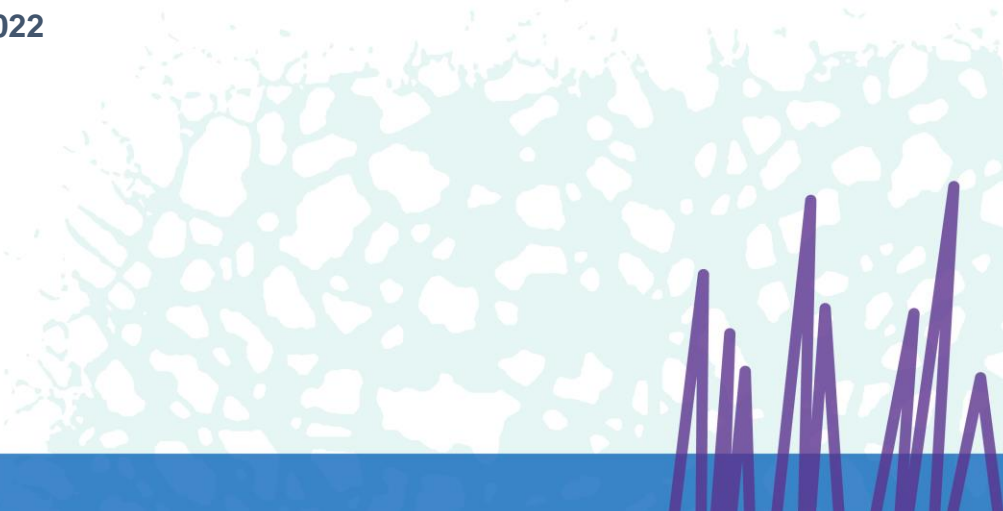


Gender Pay Gap Report

As at 31st March 2022



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 31st 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 31st March 2022

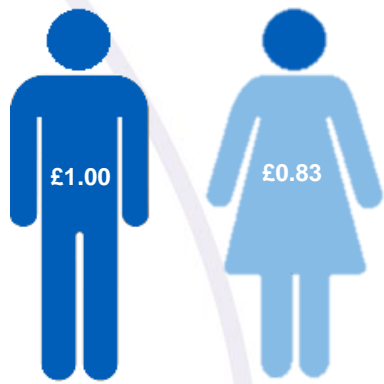
Definitions & Scope

- **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 2022 and covers any bonuses paid within the year 1st April 2021 to 31st March 2022.
 - 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 Gender Pay Gap at March 2022

MEDIAN GENDER PAY GAP AT RPH

- The median hourly wage for men is £19.96
- The median hourly wage for women is £16.52
- This equates to a £3.44 difference
- The median hourly rate is 17.22% lower for women than it is for men
- This means that for every £1 earned by men, women earn 83p



MEAN GENDER PAY GAP AT RPH

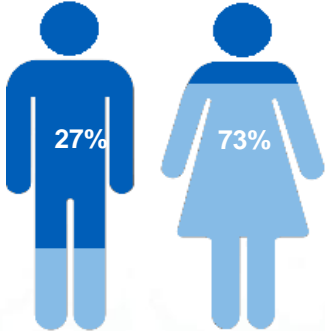
- The mean hourly rate for men is £24.33
- The mean hourly rate for women is £18.19
- When comparing mean hourly wages, women's mean hourly wage is 25.21% lower than men's
- This is a difference of £6.14 in the average hourly rates between men and women



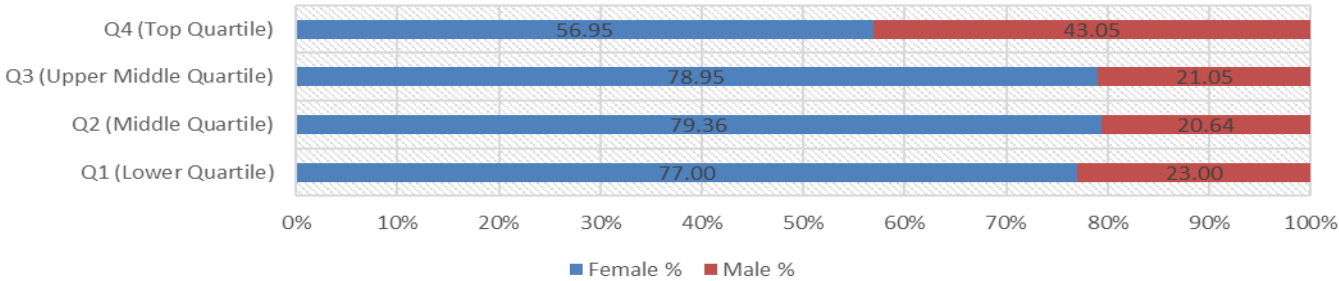
Pay Quartiles

- The gender profile of Royal Papworth is 73% female to 27% male, which is a common workforce profile across NHS Trusts
- The Trust employ significantly more women in Quartiles 1, 2 and 3, (accounting for 77-80% of the total), however there is a smaller proportion within the top quartile (4) at 57%
- The profile of our medical staff is different from non-medical staff. There are 116 consultant medical staff of which 39 (33.6%) are female and 77 (66.4%) male. All consultants fall into Q4.
- There are 136 junior doctors, with 89 (65%) being male, and 47 (35%) being female.

Trust Gender Profile



Gender Pay - Ordinary Pay Comparison 2022

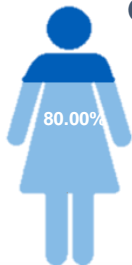


- **First quartile:** the lowest 25% of hourly rates/salary.
- **Second quartile:** between 26% and 50% of hourly rates/salary
- **Third quartile:** 51% to 75% of hourly rates/salary
- **Fourth quartile:** the highest 25% of hourly rates/salary.

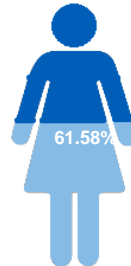
Gender Pay Gap Bonus Pay

- 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. There are two schemes, local and national, and they are part of the medical terms and conditions of service.
- The 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. They specifically recognise 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 2 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 at 1 April and not having a National Awards).
- The national scheme rewards people who deliver more than the standards expected of a consultant or academic GP fulfilling the requirements of their role. Applicants need to give local, regional, national or international evidence across the following five areas: Delivering a high-quality service, Developing a high-quality service, Leading and managing a high-quality service, Research and innovation and Teaching and training.
- At Royal Papworth Hospital, the women's median bonus pay is 80% lower than men's.
- When comparing the mean bonus pay gap, women's mean bonus pay is 61.58% lower than men's

MEDIAN BONUS GENDER PAY GAP



MEAN BONUS GENDER PAY GAP



Who received bonus pay at Royal Papworth Hospital:
6.31% of men
0.64% 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%
2021	23.52%	2021	10.01%
2022	25.21%	2022	17.22%

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%

- The data suggests that the relatively large increase in the median gap is as a result of changes in the proportions of male and females in the top quartile. There was a reduction of 12% (40 headcount) in the number of females in this quartile compared to last year and an increase of 4% (10 headcount) in the number of males. Included in this reduction is a number of high paid female members of staff which has impacted on the median gap.
- The Trusts ordinary pay, and bonus pay gap is primarily driven by the gender profile of the medical workforce who make up the biggest proportion of the top quartile
- At RPH as of 6th March 2023 we have 108 substantive consultants.
 - Of these 108 consultants 41 identify as female, 67 as male.
 - Of these 108 consultants 30 hold pre-2020 Local Clinical Excellence Awards.
 - Of the 41 female consultants 9 hold a Local CE Award.
 - Of the 67 male consultants 21 hold a Local CE Award.
 - Of these 108 consultants 16 consultants hold National CE Awards.
 - Of the 41 female consultants 1 hold a National CE Award.
 - Of the 67 male consultants 15 hold a National CE Award.

Reducing the Gender Pay Gap

Our Action Plan 23/24



Royal Papworth Hospital

NHS Foundation Trust

Gender pay gap actions 23/24

Flexible Working/Working Carer	Comments1	Career Progression/Training and Development	Comments2	Clinical Excellence Awards	Comments3
Continued work on the Flexible Working Policy to ensure that it meets the needs of carers, supports agile working and contributes to staff achieving good work life balance.		To introduce Transformational Reciprocal Mentoring Programme with one focus being gender equality.		Provide peer to peer support through application process. N.B. Brought forward from 22/23	
Launching and Promoting the Flexible working Policy including clear guidance for line managers and staff.		Trust to support 3 engagement sessions with a focus on Gender. Trust to support 3 engagement sessions with a focus on Gender. To create a space for learning for all genders and empowerment.		Review the local CEA process to ensure that is equitable and inclusive in its approach Brought forward from 22/23	N.B.
Actively find out how we support better our staff with careering responsibility, and also continue to promote what the Disability and Difference and working carers network, so that declaration rates can be increased.		Address any gender inequalities within our talent pipeline and actively promote participation in the NHS LA High Potential Scheme which will identify talented individuals and support their progression into leadership roles. N.B. Brought forward from 22/23		Encourage and support women consultants to apply for national CEAs N.B. Brought forward from 22/23	
Have a focus on flexible training opportunities for our part time staff.					
Strengthen the Women's Network strategy by adding flexible working as a key priority.		Continue ensuring recruitment training for panel members, interview panels with an equal gender split and diversity and actively promoting flexible working opportunities/ shared parental leave in the advertising of these roles, consider other career/talent initiatives specifically designed for staff.			
Set up a report in which a regular data set clearly shows breakdown by gender, and workforce (e.g. medics/admin/nurses etc.)		Explore positive actions to increase successful female applicants at all levels into senior leadership and consultant roles e.g. the use of flexible and/or part-time working to enable those with caring responsibilities to progress their careers. N.B. Brought forward from 22/23			