

# Gender Pay Gap Report

As at 31<sup>st</sup> March 2024



# Introduction

- Government legislation means employers with 250 or more employees are required to publish their figures comparing men and women's average pay across the organisation.
- The gender pay gap is the difference between the average earnings of men and women.
- The first report was published in March 2018, which provided gender pay data as at 31<sup>st</sup> March 2017
- The gender pay gap report must include:
  - Mean gender pay gap
  - Median gender pay gap
  - Mean bonus gender pay gap
  - Median bonus gender pay gap
  - Proportion of men in the organisation receiving a bonus payment
  - Proportion of women the organisation receiving a bonus payment
  - Proportion of men and women in each quartile pay band
- This year we are reporting on gender pay data as at 31<sup>st</sup> March 2024

# Definitions & Scope



**Royal Papworth Hospital**  
NHS Foundation Trust

- **Mean**  
The mean hourly rate is the average hourly wage across the entire organisation, so the mean gender pay gap is a measure of the difference between women's mean hourly wage and men's mean hourly wage.
  - **Median**  
The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle; so, the median gender pay gap is the difference between women's median hourly wage (the middle-paid woman) and men's median hourly wage (the middle-paid man).
  - **Pay Quartiles**  
Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of women in each quartile gives an indication of women's representation at different levels of the organisation.
- This report is based on pay rates as at 31st March 2024 and covers any bonuses paid within the year 1st April 2023 to 31st March 2024.
  - It covers all employees under contract to Royal Papworth Hospital, including Agenda for Change and Medical terms and conditions. It includes those employed under Temporary Staffing but does not include Non-Exec Directors or staff working in hosted organisations (e.g. EAHSN).
  - All data has been collated from the Electronic Staff Record (ESR) system.

# Median & Mean Pay Gap

## MEDIAN GENDER PAY GAP AT RPH

- The median hourly wage for men is £21.48
- The median hourly wage for women is £19.10
- This equates to a £2.38 difference
- The median hourly rate is 11.09% lower for women than it is for men
- This means that for every £1 earned by men, women earn 89p



## MEAN GENDER PAY GAP AT RPH

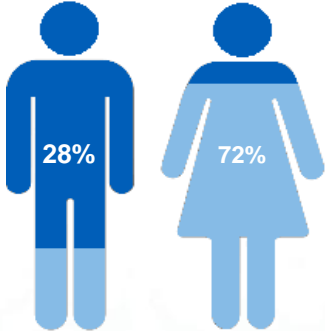
- The mean hourly rate for men is £26.18
- The mean hourly rate for women is £20.51
- This is a difference of £5.67 in the average hourly rates between men and women
- When comparing mean hourly wages, women's mean hourly wage is 21.69% lower than men's
- This means that for every £1 earned by men, women earn 78p



# Pay Quartiles

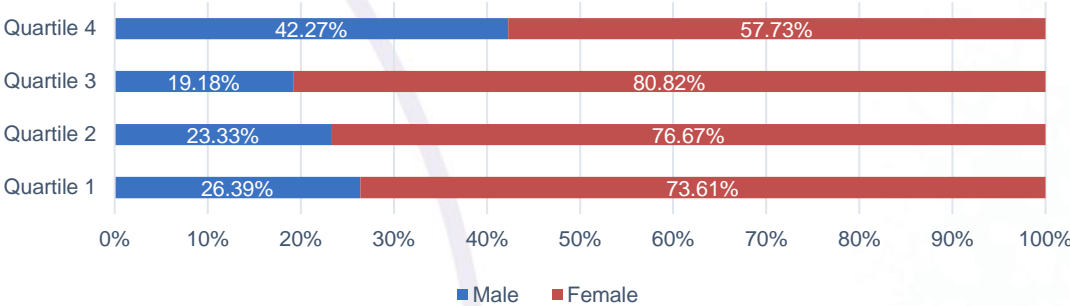
- The gender profile of Royal Papworth is 72% female to 28% male, which is a common workforce profile across NHS Trusts
- The Trust employ significantly more women in Quartiles 1, 2 and 3, (accounting for 74, 77 & 81% of the total), however there is a smaller proportion within the top quartile (4) at 58%
- The profile of our medical staff is different from non-medical staff. There are 126 consultant medical staff of which 41 (33%) are female and 85 (67%) male. All consultants fall into Q4.
- There are 141 resident doctors, with 80 (57%) being male, and 61 (43%) being female.

### Trust Gender Profile



- **First quartile:** the lowest 25% of hourly rates/salary.
- **Second quartile:** between 26% and 50% of hourly rates/salary
- **Third quartile:** 51% to 75% of hourly rates/salary
- **Fourth quartile:** the highest 25% of hourly rates/salary.

Gender Pay - Ordinary Pay Comparison by Quartile



# Staff Group Breakdown



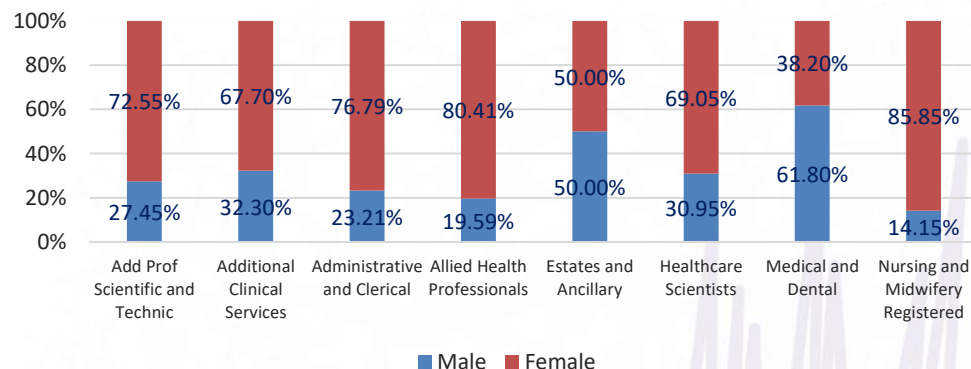
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| Staff Group                      | MEAN   |        |            |         | MEDIAN |        |            |         |
|----------------------------------|--------|--------|------------|---------|--------|--------|------------|---------|
|                                  | Male   | Female | Difference | Pay Gap | Male   | Female | Difference | Pay Gap |
| Add Prof Scientific and Technic  | £23.01 | £21.87 | 1.14       | 4.96%   | £23.24 | £21.60 | 1.64       | 7.06%   |
| Additional Clinical Services     | £14.15 | £13.91 | 0.25       | 1.74%   | £13.91 | £13.50 | 0.40       | 2.89%   |
| Administrative and Clerical      | £21.33 | £17.06 | 4.27       | 20.02%  | £18.10 | £14.11 | 3.99       | 22.03%  |
| Allied Health Professionals      | £22.46 | £22.66 | -0.20      | -0.88%  | £21.80 | £22.37 | -0.58      | -2.64%  |
| Estates and Ancillary            | £13.05 | £13.41 | -0.36      | -2.76%  | £12.46 | £13.44 | -0.98      | -7.87%  |
| Healthcare Scientists            | £25.10 | £24.59 | 0.52       | 2.05%   | £25.52 | £25.60 | -0.08      | -0.31%  |
| Medical and Dental               | £45.18 | £38.60 | 6.58       | 14.57%  | £44.91 | £35.11 | 9.81       | 21.83%  |
| Nursing and Midwifery Registered | £22.79 | £22.03 | 0.76       | 3.34%   | £22.01 | £21.66 | 0.35       | 1.59%   |

| Pay Band | MEAN   |        |            |         | MEDIAN |        |            |         |
|----------|--------|--------|------------|---------|--------|--------|------------|---------|
|          | Male   | Female | Difference | Pay Gap | Male   | Female | Difference | Pay Gap |
| Band 2   | £13.02 | £12.82 | 0.20       | 1.51%   | £12.72 | £11.62 | 1.10       | 8.67%   |
| Band 3   | £13.53 | £13.18 | 0.35       | 2.62%   | £12.88 | £12.45 | 0.43       | 3.36%   |
| Band 4   | £13.99 | £13.71 | 0.28       | 1.99%   | £14.11 | £14.00 | 0.12       | 0.82%   |
| Band 5   | £18.56 | £18.55 | 0.01       | 0.08%   | £18.05 | £18.11 | -0.06      | -0.32%  |
| Band 6   | £20.78 | £21.53 | -0.74      | -3.58%  | £20.91 | £21.80 | -0.88      | -4.21%  |
| Band 7   | £26.04 | £25.73 | 0.31       | 1.21%   | £25.64 | £25.60 | 0.04       | 0.16%   |
| Band 8A  | £27.88 | £29.08 | -1.20      | -4.32%  | £28.00 | £29.33 | -1.33      | -4.74%  |
| Band 8B  | £32.45 | £32.83 | -0.38      | -1.18%  | £33.59 | £33.93 | -0.34      | -1.00%  |
| Band 8C  | £35.86 | £38.17 | -2.31      | -6.44%  | £36.01 | £36.66 | -0.65      | -1.81%  |
| Band 8D  | £42.74 | £45.68 | -2.94      | -6.87%  | £42.74 | £46.86 | -4.12      | -9.64%  |
| Medical  | £45.18 | £38.60 | 6.58       | 14.57%  | £44.91 | £35.11 | 9.81       | 21.83%  |
| Other    | £61.50 | £41.86 | 19.64      | 31.93%  | £66.66 | £36.70 | 29.96      | 44.95%  |

- The staff Group by gender chart on the right –shows that RPH have more female staff in each staff group, which aligns with the overall Trust profile - with the exception of Medical, which has more male.
- Despite their being more female staff in Additional Prof, Scientific and Technical, Additional Clinical, A&C, and Registered Nursing and Healthcare Scientist staff groups, male staff earn more than female in both Mean and Median.
- In the AHP and Estates staff groups female staff earn on average more than men in these staff groups.
- Admin is showing the biggest GPG between male and female of all staff groups. This is due in a large part to a couple of factors
  - This group spans from apprentices to Executive Directors so the salary range is very wide
  - A large proportion of this staff group are in the Clinical Administration Directorate which is predominantly female and has a structure with a large number of posts in Band 2, 3 & 4.

Percentage of Staff in Each Staff Group by Gender



# Gender Pay Gap Bonus Pay



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- For the purposes of the gender pay gap audit, bonus pay is classed as any rewards that relate to profit-sharing, productivity, performance, incentive and commission that were actually paid within the reporting period. In RPH the only payment that qualifies as a bonus payment is the Clinical Excellence Award that applies to substantive consultant medical staff with more than 12 months service. In 2023/24 there were two schemes, local and national, and they are part of the medical terms and conditions of service.
- The local awards recognise the high quality of clinical practice, leadership, research and innovation, and teaching undertaken by eligible doctors and dentists in the NHS in England and Wales. The national award specifically recognises the dissemination and implementation of that work and its impact on the wider NHS and on public health.
- Local CEA schemes are managed by individual employers in England. For the last 3 years the local scheme has been based on equal distribution of the funding pot to all eligible consultants (eligibility is based on having one years-service as of 1 April and not having a National Awards).
- The National Clinical Impact Awards [NCIAs], previously the National Clinical Excellence Awards, are prestigious awards, granted to some of the NHS' most senior clinicians via an annual competition. The awards seek to recognise the unique and specialised role that NHS consultant doctors, dentists and academic GPs play and the impact of their work on the NHS at a national level.

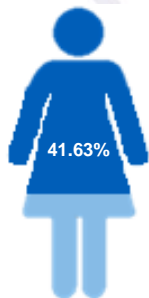
The awards are scored in 5 domains:

1. Service delivery and development.
2. Leadership.
3. Education, training and people development
4. Innovation and research.
5. Additional national impact.

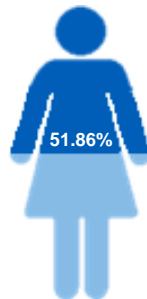
# Gender Pay Gap Bonus Pay

- At Royal Papworth Hospital, the women's median bonus pay is 41.63% lower than men's.
- When comparing the mean bonus pay gap, women's mean bonus pay is 51.86% lower than men's

## MEDIAN BONUS GENDER PAY GAP



## MEAN BONUS GENDER PAY GAP



**Who received bonus pay at Royal  
Papworth Hospital:**  
9.64% of men  
2.16% of women



# Comparison to Previous Years

| ORDINARY PAY |           |        |           |
|--------------|-----------|--------|-----------|
| MEAN         |           | MEDIAN |           |
| Year         | Pay Gap % | Year   | Pay Gap % |
| 2017         | 28.79%    | 2017   | 9.94%     |
| 2018         | 25.96%    | 2018   | 10.25%    |
| 2019         | 25.02%    | 2019   | 7.84%     |
| 2020         | 25.03%    | 2020   | 7.42%     |
| 2020         | 25.03%    | 2020   | 7.42%     |
| 2022         | 25.21%    | 2022   | 17.22%    |
| 2023         | 21.66%    | 2023   | 11.07%    |
| 2024         | 21.69%    | 2024   | 11.09%    |

| BONUS PAY |           |        |           |
|-----------|-----------|--------|-----------|
| MEAN      |           | MEDIAN |           |
| Year      | Pay Gap % | Year   | Pay Gap % |
| 2017      | 45.01%    | 2017   | 67.96%    |
| 2018      | 46.21%    | 2018   | 78.86%    |
| 2019      | 42.51%    | 2019   | 66.67%    |
| 2020      | 47.77%    | 2020   | 72.72%    |
| 2021      | 59.52%    | 2021   | 62.50%    |
| 2022      | 61.58%    | 2022   | 80.00%    |
| 2023      | 49.13%    | 2023   | 34.31%    |
| 2024      | 51.86%    | 2024   | 41.63%    |

- The decrease in both Ordinary Mean and Median Pay is as a result of an increase in the number of females in the top quartile. In 2023 we had 319 females in the top quartile. In 2024, we have 325 females in the top quartile.
- At RPH as of 31st January March 2025 we have 118 substantive consultants, and 9 Locum Consultants on fixed term contracts.
  - Of these 127 consultants 44 identify as female, 83 as male.
  - Of these 127 consultants 27 hold pre-2020 Local Clinical Excellence Awards.
  - Of the 44 female consultants 9 hold a Local CE Award.
  - Of the 83 male consultants 19 hold a Local CE Award.
  - Of these 127 consultants 19 consultants hold National CE Awards.
  - Of the 44 female consultants 2 hold a National CE Award.
  - Of the 83 male consultants 17 hold a National CE Award.

# Reducing the Gender Pay Gap: Our Action Plan 2024/2025



Royal Papworth Hospital

NHS Foundation Trust

| Actions  | Timescale     | Progress   |
|--|---------------|--|
| <b>Flexible Working/Working Carer</b> <ul style="list-style-type: none"> <li>Review how <u>the flexible</u> working policy is understood and applied within the Senior Medical workforce. Using the outputs of the review consider whether any adjustments are need to the current procedure and processes, specific training for medical staff and communication regarding flexible working options.</li> </ul> | December 2024 | We have been applying this policy within senior <u>Medical</u> workforce. There are still some areas that are a more challenging specifically in relation to requests to drop or reduce on-call and have identified that it would be beneficial to see something around on call built and the links between job planning and flexible working reflected in our policy and guidance. Despite this we are managing to accommodate requests for flexible working both through ways of working differently and partial retirement  |
|  | December 2024 | Our adverts reflect the option of flexible working.  |
| <b>Career Progression/Training and Development</b> <ul style="list-style-type: none"> <li>Deliver the Recruitment Audit Framework, to identify, from start to finish any disparities in recruitment for all protected characteristics.</li> <li>Commit to continued support of the System Springboard training Programme for women.</li> </ul>   | December 2024 | This is an ongoing work. Recruitment audit workstream remains active. Monthly emails sent to hiring managers requesting completion of audit. Chaser and escalation emails are sent subsequently. Compliance following chaser emails is 100% of those requested. Currently, 100% of band 8a and above roles are being audited and 37% of all 7 roles have been audited (above target of 20%). We have met with Imperial Hospital to learn their implementation of audits and transparency in the process for senior roles.  |
|  | December 2024 | Throughout the year we have advised the opportunity for staff to participate in the Springboard Women's Development Programme. The programme is tailored to support and uplift every participant, ensuring an inclusive and enriching experience for all. (Philip to add info on the number of Papworth colleagues who enrolled into the programme).   |
| <b>Clinical Excellence Awards</b> <ul style="list-style-type: none"> <li>Medical Director to continue to positively encourage and support consultant staff to make applications for national Clinical Excellence Awards. Proactively ensuring that all female consultants who potentially meet the criteria are encouraged to consider applying.</li> </ul>  | December 2024 | The Medical Director has continued to positively encourage and support consultant staff to make applications for national Clinical Excellence Awards. He has invited all applicants for awards to submit their draft applications to him and then to meet with him if he feels that there is work to be done on their applications. Over the last two years 4 female consultants have made applications, 2 new awards have been <u>made</u> and one female consultant had an existing award upgraded to the top level. In total 5 new awards were made this <u>year</u> and the successful applicants were from diverse backgrounds. |

# Reducing the Gender Pay Gap: Our Action Plan 2025/2026



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| Actions   | Timescale           | Responsible Owner (s)   | Progress to date | Next Steps | Actions |
|---|---------------------|---|------------------|------------|---------|
| <p><b>Use of data</b><br/>Use an intersectional analysis approach to pay gaps and pay gaps across functions and roles to understand the relationship across protected characteristics and engage staff networks on this subject to identify further positive action.</p>  | Q3                  | Head of EDI<br>Head of Workforce Information<br>Staff Networks                |                  |            |         |
| <p><b>Flexible Working/Working Carer</b><br/>Continue to embed and expand opportunities for flexible working arrangements for example increasing the use of self-rostering.</p> <p>Work with Clinical Directors to understand what additional guidance would help them to support senior medical staff in seeking and securing flexible working arrangements</p>  | Throughout 20225/26 | Rostering Support Manager<br>Head of Resourcing<br>Head of Employee Relations |                  |            |         |
| <p><b>Career Progression/Training and Development</b></p> <p>Work with the Women's Network to explore the experience of colleagues returning from maternity leave/adoption/shared parental leave and identify opportunities for improving the support provided.</p> <p>Promote career development programmes for medical staff, with the aim of improving the diversity of <a href="#">medical leadership</a> across the Trust.</p> | Q3                  | Head of Medical Staffing  |                  |            |         |
| <p><b>Career Progression/Training and Development</b></p> <p>Work with the Women's Network to explore the experience of colleagues returning from maternity leave/adoption/shared parental leave and identify opportunities for improving the support provided.</p> <p>Promote career development programmes for medical staff, with the aim of improving the diversity of <a href="#">medical leadership</a> across the Trust.</p> | Q2                  | Head of Employee Relations<br>Head of EDI<br>Women's Network                  |                  |            |         |
| <p><b>Clinical Excellence Awards</b></p> <p>Medical Director to continue to positively encourage and support consultant staff to make applications for national Clinical Excellence Awards. Proactively ensuring that all female consultants who potentially meet the criteria are encouraged to consider applying</p>  | Throughout 2025/26  | Medical Director<br>Head of Leadership Development and Training               |                  |            |         |