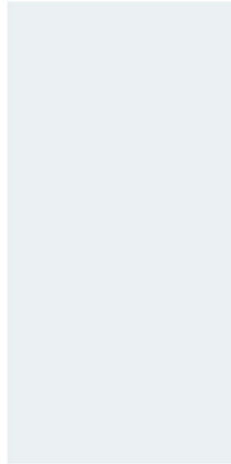


Excellence as
our standard



North Tees and Hartlepool
NHS Foundation Trust



Gender Pay Gap Report |
31 March 2021 | Snapshot

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1.0 Introduction

In 2017, the Government introduced new legislation that made it a statutory responsibility for organisations with 250 or more employees to report annually on their gender pay gap.

These regulations underpin the Public Sector Equality Duty and require relevant organisations to publish their gender pay gap report by 30 March each year.

The gender pay gap report is intended to show the difference in the average pay between all men and women in a workforce. The report we have published demonstrates our compliance with statutory reporting requirements and analyses the figures in more detail to understand the reasons why the pay gap exists. Most importantly, it highlights the good practice which exists within the organisation and sets out the actions we intend to take to reduce the gender pay gap for future years.

North Tees and Hartlepool NHS Foundation Trust unequivocally supports fair representation across all levels of the organisation, irrespective of gender. Our approach to pay is based on the principles of consistency, fairness and transparency, which supports the fair treatment and reward of all staff.

2.0 Gender Pay Gap Results (2021)

The Electronic Staff Record (ESR) system contains gender pay gap reporting functionality and this is where we obtain our data in order to produce the Gender Pay Gap report.

A summary of the Trust's Gender Pay Gap information for 2021 is shown in the table below and the results from the 2020 report are included as a comparator.

Gender Pay Gap Reporting Indicators		2020(%)	2020(%)	Change(%)
1.	Difference in hourly rate of pay – mean (average)	35.67	36.73	1.06
2.	Difference in hourly rate of pay – median (middle)	22.34	24.73	2.39
3.	Difference in Bonus Pay – mean (average)	17.0	21.99	4.99
4.	Difference in bonus pay – median (middle)	0	14.67	14.67
5.	% of male employees who received bonus pay	5.71	7.08	1.37
6.	% of female employees who receive bonus pay	0.57	0.59	0.02
7.	% of Employees by Pay Quartile:			
Upper Quartile (Q4)	Male	28.75	28.98	0.23
	Female	71.25	71.02	-0.23
Upper Middle Quartile (Q3)	Male	12.32	11.49	-0.83
	Female	87.68	88.51	0.83
Lower Middle Quartile (Q2)	Male	11.07	11.23	0.16
	Female	88.93	88.77	-0.16
Lower Quartile (Q1)	Male	10.63	9.83	-0.80
	Female	89.37	90.17	0.80

3.0 Gender Pay Gap Analysis (2021)

This section of the report is focused on the Trust's Gender Pay Gap %, which is reported as being an average of 35.67% for 2020 – a slight increase from the figure of 35.27% as reported in 2019.

3.1 Hourly rate of pay



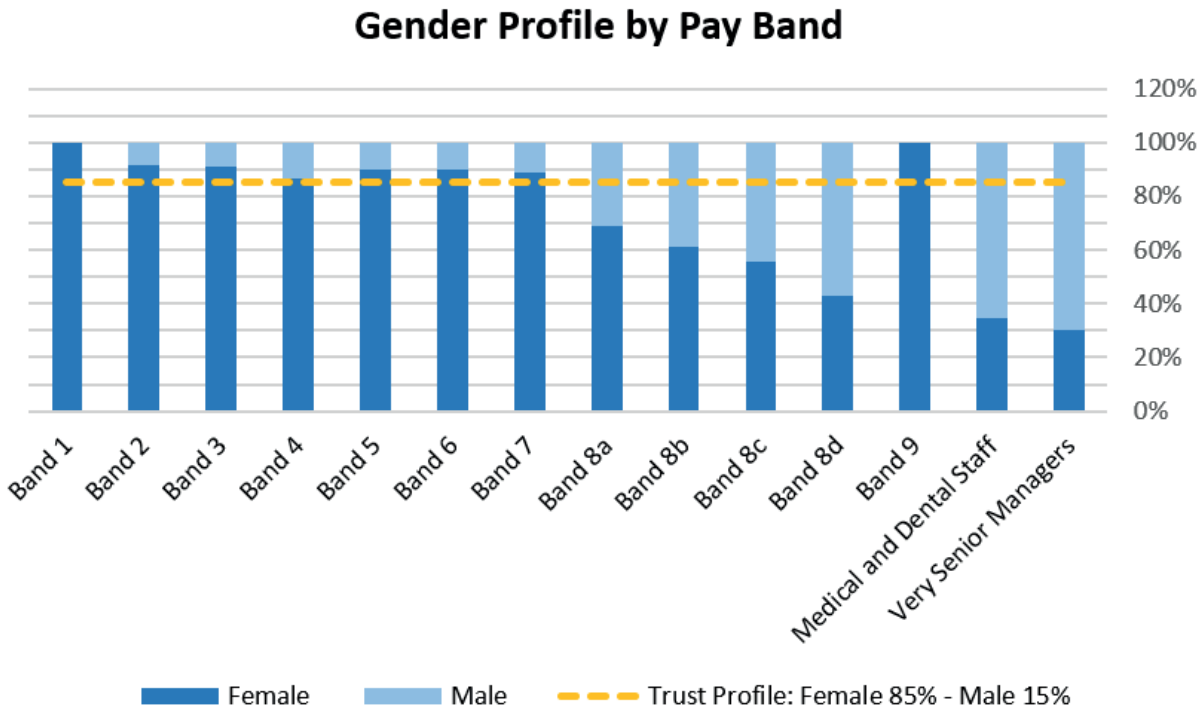
Indicator 1 relates to the average gender pay hourly rate and this is reported at 36.73% for 2021, an increase of 1.06% from 2020.

Indicator 2 relates to the median gender pay hourly rate and this is reported at 24.73% for 2021, an increase of 2.39% from 2020.

3.1.1 Workforce gender split

The current gender split within the Trust’s overall workforce continues to show 85% female and 15% male employees. The Trust has 8% more females working within the organisation, as compared to the national average of female workers within the NHS as a whole (77% female and 23% male).

The proportion of females and males employed within each pay band is shown in the chart below:



All employees of North Tees and Hartlepool NHS Foundation Trust, with the exception of medical and dental staff (M&D) and very senior managers (VSM) are paid on national Agenda for Change (AfC) pay, terms and conditions of service.

The terms and conditions set out the band structures and pay for all employees to ensure transparency, fairness and equal treatment for all.

The above chart illustrates the proportion of female and male staff within each pay bands. A number of the paybands are broadly representative of the Trust’s gender ratio (85:15), however it can be seen that there are more female staff employed in bands 1 and 9, and more male staff in bands 8a to 8d, and also for medical and dental staff and very senior managers.

The information indicates that women occupy 71.2% of the highest paid jobs within the Trust and 89.3% of the lowest paid jobs. This is the fundamental reason behind the Trust’s overall gender pay gap.

3.1.2 Overview of medical and non-medical staff

As shown in the chart contained in section 4.1.1 of this report, there is a greater proportion of male workers within the bands of 8a to 8d, and also within M&D and VSM staff. These roles are the highest paid workers of the organisation and equate to 12% of the workforce. Conversely, Bands 1 to 7 show a higher proportion of female workers and this accounts for 88% of the workforce.

This information is further broken down to show the separate average hourly rates for medical staff, and those staff employed on agenda for change terms and conditions.

Medical staff			Non-medical staff		
Gender	Average Hourly Rate	Median Hourly Rate	Gender	Average Hourly Rate	Median Hourly Rate
	(mean)			(mean)	
Male	£42.38	£45.58	Male	£17.56	£15.53
Female	£38.47	£42.13	Female	£15.35	£14.15
Difference	£3.91	£3.46	Difference	£2.21	£1.38
Pay Gap %	9.23%	7.59%	Pay Gap %	12.60%	8.86%

The variance of £3.91 between male and female medical staff indicates that, overall, male medical staff earn 9.23% more than female doctors.

The variance of £2.21 between male and female staff employed on agenda for change terms and conditions indicates that, overall, male non-medical staff earn 12.6% more than women.

3.1.3 North Tees and Hartlepool Solutions

It is important to acknowledge the impact that the Trust's subsidiary organisation (North Tees and Hartlepool Solutions) has upon the Trust's Gender Pay Gap results.

Unlike many other NHS organisations, the Trust has outsourced a number of core activities which were traditionally undertaken by male employees, i.e. portering, security, and estates.

The Trust reported a significant increase to the gender pay gap in 2018, following the transfer of Trust staff to NTH Solutions – an increase from 27.49% to 34.17%.

The transfer of facilities services/staff continues to impact on the Trust's gender pay gap due to the 'loss' of a number of traditional 'male' occupations which fall within the lower pay quartiles.

3.2 Hourly bonus rate of pay

Indicator 3 relates to the average gender bonus rate of pay and this is reported at 21.99% for 2021, an increase of 4.99% from 2020.

Indicator 4 relates to the median gender bonus rate of pay and this is reported at 14.67% for 2021, an increase of 14.67% as reported in 2020.

The Trust does not operate a bonus scheme for all staff, however the Consultant terms and conditions of employment include a contractual entitlement for consultants to apply for a Clinical

Excellence Award (CEA) on an annual basis.

CEAs are considered to be a bonus payment and therefore form part of the Trust's gender bonus pay gap calculations. The table below provides a breakdown of the average mean and median rate of bonus pay (CEAs).

Medical staff only:

Gender	Average Bonus Pay	Median Bonus Pay
Male	£11,051.06	£7,068.75
Female	£8,621.16	£6,032.04
Difference	£2,429.90	£1,036.71
Bonus pay gap %	21.99%	14.67%

The Trust's consultant medical workforce are predominantly male, therefore it is no surprise that the Gender Bonus Gap % indicates that male consultants earn a higher rate of average bonus pay (CEAs) than female consultants. This is because there are more male consultants employed by the Trust and therefore there are more male consultants who are in receipt of a CEA.

Consultants are not automatically entitled to payment of a CEA and the normal process is that eligible consultants are invited to apply for an award on an annual basis. Due to the limited number of awards available, the process is competitive in nature and CEAs are awarded to those consultants who score the highest number of points before the threshold point is reached.

As a result of the Covid pandemic during 2020, it was agreed that the normal process for awarding CEAs would be suspended for 2020, to allow efforts to be focused on clinical priorities. Trusts were informed that the annual amount for investment during 2020 should be equally distributed amongst all eligible consultants as a one-off, non-consolidated payment and therefore the normal competitive element was removed.

The table below shows the number of consultants who received a CEA (bonus) payment during 2020, including the number of award holders for 2019 and 2020 to illustrate the impact of the non-competitive process.

Gender	CEAs Awarded 2020	Award Holders 2019	Award Holders 2020	Difference
Male	113	70	121	+51
Female	58	34	59	+25
Total	171*	104	180*	+76

*The difference between the number of awards holders in 2020 and the number of CEAs awarded reflects the number of existing award holders who were not eligible to receive a new award for 2020.

The Trust's average Bonus Pay Gap for 2021 shows an increase of 4.99%, from 17% to 21.99%. The non-competitive process of awarding CEAs for 2020 has had a significant impact in this area. Where in previous years the gap had started to narrow with more female consultants applying and receiving an award, the fact that an additional 51 male consultants became award holders in 2020 as compared to an increase of only 25 female consultants has now caused the gap to widen.

It is noted that the awards round for 2021 is to follow the same process as in 2020 and therefore awards will be equally distributed instead of the normal competitive process. This will effectively remove our ability to reduce the average gender bonus pay gap for 2022.

4.0 Next steps



Our actions to improve the Trust's Gender Pay Gap align with the Trust's wider organisational strategic goals, specifically 'Valuing our People'. They also support our commitments to the NHS People Plan and the People Promise: 'We are recognised and rewarded'.

By taking action to reduce the gender pay gap, we aim to support the organisation to be an employer of choice; an outstanding place where people want to work and are proud to work, and somewhere which provides equality for everyone.

The Trust continues to implement a number of programmes/activities to promote and support gender pay balance in the workplace. Some of these actions/activities are detailed below:

- We have recently launched a Women's Staff network in August 2021. We believe that this network will offer a place for staff to come together, share experiences and facilitate learning and development. The network will also assist in the shaping and delivery of organisational strategy and policy, working with us to improve staff experience on specific gender related issues and adding more depth to our Gender Pay Gap Action Plan.
- All of our staff networks (BAME, Disability, LGBTQ+, Women, Men, Age, Multi-faith) aim to:
 - Promote equal rights and opportunities;
 - Pro-actively tackle discrimination or disadvantage in all its forms;
 - Create an open and inclusive culture where equality, diversity and inclusion can be comfortably discussed;
 - Encourage our staff to have a voice in the organisation – to share their experiences so that we can listen and act on staff feedback.
- In line with our new approach to agile and flexible working, we continue to encourage flexible working across our organisation at every level, to ensure that our employees have the opportunity to balance their home life and career aspirations. We have significantly updated our Flexible

(Agile) Working Policy and this is supplemented by a new process which makes it easier for employees to request flexible working. This work will continue to develop as we implement a system for submitting electronic requests through ESR. We are also proud to be part of the Flex for the NHS Programme which aims to identify the traditional barriers to flexible working and apply a solution based approach to considering requests from staff.

- All of our full-time positions are advertised as being 'up to full-time hours' to encourage applications from individuals who may only wish to work on a part-time basis which will balance with their parental and caring responsibilities and other commitments outside of work.
- We have further reviewed and updated the Trust's Parental Leave Policy to ensure that that this continues to provide appropriate support and guidance to our workforce, particularly our female workers. Recent updates to the policy include the use of Keeping in Touch (KIT) Days as a stepping-stone to creating a positive return to work experience, and maintaining secondary employment during maternity leave. We also continue to promote the existence of a shared parental leave policy and encourage new parents to take advantage of the scheme.
- As a fair and equal employer, we appoint the best candidates during our recruitment campaigns regardless of gender or any other protected characteristic.
- As part of our commitment to embedding Values Based Recruitment, we are implementing a structured interview template, which aims to ensure that every candidate an equal chance for promotion/employment through the use of consistent measures.
- The Trust has successfully achieved Level 2 of the government's Disability Confident Scheme in September 2021.
- We have appointed a Champion of Flexible Working and a Health and Wellbeing Guardian in line with our responsibilities under the People Plan.
- We continue to embed and grow the Cultural Ambassador programme within the Trust and a cohort of four individuals will commence their training in February 2022. The skills of the Cultural Ambassador are transferable to all areas of equality and it is expected that this will also have a positive impact in terms of identifying and 'calling out' gender related bias.
- We actively analyse our staff survey data from a gender perspective by comparing the experiences of our male and female staff, particularly around the themes of equality, diversity and inclusion, line management and appraisals.
- We actively support our female consultant colleagues in considering and applying for clinical excellence awards and other opportunities to seek recognition for their work.

We take gender pay seriously and whilst we have already implemented a number of practices which will have a positive impact in this area, we understand that change will require a significant cultural shift within the organisation. We know that our workforce gender profile will not change overnight, however we are starting to see more female workers entering into the medical profession and we envisage that this will have a positive impact on the Trust's gender pay gap in future years.

Whilst we work towards achieving gender balance within the medical workforce, we need to take similar actions to increase female representation within the top pay quartile so that it matches overall female representation within the organisation.

We will therefore continue to promote the activities and good practice that we already undertake, including undertaking fair and transparent recruitment processes, delivery of unconscious bias training and promotion of various leadership and development opportunities which exist across the Trust.

