

Gender Pay Gap - 2023

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 2023.

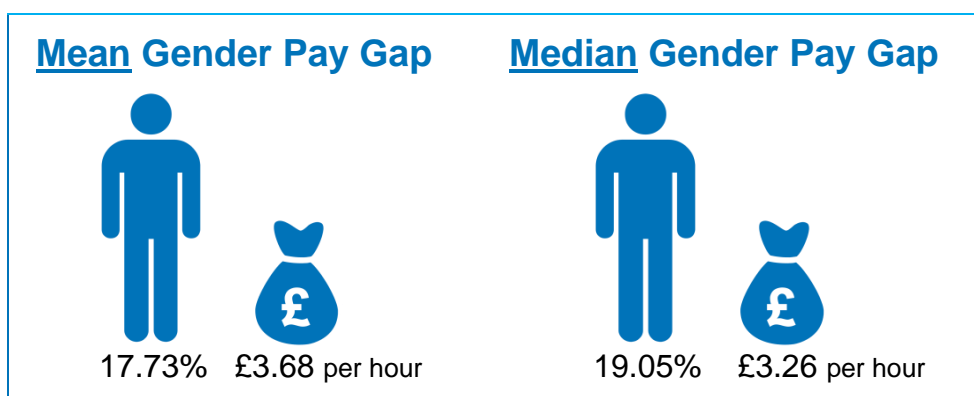
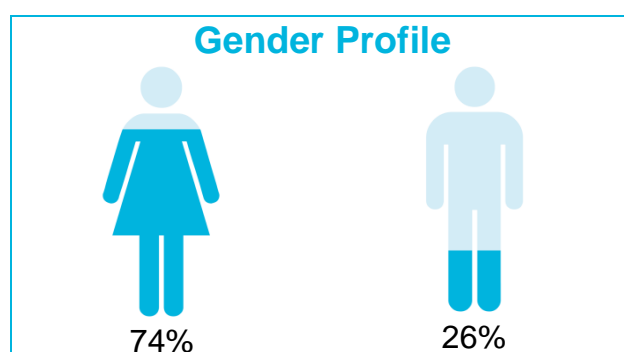
Leeds Teaching Hospitals NHS Trust (LTHT) employs over 20,000 staff in a range of roles, including administrative, medical, allied health professionals and managerial roles. The Trust uses the national job evaluation framework for Agenda for Change staff to determine appropriate pay bandings; this provides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

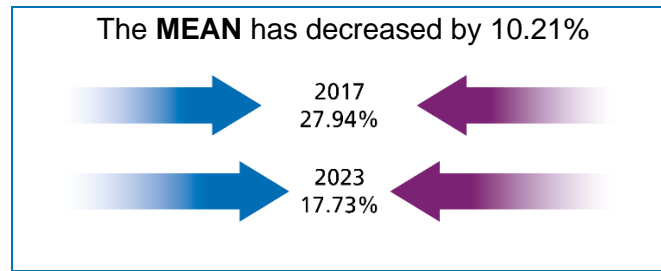
This report includes the statutory requirements of the Gender Pay Gap legislation but also provides further context to demonstrate and reinforce our commitment to equality.

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

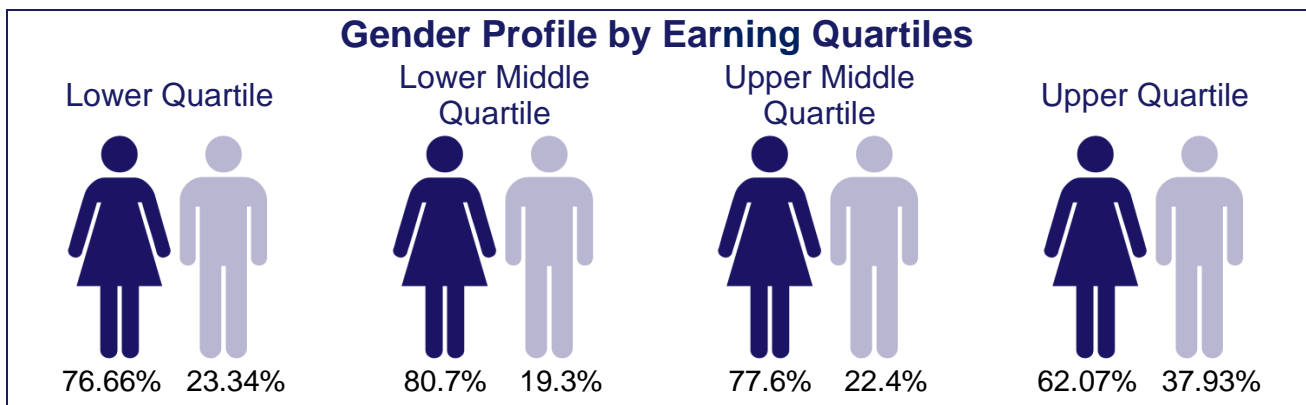


Pay Gap Comparison

The mean gender pay gap for the whole of the Public Sector economy is 11.5%¹. At 17.73% 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 for 2023 include Clinical Excellence Awards (CEA) payments that are paid to eligible medical staff. If the Medical and Dental workforce were excluded from the calculation the mean gender pay gap would be 3.82%.



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

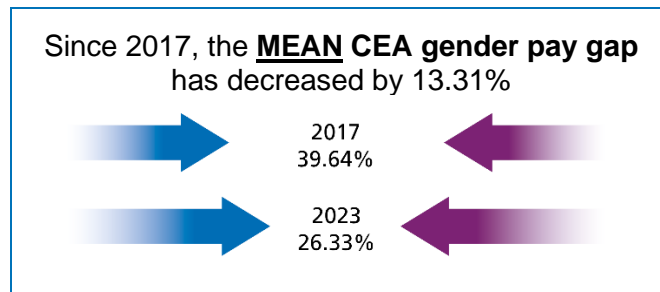
Under the national terms and conditions, Consultants are eligible for Clinical Excellence Awards (CEA). Clinical Excellence Awards recognise and reward NHS Clinicians who perform 'over and above' the standard expected of their role and award a bonus payment.

Local Clinical Excellence Awards (LCEAs) are awarded by the Trust and National Awards (NCEAs /NCIAs) are awarded through an application process managed through the Department of Health. LCEAs are managed in collaboration with members of our BMA and LNC colleagues. At the time of writing, Consultant Pay Reform is subject to a vote by Trade Unions and the future of LCEAs is therefore unknown.

Since 2020, LCEA monies have been distributed equally amongst all eligible medical & dental Consultants, therefore the figures reported include historical CEA payments that were received under a competitive application process.

¹ Annual Survey of Hours and Earnings, Office of National Statistics






We are aware of the impact Clinical Excellence Awards can have on the gender pay gap and therefore when we previously had a competitive application process for awards (pre covid), we made a pro-active decision to pay Local CEA awards in full (i.e. not pro rata) to staff who work less than full time. This principle has continued within the current equal distribution method post covid, however the impact this has on the gender pay gap is not as significant compared to the previous competitive awards rounds which had different levels of payments.











As the payment of LCEA's was applied universally during this reporting period as previously outlined, any reflection in a change of the pay gap this year will be based on the fluctuation within the medical and dental workforce and National Clinical Impact Awards.

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 3	Band 4	Medical
				
-2.76% £0.29 p/h	-0.66% £0.07 p/h	-0.94% £0.10 p/h	-0.87% £0.11 p/h	-1.27% £0.36 p/h

On a **mean** average, females in these pay bands earn **more** than males

Band 5	Band 6	Band 7	Band 8a	Band 8b	Band 8c	Band 8d	Band 9
							
2.65% £0.36 p/h	2.01% £0.36 p/h	0.90% £0.20 p/h	0.03% £0.01 p/h	3.00% £0.91 p/h	1.99% £0.71 p/h	1.76% £0.78 p/h	10.19% £5.37 p/h

On a mean average, males in these pay bands earn **more** than females

When looking at the gender pay gap across different levels of the workforce and comparing it to the Trust overall pay gap, the differentials are due to the relative number of staff at each level of the workforce. i.e our overall pay gap is 17.73%, when the M&D workforce are excluded, it is 3.82%, yet the medical workforce have a -1.27% gap. This is due to the number of staff employed at each level of the workforce impacting on the averages.

Reducing the Gender Pay Gap

LTHT continue to be committed to achieving a reduction in the gender pay gap. We have outlined our key actions below and we will continue to seek out and engage in additional opportunities which present through local, regional and/ or national initiatives. These actions are incorporated into our EDI Action Plan.



Our aim is to support more women into senior roles.

Action	Success Measure	Date for Achievement
Encouraging attendance of women across the full range of leadership and development opportunities provided by the Trust	Monitor attendance, aiming for 50% of places	March 2025

Promoting and enabling women to access the Springboard programme, a development programme for women to enhance their skills and build confidence and assertiveness.	At least 20 women to access the programme	March 2025
Promote and monitor the utilisation of shared parental leave	An example case study each quarter to demonstrate how shared parental leave can work	March 2025
Increase the membership of the Leeds Female Leaders network and looking specifically to target issues affecting women at LTHT	5% increase in membership	March 2025
Actively encourage women at LTHT to participate in future talent management activity and positive action programmes	10 Women at LTHT who are Aspirant Leaders to access targeted LTHT Talent Management / Succession Planning programmes (eg Shadow Board, Reciprocal Mentoring)	March 2025
Engage with the National & Regional initiatives to support opportunities for women aspiring to Board and Sub Board roles	At least 3 women from LTHT to be supported in accessing the National NHS Aspirant Executive Program Opportunities for women at LTHT to access the National Aspiring Non-Executive Programme to be promoted & shared	March 2026
Actively encourage women consultants to apply for National Clinical Impact Awards by sharing experiences of previous applicants	5% increase in female Clinical Impact award holders	March 2027

We are committed to supporting a diverse workforce and will therefore look at further action that can be undertaken across other protected characteristics.