

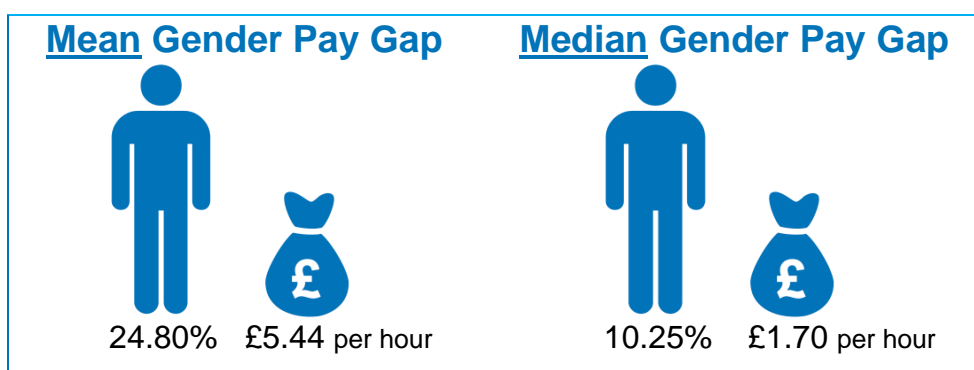
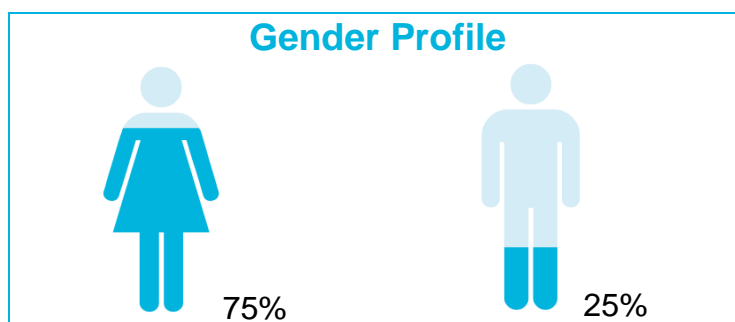
Gender Pay Gap - 2020

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 2020.

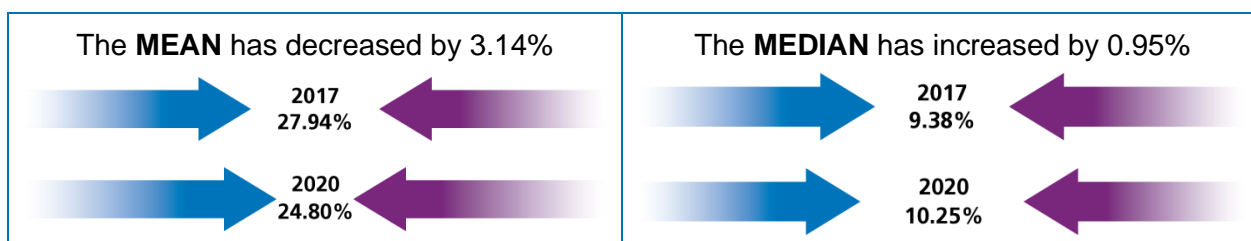
Leeds Teaching Hospitals NHS Trust employs over 18,000 staff in a range of roles, including administrative, medical, allied health professionals and managerial roles. The Trust uses the national job evaluation framework for Agenda for Change staff to determine appropriate pay bandings; this provides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



Since we started reporting our gender pay gap in 2017:

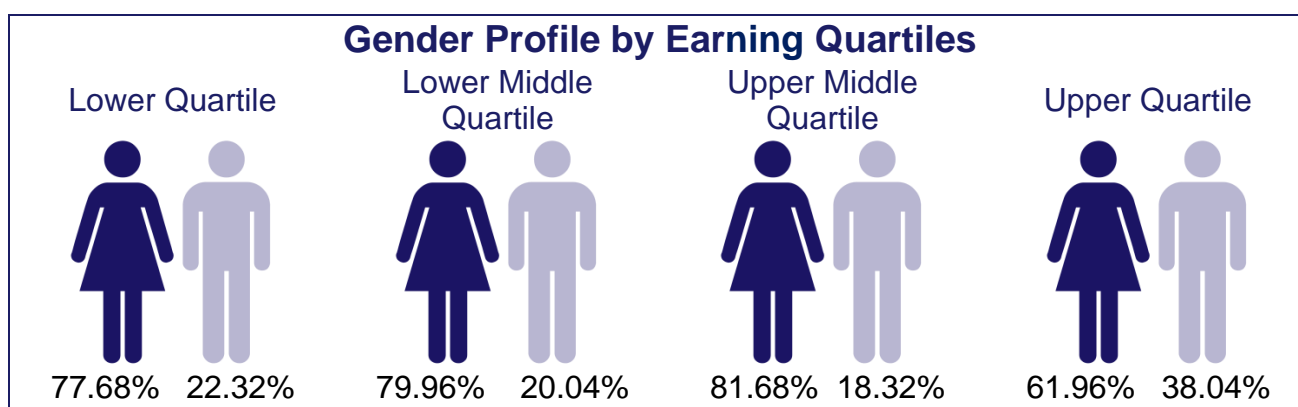


Pay Gap Comparison

The mean gender pay gap for the whole of the Public Sector economy is 14.5%¹. At 24.80% 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 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 1.81%.



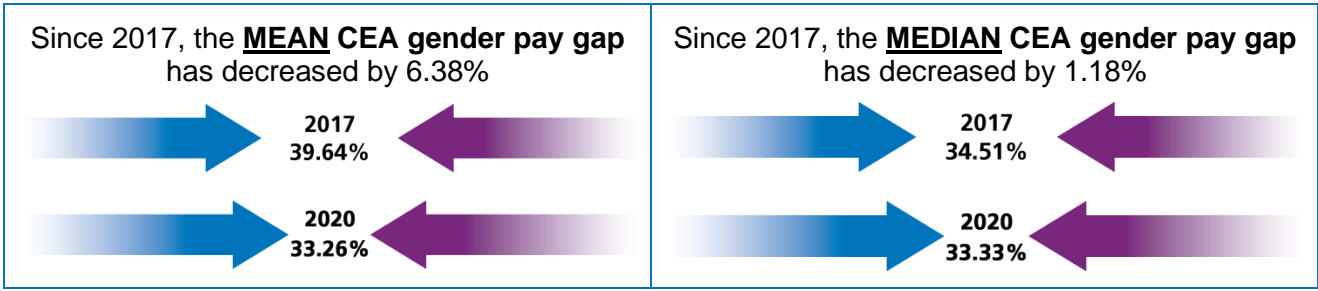
The lower quartile represents the lowest salaries in the Trust and the upper quartile represents the highest salaries. The Trust employs more women than men in every quartile.

Clinical Excellence Awards

Under the national terms and conditions Consultants are eligible to apply for Clinical Excellence Awards (CEA). This recognises and rewards individuals 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 below include both local and national CEA's. The Local CEA's are administered within the Trust on an annual basis. The National CEA's are determined externally and administered by the Department of Health.











¹ Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) - October 2020








Gender Pay Gap by Band

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

Band 1	Band 2	Band 4	Band 5	Band 6	Band 7	Band 8a	Band 8c
							
-5.94%	-0.07%	-2.34%	-4.91%	-1.60%	-1.85%	-0.73%	-0.11%
£0.63 p/h	£0.01 p/h	£0.27 p/h	£0.70 p/h	£0.28 p/h	£0.38 p/h	£0.18 p/h	£0.04 p/h

On a mean average, women in these pay bands earn more than men

Band 3	Band 8b	Band 8d	Band 9	Medical
				
0.34%	0.98%	4.04%	1.00%	14.54%
£0.04 p/h	£0.28 p/h	£1.73 p/h	£0.50 p/h	£5.71 p/h

On a mean average, men in these pay bands earn more than women

The difference between bands is due to variations in length of service for postholders and posts which attract shift enhancements.

Reducing the Gender Pay Gap

We are committed to achieving a reduction in the gender pay gap through the following actions:

- Continuing to support women to progress into leadership 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.
- Encouraging attendance of women across the full range of leadership and development opportunities provided by the Trust.
- Deliver the Springboard programme, a development programme for women to enhance their skills and build confidence and assertiveness.
- Utilise new flexible and agile working solutions implemented during Covid and develop these further.
- Actively promote shared parental leave and showcase examples of this being utilised.
- Nationally there have been changes to the Local CEA scheme and it is expected this will lead to reductions in the pay gap over time. As a Trust we continue to actively encourage female consultants to apply for CEAs utilising the Trust's locally produced video documenting female experiences of the process and award part-time consultants the same amount of monetary award as their full-time colleagues.



- Engage with the regional Insight Programme to support aspiring Non-Executive Directors.
- HR Business Partners to work with CSU's on appropriate local actions.
- Scope the implementation of Inclusive Ambassadors to the recruitment and selection process.

The above actions are incorporated into the Workforce Equality and Diversity Action Plan.