Hertfordshire Partnership University NHS Foundation Trust

Gender Pay Gap Report
March 2025

1. Introduction

The purpose of this report is to present the ethnicity pay gap data at HPFT. The aim of this report is to explore the ethnicity pay gap across HPFT. Understanding our ethnicity pay gap will inform all areas of policy and practice as we continue to work towards a fully inclusive culture, where all staff can thrive.

This report covers the 2023/24 reporting cycle, using a snapshot date of 31 March 2024. This is the second HPFT ethnicity report which will be published annually by 31 March, as a snapshot as of 31 March the previous year.

2. Gender Pay Gap Reporting

The gender pay gap is calculated by taking all employees across HPFT and comparing the average pay of our male employees with that of female employees. Although the NHS has nationally agreed pay bands in place, with national terms and conditions of service, including a national job evaluation process to ensure that everyone is paid fairly for undertaking the same or similar roles, it remains possible to have a gender pay gap.

We report our gender pay gap using the following six measures:

- Median gender pay gap – the difference between the median hourly rate of male full-pay relevant employees and that of female full pay relevant employees.

- Mean gender pay gap – the difference between the mean hourly rate of pay of male full pay relevant employees and that of female full-pay relevant employees

- Median bonus gap – the difference between the median bonus gap paid to relevant male employees and that paid to relevant female employees.

- Mean bonus gap – the difference between the mean bonus pay paid to males and females.

- Bonus proportions – the proportions of relevant male and female employees who were paid bonus pay during the relevant period.

- Quartile pay bands – the proportions of full pay relevant male and female employees in the lower, lower middle, upper middle and upper quartile pay bands.

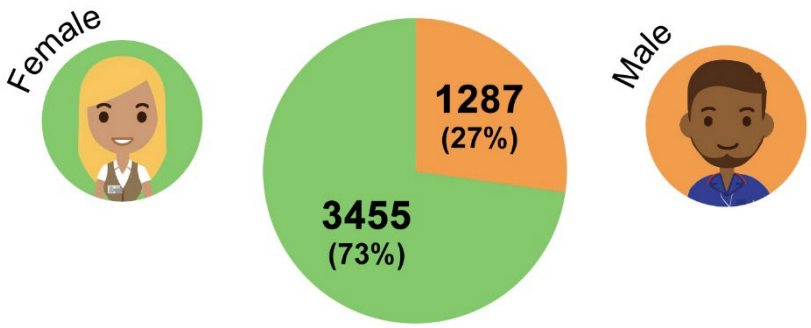
This report is based on rates of pay as at 31st March 2024 and bonuses paid in the year 1st April 2023 to 31st March 2024. It includes all workers in scope as at 31st March 2024. In scope means all staff employed under a contract of employment including those under Agenda for Change terms and conditions, Medical and Dental terms and conditions and Trust contracts for very senior manager roles (VSM).

Only staff employed by the Trust at the snapshot date of 31st March 2024 are included in this report. This includes the Trust's bank staff. All data is taken from the Electronic Staff Record system (ESR).

3. Our 2023/4 data

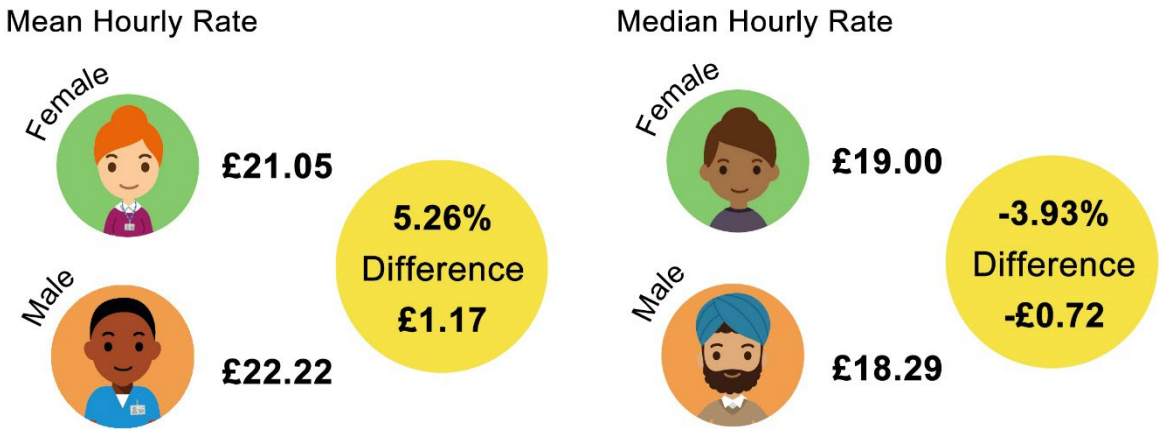
3.1 Gender Profile

The Trust's Gender Profile is as follows:



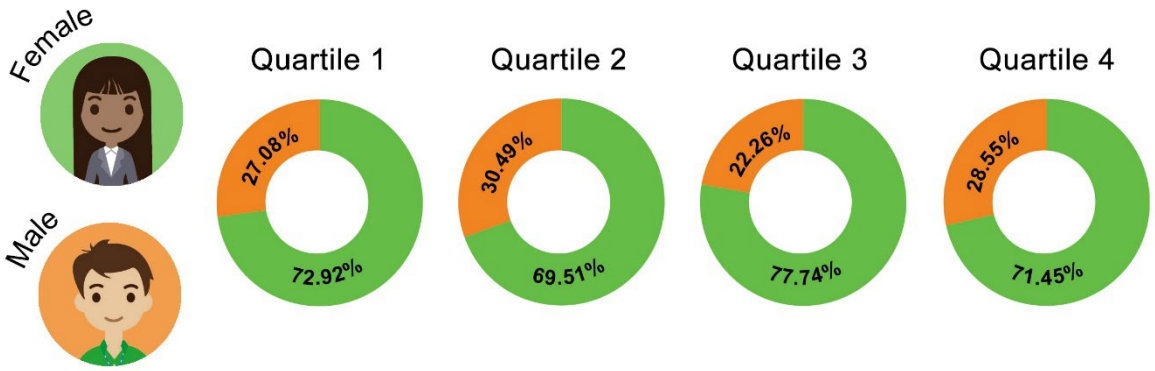
3.2 Mean and Median Pay Gap (ordinary pay)

The Trust's Mean Gender Pay Gap and Median Gender Pay Gap is as follows:



3.3 The Trust's Staff by Earning Quartiles

The following infographic 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.



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 2024 and who was paid their usual full basic pay. That full basic pay includes;

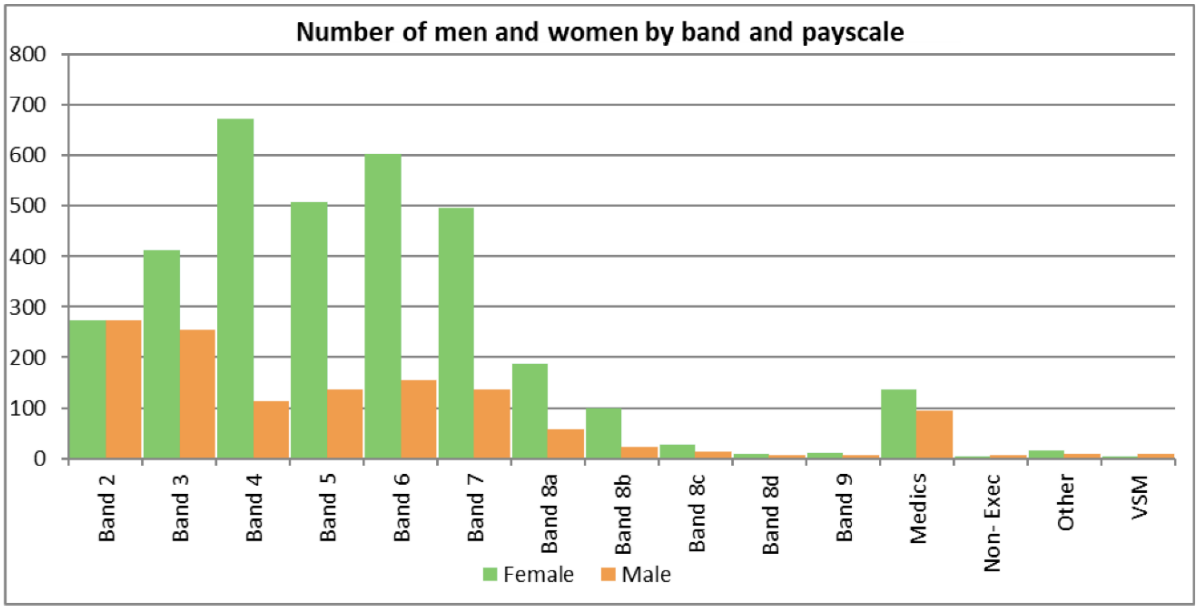
- ✓ Basic Pay
- ✓ Paid Leave – including annual leave, sick pay, maternity, paternity, adoption and parental leave (except where the employee is paid less than usual or is in the nil pay element of maternity leave)
- ✓ Area and other allowances
- ✓ Shift premium pay (which is defined as the difference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

It does not include any of the following elements:

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

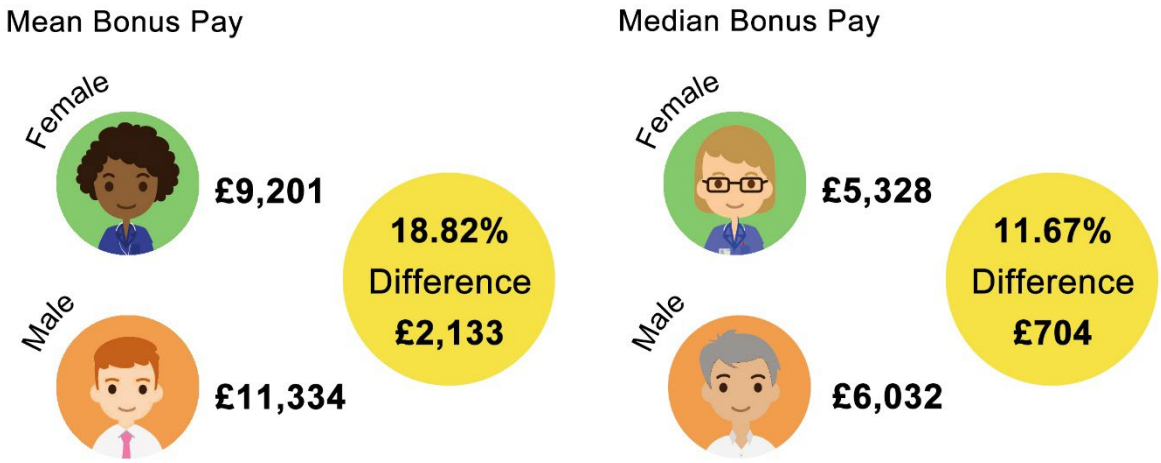
3.4 Ethnicity by Pay Band

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



3.5 Bonus Pay and Gender Pay Gap Bonus Pay

The Trust's Mean Bonus Gender Pay Gap and Median Bonus Gender Pay Gap are as follows:



The proportion of men and women who received a bonus is shown below:

Gender	Number paid a bonus	Total Employees	% receiving a bonus
Female	16	3455	0.46%
Male	15	1287	1.17%

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 medical consultants can be nominated for Clinical Excellence Awards (CEA payments), which are considered a bonus. The Trust also has a 'refer a friend' incentive scheme which is included in the bonus pay section of the data.

4. Summary

The headline data from the attached gender pay gap report is as follows:

- The mean gender pay gap is 5.26%
- The median gender pay gap is – 3.93%
- The mean bonus gender gap is 18.82%
- The median bonus gender pay gap is 11.67%
- The bonus proportions of male and females who are in receipt of a bonus are males 1.17% and females 0.46%
- The quartiles are;
    - In Quartile 1 there are 27.08% of men and 72.92% of females
    - In Quartile 2 there are 30.49% of men and 69.51% of females
    - In Quartile 3 there are 22.26% of men and 77.74% of females
    - In Quartile 4 there are 28.55% of men and 71.45% of females

5. Recommendation

The Executive is asked to:

1. Approve the data for submission to the national reporting platform, subject to final Board approval; and
2. Approve publication of the data in infographic form on the Trust's website, subject to final Board approval