

## Gender Pay Gap - 2022

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 Trusts position as at 31st March 2022.

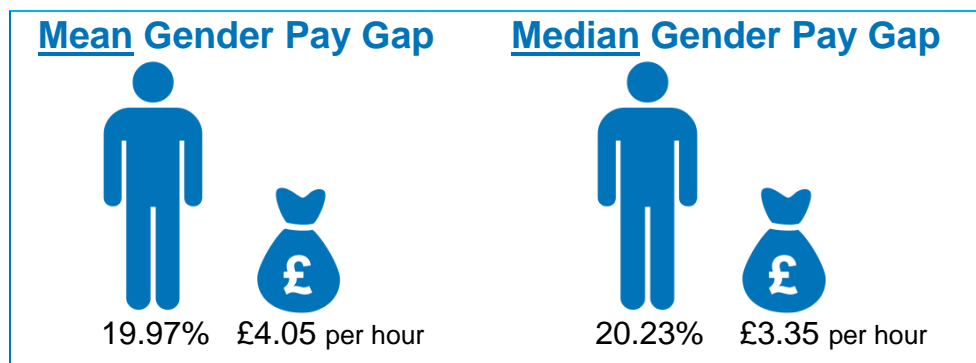
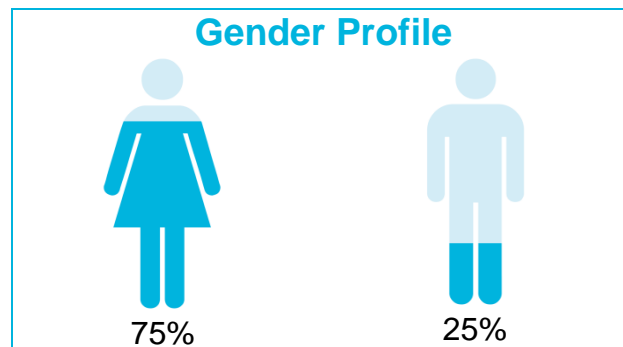
Leeds Teaching Hospitals NHS Trust (LTHT) employs over 20,000 staff in a range of roles, including administrative, medical, allied health professionals and managerial roles. The Trust uses the national job evaluation framework for Agenda for Change staff to determine appropriate pay bandings; this provides 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.

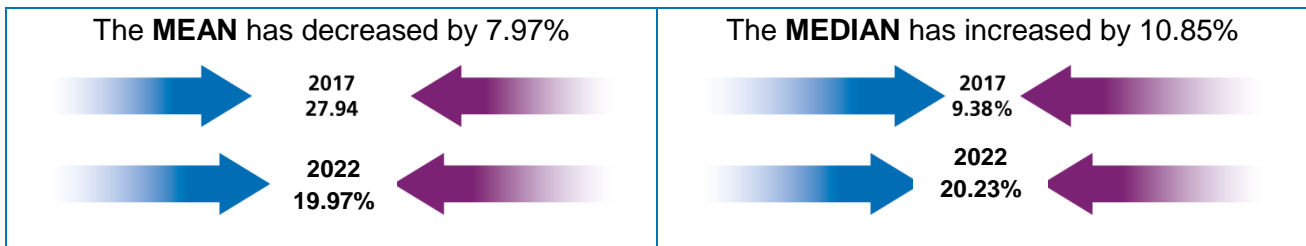
This report includes the statutory requirements of the Gender Pay Gap legislation but also provides further context to demonstrate and reinforce our commitment to equality.

It is important to recognise that the gender pay gap differs to equal pay. Equal pay is in relation to pay differences between males and females who carry out the same job for different pay, which is unlawful. The gender pay gap shows the difference in average pay of all males and the average pay of all females employed by the Trust. It is therefore possible to have genuine pay equality but still have a significant gender pay gap.

***The Trust acknowledges there is a distinct difference between sex and gender; Sex, being your biological sex, for example, female and male. Gender, being how you identify yourself, for example, woman, man, non-binary, gender fluid. For the purpose of this report, data on sex is used due to the categories used for capturing the gender of staff within the NHS.***



### Since we started reporting our gender pay gap in 2017:

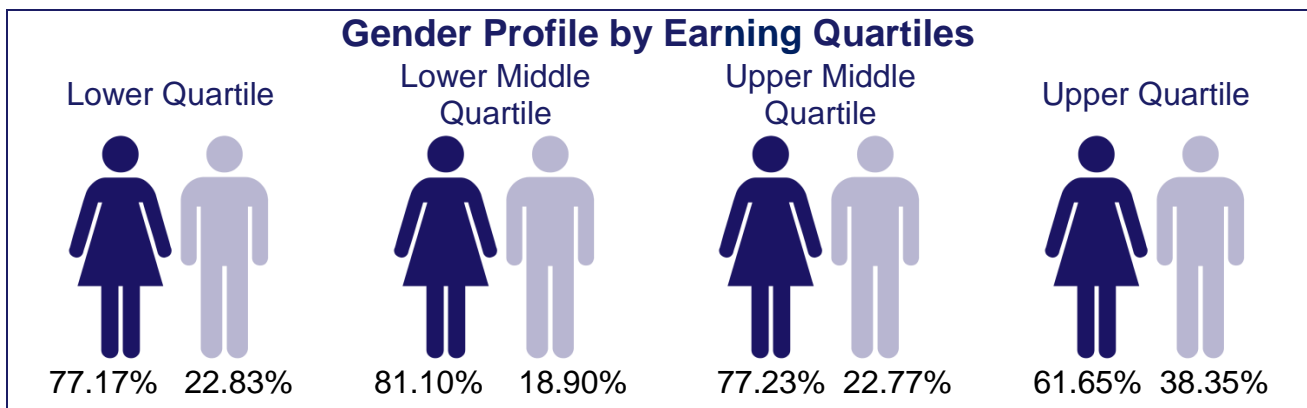


## Pay Gap Comparison

The mean gender pay gap for the whole of the Public Sector economy is 13.6%<sup>1</sup>. At 19.97% 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 for 2022 include 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 4.30%.



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

## Clinical Excellence Awards

Under the national terms and conditions Consultants are eligible to apply for Clinical Excellence Awards (CEA). Clinical Excellence Awards recognise and reward NHS Clinicians who perform 'over and above' the standard expected of their role and award a bonus payment.

Local Clinical Excellence Awards (LCEAs) are normally awarded by Local Committees and National Awards (NCEAs /NCIAs) are awarded through an application process managed through

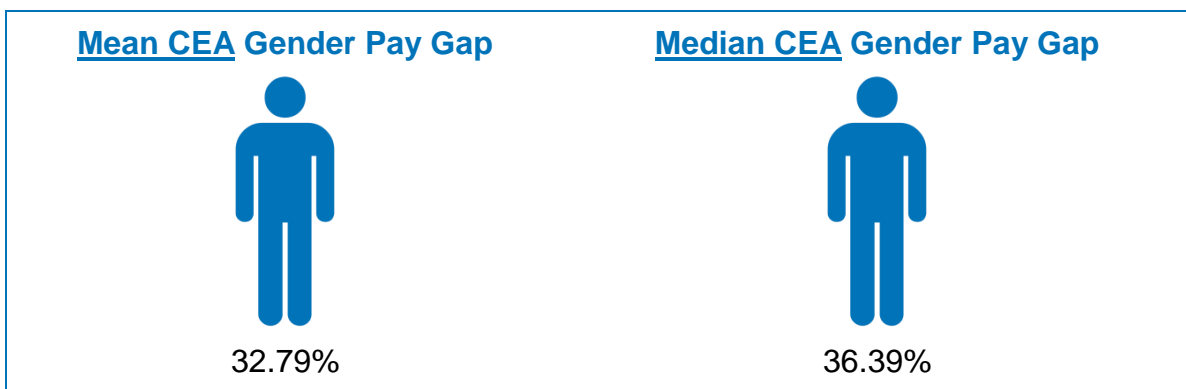
<sup>1</sup> Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE)  
LTHT Gender Pay Gap Report April 2021 - March 2022

the Department of Health. LCEAs are managed in collaboration with members of our BMA and LNC colleagues and we are currently in the process of reviewing the LCEA process to discuss innovative ways to address a number of barriers related to equality and specifically women which impact the application for LCEAs.

In 2020 and 2021 the LCEAs were agreed and paid as one off payments without the requirement to submit an application due to the impact of COVID19 and distributed equally amongst all eligible medical & dental consultants, therefore the figures reported include historical CEA payments.

To support our continued commitment to staff who work less than full time this payment has been made in full (not pro-rata) in line with other colleagues.

In 2023, the CEAs will change to **National Clinical Impact Awards** (NCIA) which aim to focus on the work undertaken which makes a difference to patients and less on academic achievement.

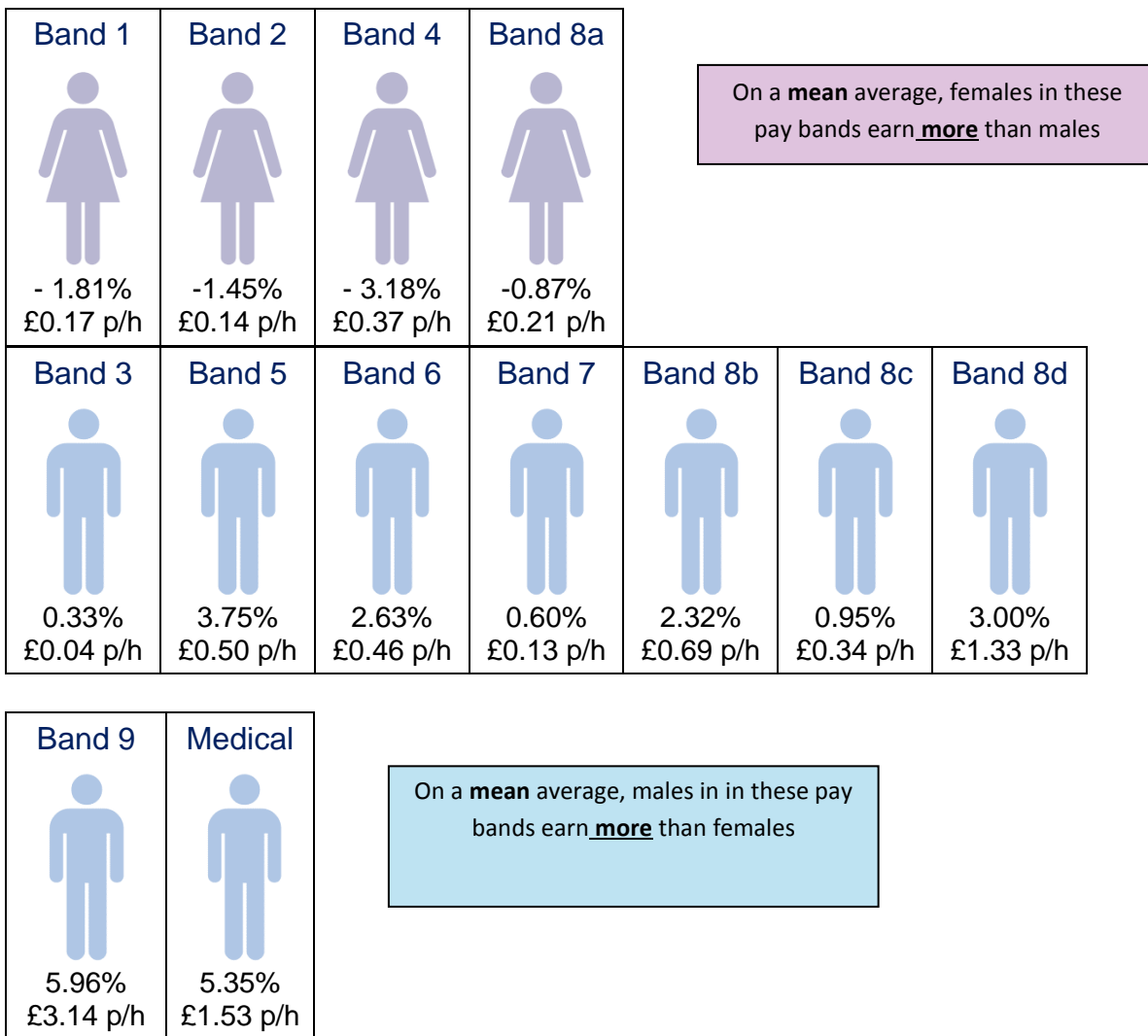


*These figures include historical CEA payments*

As the payment of CEA's was applied universally during this reporting payment as previously outlined, any reflection in a change of the pay gap will be based on the fluctuation within the medical and dental workforce and not as a result of any additional bonus payments.

## Gender Pay Gap by Band

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



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

LTHT continue to be committed to achieving a reduction in the gender pay gap and will maintain the actions previously introduced, but will continue to seek out and engage in additional opportunities which present through local, regional and/ or national initiatives:

- Supporting women to progress into leadership roles through the active facilitation of the Female Leaders programme and participating in research, with the University of Leeds, regarding the impact of the programme on pay progression for women.



- Encouraging attendance of women across the full range of leadership and development opportunities provided by the Trust and work with the Senior HR Business Partners to support this work within our Clinical Service Units.
- Promoting and enabling women to access the Springboard programme, a development programme for women to enhance their skills and build confidence and assertiveness.
- Utilising flexible and agile working solutions.
- Actively promoting shared parental leave and showcasing examples of this being utilised.
- As a Trust we will actively encourage women consultants to apply for CIAs by sharing experiences of previous applicants and award part-time consultants the same amount of monetary award as their full-time colleagues.
- Engage with the regional initiatives to support opportunities for woman aspiring to Non-Executive Directors roles
- Encourage woman to participate in a 'Shadow Board' as part of our Positive Action commitment in 23/24.
- Continue to implement Inclusion Ambassadors to ensure diversity on panels and an inclusive recruitment and selection experience for all
- Further analyse Gender Pay Gap data to identify potential differences at different levels of the Trust.
- Bolstering the membership of the Leeds Female Leaders Network and looking specifically to target issues affecting woman at LTHT.

The above actions are incorporated into the LTHT Equality and Diversity Action Plan and progress on activity reported through the Trust Workforce Committee to Board.

