

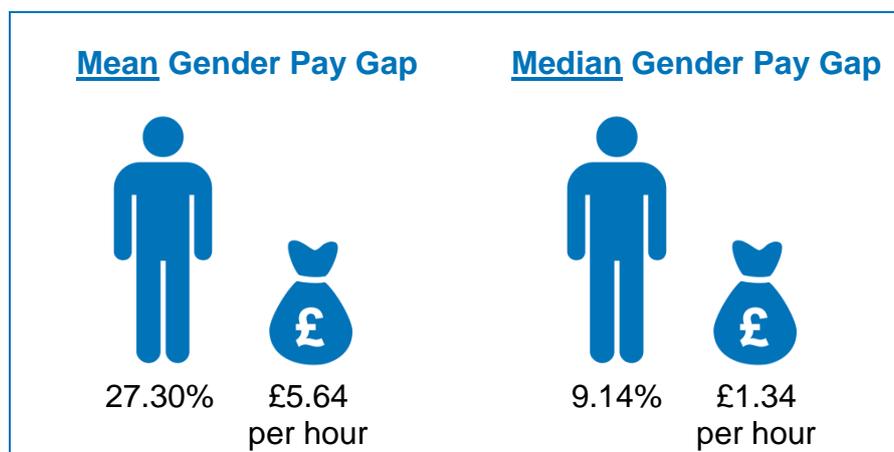
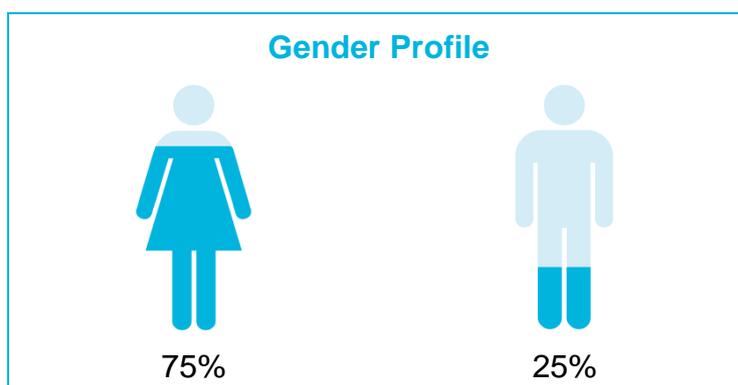
Gender Pay Gap - 2018/19

Gender Pay Gap legislation requires all employers of 250 or more employees to publish their gender pay gap as at 31st March each year. This report details the position as at 31st March 2018.

Leeds Teaching Hospitals NHS Trust employs over 18,000 staff in a range of roles, including administrative, medical, allied health professionals and managerial roles. The Trust uses the national job evaluation framework for Agenda for Change staff to determine appropriate pay bandings; this provides a clear process of paying employees equally for the same or equivalent work.

The national pay grades used in the Trust have a set of points for pay progression, linked to length of service and performance. Therefore, the longer the period of time that someone has been in a grade the higher their salary is likely to be, irrespective of their gender.

This report includes the statutory requirements of the Gender Pay Gap legislation but also provides further context to demonstrate and reinforce our commitment to equality. It is important to recognise that the gender pay gap differs to equal pay. Equal pay is in relation to pay differences between men and women who carry out the same job for different pay, which is unlawful. The gender pay gap shows the difference in average pay of all men and the average pay of all women employed by the Trust. It is therefore possible to have genuine pay equality but still have a significant gender pay gap.

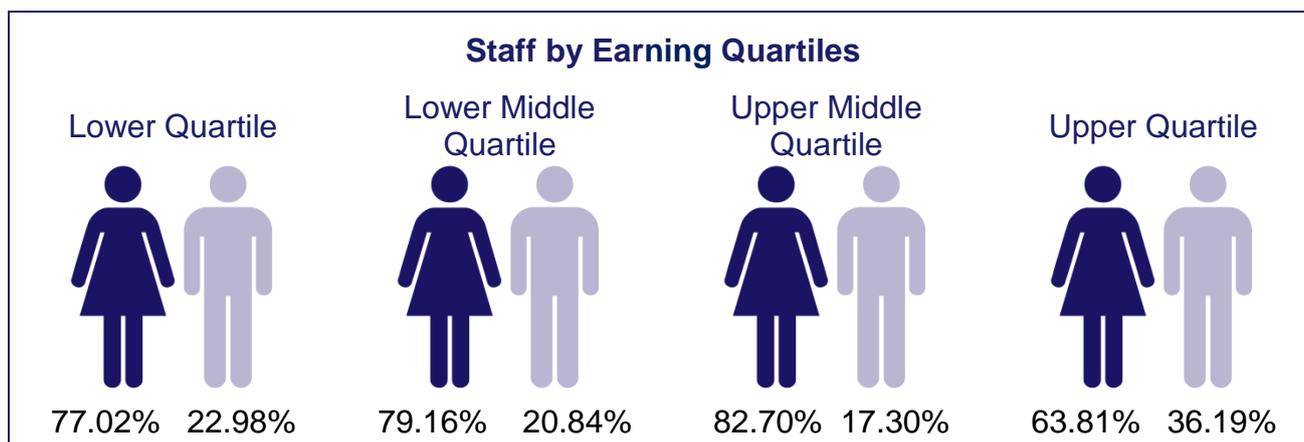


Compared to 2017, the Gender Pay Gap has decreased. In 2017 the Mean Gender Pay Gap was 27.94% or £5.82 per hour. The 2017 Median Gender Pay Gap was 9.38% or £1.38 per hour.

Pay Gap Comparison

The mean gender pay gap for the whole of the Public Sector economy¹ is 17.5%. At 27.3% the Trust's mean gender pay gap is therefore, above that for the wider public sector. This is reflective of the pattern from the wider UK healthcare economy; traditionally the NHS has had a higher female workforce due to the range of caring roles in the workforce, which tend to be in the lower bandings, and a predominantly male workforce in the higher paid Medical & Dental professions.

The above figures include the Clinical Excellence Awards (CEA) payments that are paid to eligible medical staff, which is a section of the workforce with a higher proportion of males. If the Medical and Dental workforce were excluded from the calculation the mean gender pay gap would be 2.34%.



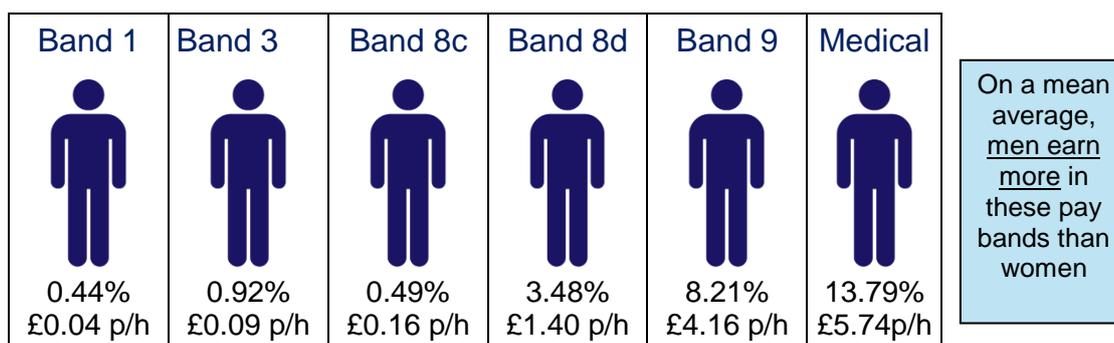
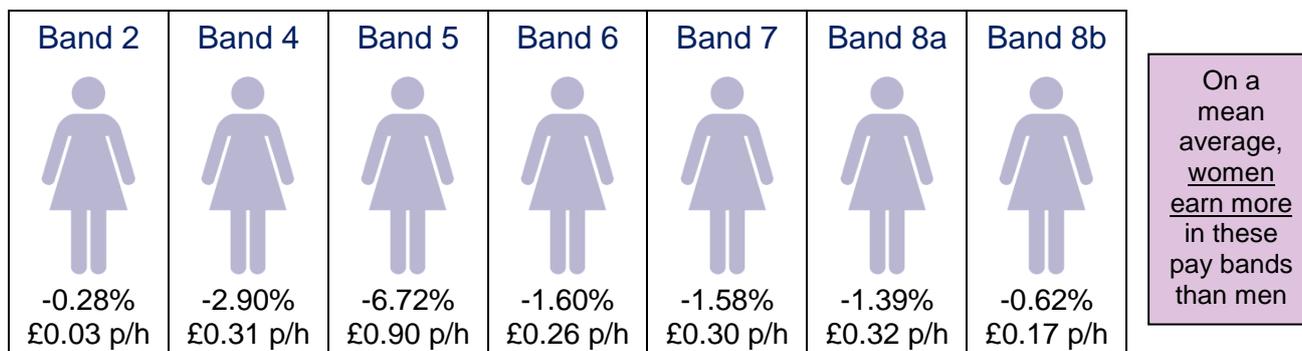
The lower quartile represents the lowest salaries in the Trust and the upper quartile represents the highest salaries. The Trust employs more women than men in every quartile and compared to 2017, the proportion of women in the two upper quartiles has increased.



¹ Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) - October 2018

Under the national Medical & Dental terms and conditions Consultants are eligible to apply for CEAs. These recognise and reward consultants who demonstrate achievements in developing and delivering high quality patient care over and above the standard expected of their role, with a commitment to the continuous improvement of the NHS. The calculations above include both local and national CEAs. Nationally there has been a review of CEAs and as a result the 2018 local awards round will not be completed until May 2019. In each of the three previous local awards rounds (2015 to 2017), the proportion of female applicants who were successful in achieving an award was equal or higher than for male applicants. The National CEAs are determined externally and administered by the Department of Health.

In addition to the statutory requirements, we have also analysed our gender pay gap by banding as follows:



Reducing the Gender Pay Gap

The Trust is committed to ensuring an equitable workforce and as part of the Equality and Diversity Strategy has an agreed targeted ambition to be broadly representative of the communities we serve at all levels. We are committed to achieving a reduction in the gender pay gap through the following actions:

- Continuing to support women progress into leaderships roles through the active facilitation of the Female Leaders programme and undertaking research, with the University of Leeds, into the impact of the programme on progression for women.
- Continue to support the 50/50 Board by 2020 initiative, ensuring a mix of male and female participation in the Shadow Board programme.
- Encouraging attendance of women across the full range of leadership and development opportunities provided by the Trust.
- Joining the Anchor Institute initiative with the council and partner organisations s in order to target recruitment from the local population and seek to recruit both men and women into roles which have previously attracted applicants from a single gender.
- Continue to support and encourage flexible working in order to assist all employees to balance their professional and personal responsibilities.
- Continue to promote and communicate the enhanced provisions for family leave available to Trust employees, including leave for Maternity, Paternity, Adoption, Parental and Carer responsibilities. We also actively promote shared parental leave and showcase examples of this being utilised.
- Actively encourage and support female consultants to apply for CEAs and a new local agreement that part-time consultants who are awarded a local CEA will now receive the same amount of pay as their full-time colleagues.