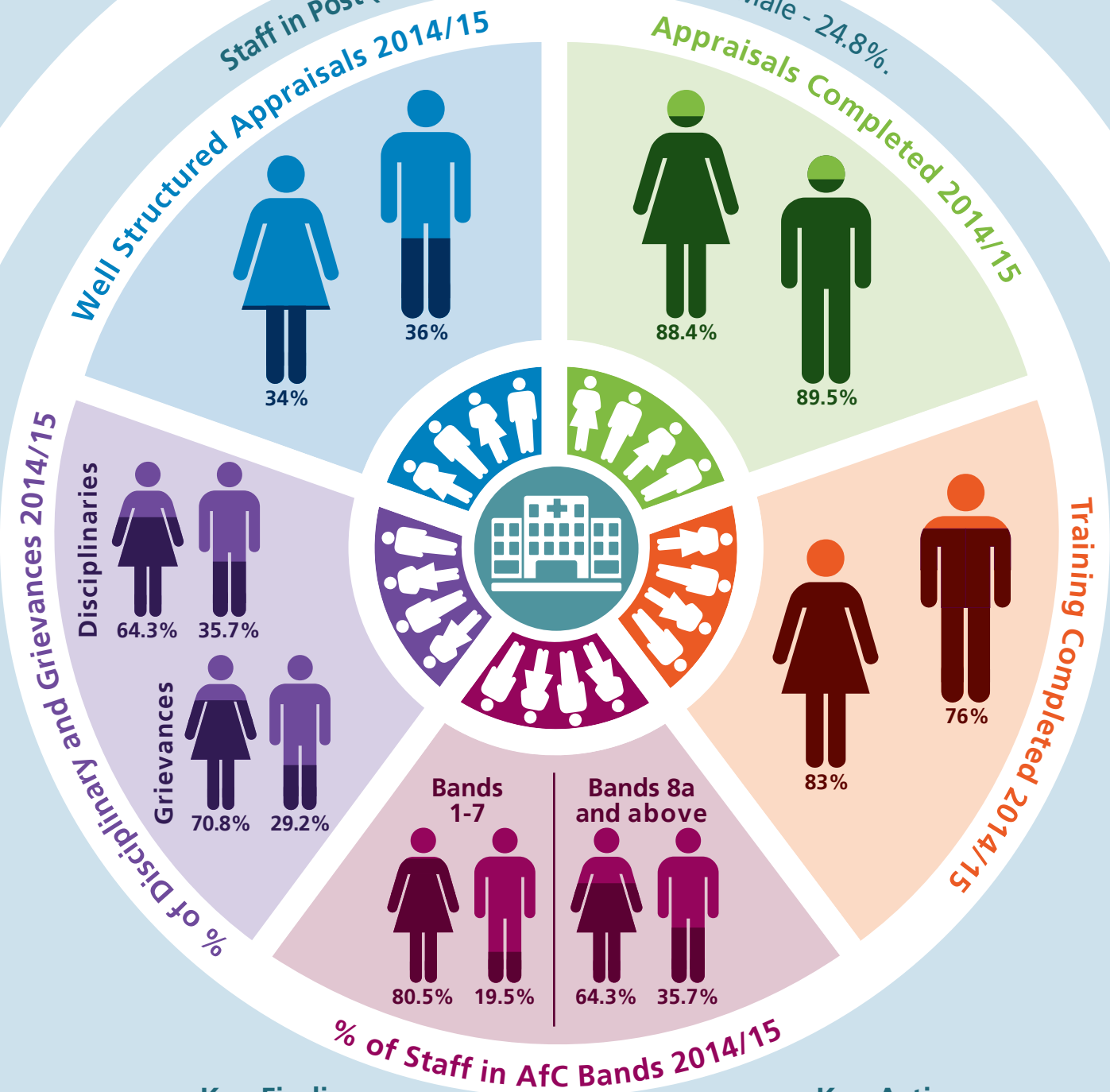


Gender @ LTHT - Staff

Staff in Post (Sept 2015): Female - 75.2%, Male - 24.8%



Key Findings

- Women make up 75% of the trust's workforce, however they are not represented equally in the most senior posts.
- Women tell us through the staff survey, that they are more likely to have received job-relevant training in the last 12 months.
- Men are more likely to have been involved in a grievance or disciplinary and were more likely to have been dismissed or promoted.
- Generally average female pay is less than average male pay, but for the majority of bands/grades it is within the 5% tolerance expected by the Equality and Human Rights Commission. This may be related to experience and undertaking paid work in excess of full time hours or working unsocial hours, both of which may be impacted by caring responsibilities.
- Only nine employees were held back from progressing to their next increment due to an unsuccessful pay progression review; all were female.

Key Actions

- Continue to work on our recruitment and selection process to ensure it is fair. We will continue our Talent Management programme and encourage participation in leadership development programmes. Our Female Leaders programme will continue into 2016.
- Ensure we provide enough training to meet the requests made by our male staff as part of the appraisal process.
- Launch the new programme of HR training, designed to help managers act fairly towards all employees.
- A review of pay by bands/grades, where there is a pay differential of more than 5% will take place to ensure that our systems are fair.
- Merge the Pay Progression Policy into the Supporting Performance Policy and monitor the effect.