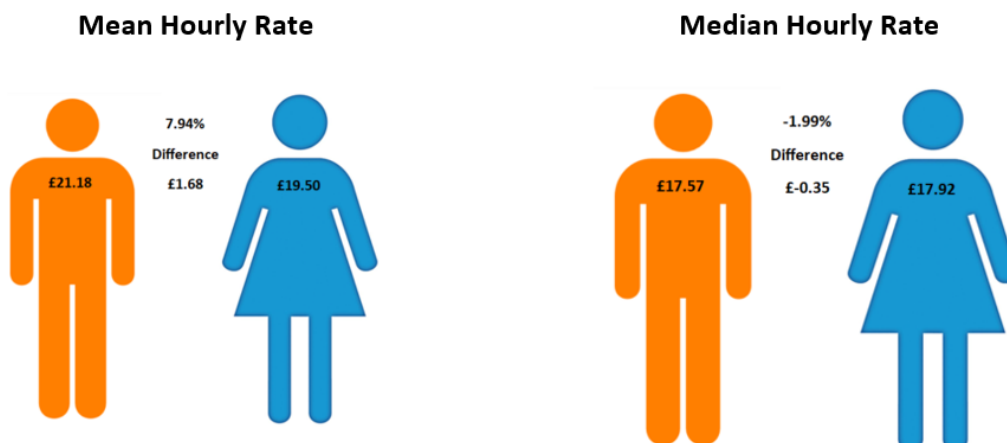
5 HPFT Gender Pay Gap and Pay Quartiles by Gender

5.1 The Trust's Gender Profile



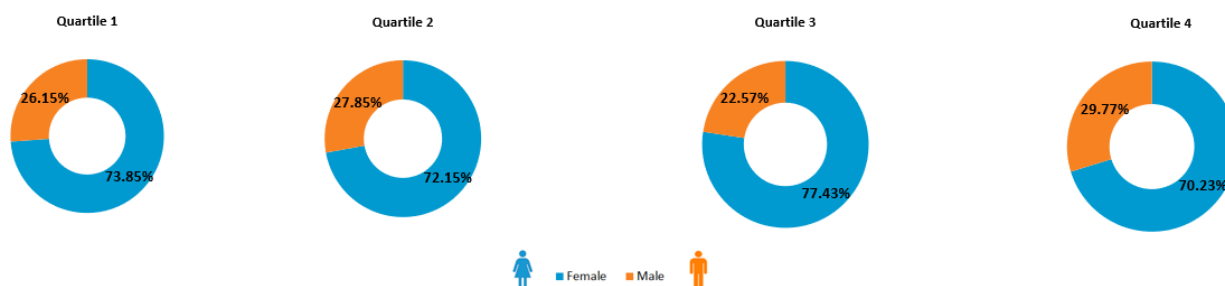
5.2 The Trust's Mean Gender Pay Gap and Median Gender Pay Gap

Our Mean Gender Pay Gap and Median Gender Pay Gap are illustrated by the graphic below.



5.3 The Trust's Staff by Earning Quartiles

This diagram 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.



5.4 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 2023 and who was paid their usual full basic pay. That full basic pay includes;

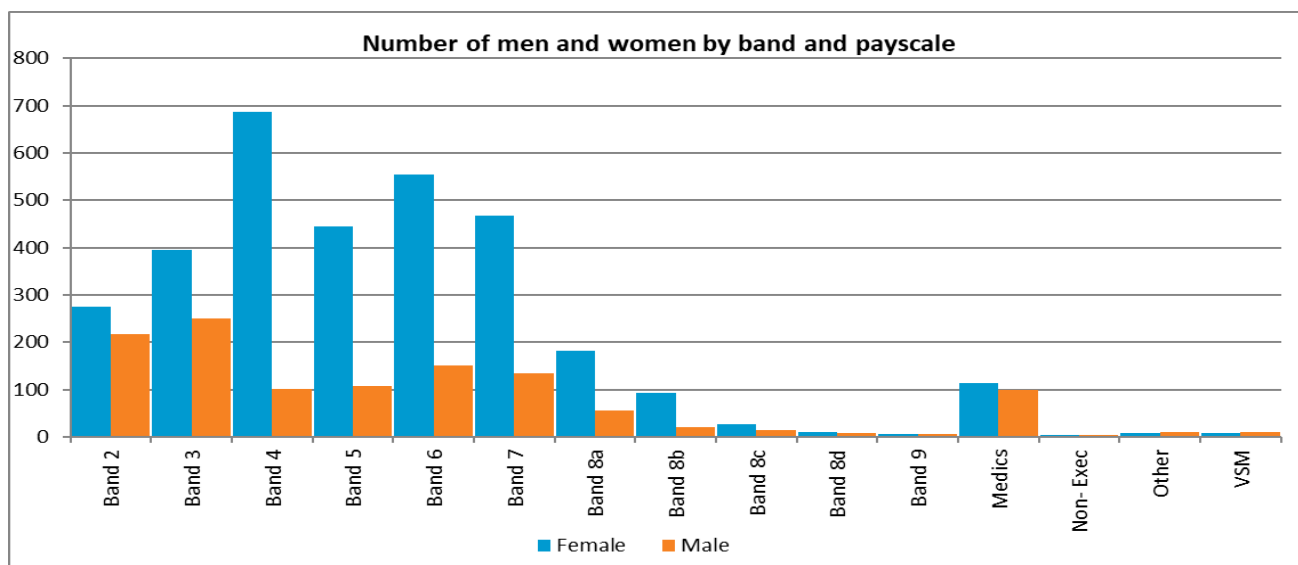
- ✓ Basic Pay
- ✓ Paid Leave – including annual leave, sick pay, maternity, paternity, adoption and parental leave (except where the employee is paid less than usual or is in the nil pay element of maternity leave)
- ✓ Area and other allowances
- ✓ Shift premium pay (which is defined as the difference between basic pay and any higher rate paid for work during different times of the day or night)
- ✓ Bank pay

5.5 It does not include any of the following elements:

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

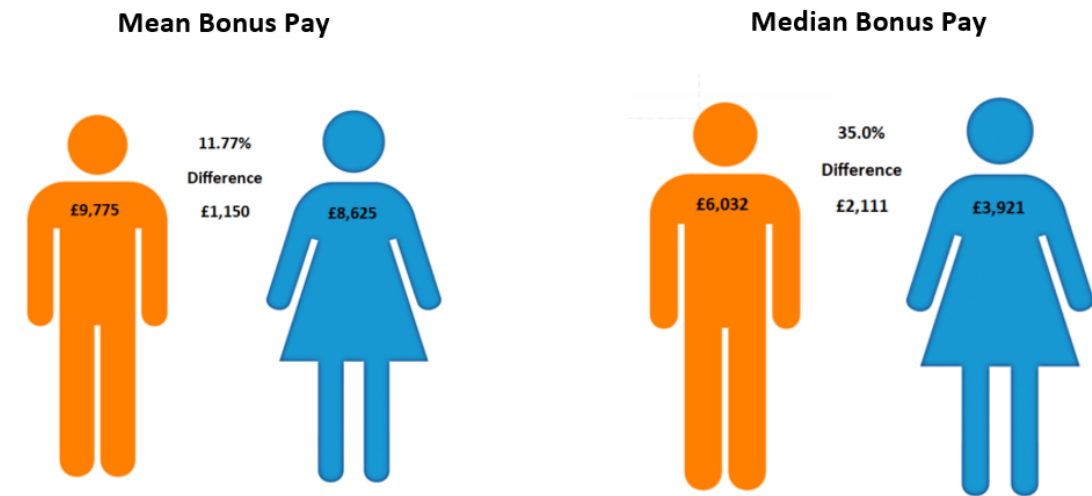
5.6 At HPFT, there is a mean gender pay gap of 7.94 % and a median pay gap of -1.99%. The staff earnings by quartiles helps explain this gap further as it highlights that in the first two quartiles, the workforce genders at HPFT are broadly representative of the overall workforce profile. However, in the 3rd quartile, women are overrepresented by approximately 4.5% against the overall workforce profile position, and in quartile 4 women are under represented by 3%. Historically, there is higher male representation at a senior level in the NHS overall. It is also worth noting that the Trust employs more women than men in every category, including the 4th quartile group, which is where our highest earners are grouped.

5.7 The Trust's gender profile by Band is shown on the following page:



6 Bonus Pay and Gender Pay Gap Bonus Pay

6.1 The Trust's Mean Bonus Gender Pay Gap and Median Bonus Gender Pay Gap



6.2 The proportion of men and women who received a bonus

Gender	Number paid a bonus	Total Employees	% receiving a bonus
Female	18	3267	0.55%
Male	20	1183	1.69%

6.3 Within the Gender Pay Gap Regulations 'bonus pay' means any remuneration that is in the form of money relating to productivity, performance or incentive – within the Trust our consultants can be nominated for Clinical Excellence Awards (CEA payments, which recognise and reward those Consultants who perform over and above the standard expected for their role). The Trust also has a 'refer a friend' incentive scheme which is included in the bonus pay section of the data.

6.4 The regulations set out that bonus pay does not include ordinary pay, overtime pay, redundancy payments or termination payments.

6.5 For bonus pay, all staff are included that were employed at the snapshot date of 31st March 2023 18 male Consultants and 16 female Consultants were awarded CEA payments. These payments were made to consultants who have been employed prior to 2018 and where recurring CEA payments have been made inline with national agreements. The bonus pay also included 2 male and 2 females who have received a refer a friend incentive payment.

6.6 The mean gender bonus pay gap is 11.77% in favour of males, who earn on average £1150 more than their female colleagues in bonus payments. In comparison this was 35.37% in 2022 equating to males earning an average of £3596 more in bonus payments than their female colleagues.

6.7 The median bonus pay gap is 35% in comparison to March 2022 when it was 50%.

7 Conclusion and Next Steps

- 7.1 HPFT has a mean gender pay gap of 7.94% and a median pay gap across all staff groups of -1.99%. There has been a reduction of 0.97% in our mean gender pay gap in comparison to 2022.
- 7.2 HPFT has a mean gender bonus pay gap of 11.77% and a median gender bonus pay gap of 30%. There has been a reduction in our bonus gender pay gap of 23.6% in comparison to 2022 figures when it was 35.7% due to targeted action to encourage more female consultants to apply for the Clinical Excellence Award payments. This work continues to ensure parity in this element of pay.
- 7.3 Gender Pay Gap comparison data since reporting in March 2017 shows steady improvements.

	2017	2018	2019	2020	2021	2022	2023
%Gender payGap - Mean	7.67%	10.67%	11.55%	10.10%	9.92%	8.91%	7.94%
%Gender Pay Gap - Median	2.91%	2.56%	4.66%	4.11%	2.33%	-0.30%	-1.99%
%Bonus Gender Pay Gap -Mean	1.59%	36.34%	22.28%	38.52%	24.40%	35.37%	11.77%
%Bonus Gender Pay Gap -Median	56.45%	66.29%	23.55%	51.78%	8.93%	50.00%	35.00%

- 7.5 The Trust recognises that it has further work to do in positively impacting the gender pay gap position and have recently launched a new Belonging and Inclusion Strategy with specifically aims to eliminate discrimination and bias in any form. Any point of the employee journey which may be at risk of unintentional bias will continue to be scrutinised and any shortcomings eradicated.