

Gender Pay Gap (GPG)

Annual Report and Action Plan

2023/24

Final

Executive Summary

Gender Pay Gap data was collected 31st March 2023. The total workforce of 4320 staff comprised 76% female staff (3287) and 24% male staff (1033). Total workforce has increased since the 2022 report by 124 staff in total. This increase comprised 104 female and 20 male staff, but these increases have not changed the overall proportions of female to male staff in the Trust since our last report.

Our Mean hourly pay gap has reduced for the 5th year running, decreasing by 3.19% to **16.47%**. In 2018 the Mean hourly pay gap was over 25%. Our Median hourly pay gap has also reduced significantly to **0.58%** in 2023 from 3% in 2022. In 2017 this gap stood at 8.1%.

The Trust does not pay traditional performance bonuses, but like all NHS organisations uses Clinical Excellence Awards (CEA) to measure gender pay gap in relation to bonus pay. This year, the Trust equally distributed the CEA fund of £688,210.00, which equated to a payment of £3936.20 to each eligible consultant regardless of gender. As a result of decisions to distribute CEA equally over the last 3 years, the median Bonus pay gender pay gap has reduced to **0%**. The average bonus pay gender pay gap has reduced to **16.36%**, a 2.92% reduction from last year. The mean pay gap is impacted by historical CEA awards which were previously consolidated to pay and reflect the greater number of senior male staff receiving higher bonuses historically. A total of 176 staff were eligible for CEA, with **95 Male (54%) and 81 Female (46%)** paid this bonus

The Trust is also required to rank its employees from highest to lowest paid and divide this into equal quartiles. At SFT 77.5% of female staff are employed in quartiles 1-3, compared to 67% of male employees, whereas in quartile 4, the highest paid quartile the proportions are reversed as only 22% of female staff are in this quartile, compared to 33% of male staff. There is therefore an over-representation of males in the upper quartile, which attracts the highest pay levels. It is the differential in pay between quartile 4 and the other quartiles, combined with higher numbers of male staff in this quartile that drives the mean hourly rate pay gap. The quartile results are shown in p7 and 8 of this report and of note in Quartile 4, there was an increase in female staff of 58 and a reduction of male staff by 28, a swing of 86 staff, which has contributed to our mean pay gap reduction this year.

In 2023, the Trust again looked at pay gaps by staff groups. Our two worst performing staff groups were again Medical and Dental: **-10.23%** (-11.01% in 2022) and Administration & Clerical: **-15.97%** (-20.36% in 2022). The medical results are explained by a high proportion of male doctors in senior positions. this gap. Our admin and clerical staff gap is explained by the high proportions of male staff in more senior manager roles, and we will seek to address this gap by enabling a fairer approach to recruitment and promotion, and by increasing support to help female staff achieve their ambitions.

Three key staff survey questions, relating to gender inequality are included in our pay gap data.

Q4b Satisfied the organisation values my work. as part of the action plan to better understand why this is the case.

Q4c Satisfied with levels of pay : The responses to this staff survey question demonstrate a widening sense of dissatisfaction over pay for females compared to males, despite the evidence that the gender pay gap has decreased year on year.

Q4d Satisfied with the opportunities for flexible working patterns : Both male and female staff felt that opportunities for flexible working were better than previously, however fewer female staff members were satisfied, and the rate of improvement was also slower for female staff. There is an opportunity to continue to develop action plans to support flexible working for female staff.

Introduction and Background to Gender Pay Gap 2023/24

The intention of the pay gap reporting is to focus organisational attention on taking action to reduce those inequalities, bringing to life our commitments from the People Promise and focus effort on improving staff experiences within our workplace, improving retention and making SFT the best place to work. Evidence indicates that disparity in pay has a lasting socioeconomic impact on staff.

This gender pay gap report is a snapshot as of 31 March 2023.

Purpose of the gender pay gap reporting

Gender Pay Gap Definitions

Key word	Gender Pay Gap Definitions
Pay gap	

Total Workforce by Gender

SFT collected a snapshot of data on 31 March 2023 when the total workforce (4320) consisted of 76% female (3287) and 24% male staff (1033). This figure represents the total workforce including all grades and professions and is based on ESR data. (ESR data is dependent on staff reporting their protected characteristics on ESR via Self-Service)

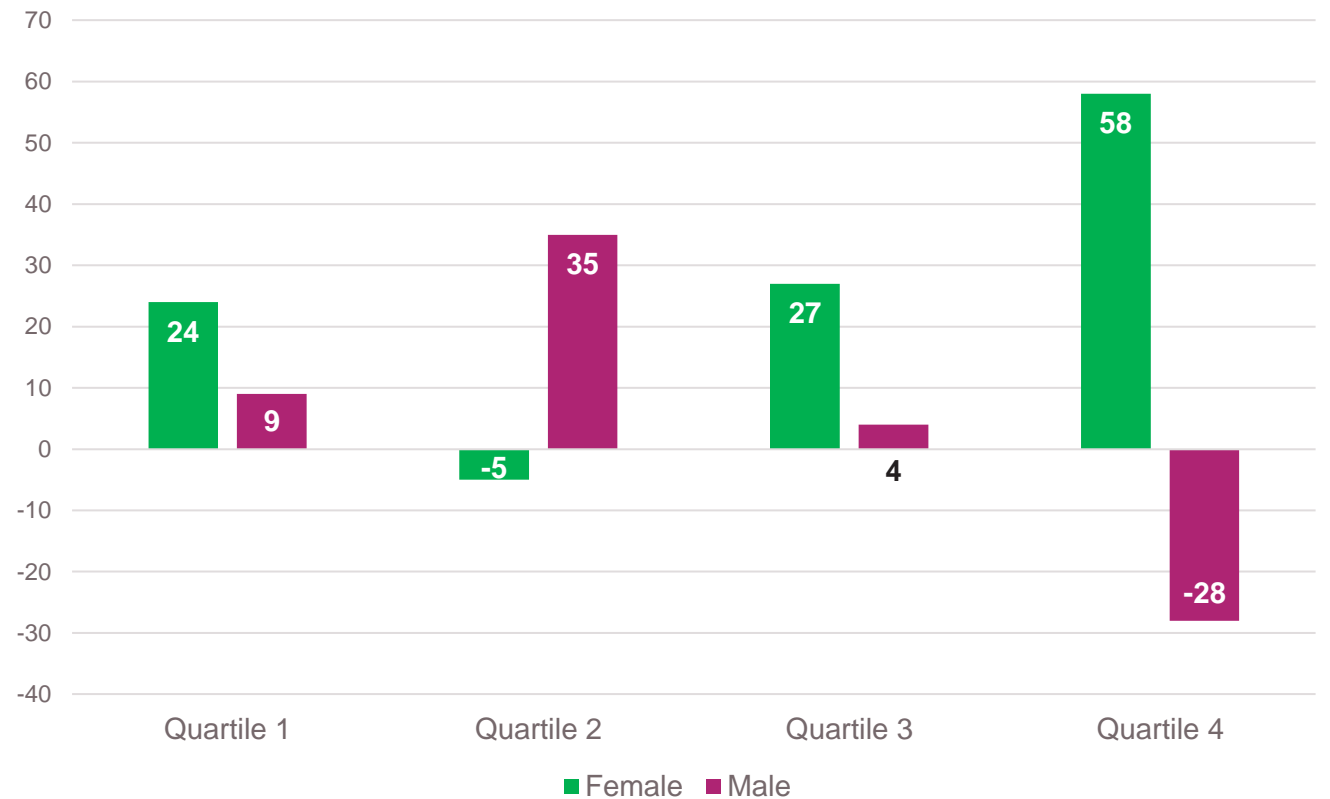
Quartile Analysis

At SFT 77.5% of female staff are employed in quartiles 1-3, compared to 67% of male employees, whereas in quartile 4, the highest paid quartile the proportions are reversed as only 22% of female staff are in this quartile, compared to 33% of male staff. There is therefore an over-representation of males in the upper quartile, which attracts the highest pay levels. It is the differential in pay between quartile 4 and the other quartiles, combined with higher numbers of male staff in this quartile that drives the mean hourly rate pay gap.

Compared to 2022 data, there has been some movement of male and female staff proportionally by quartile, these are shown in the graph on the right.

This movement is caused by routine turnover of staff. As a result of improvements to our recruitment practises, there has been greater opportunity for female staff to be engaged in higher paid roles, either through direct recruitment or through internal promotion.

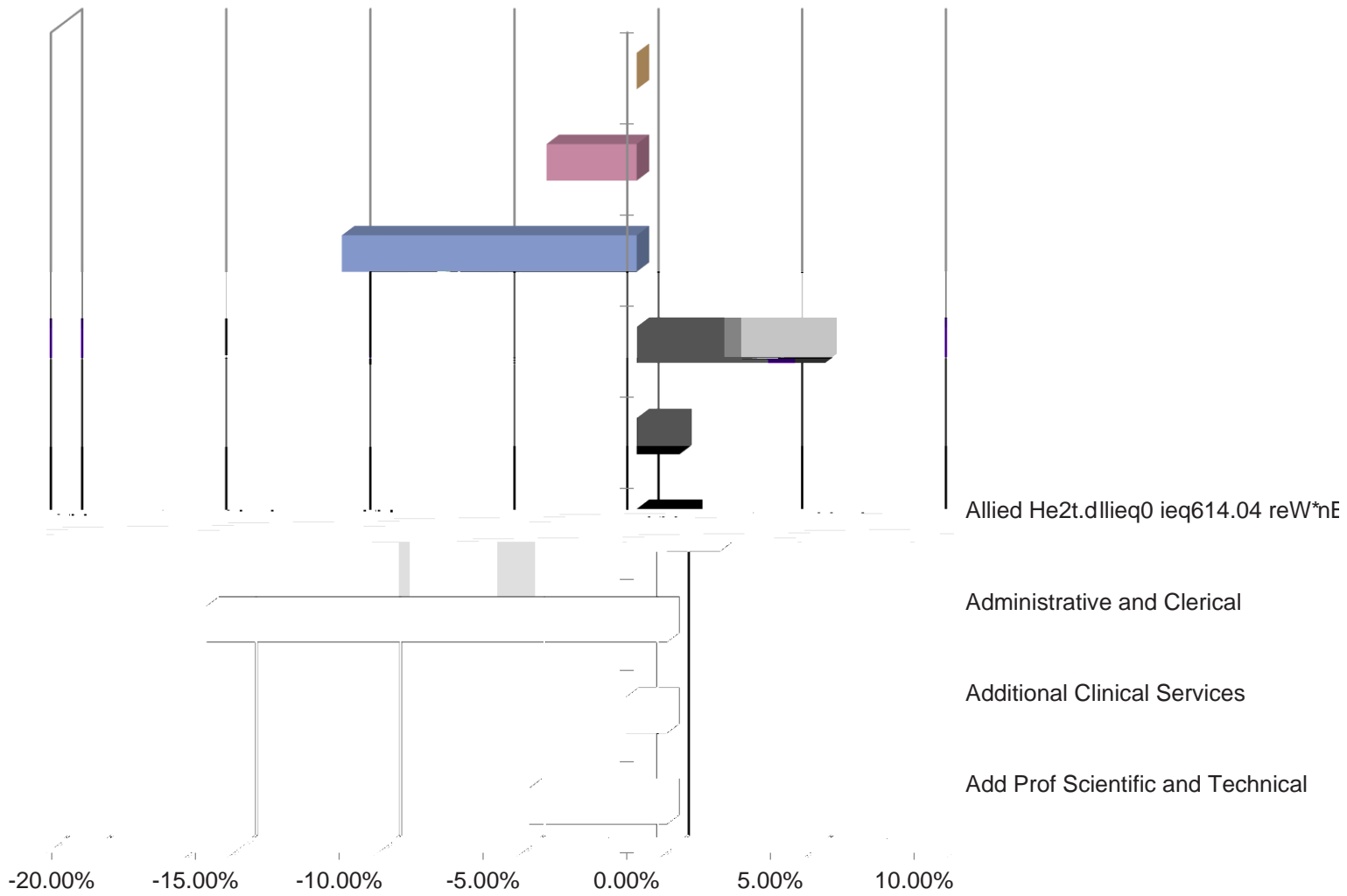
Of note in quartile 4, the highest paid quartile, there was a net gain of 86 female staff. This change will have contributed to the reduction in the mean hourly pay gap this year.



Bonus pay

The Trust does not pay traditional performance bonuses. For the purposes of

Gender Pay Gap by Staff Group

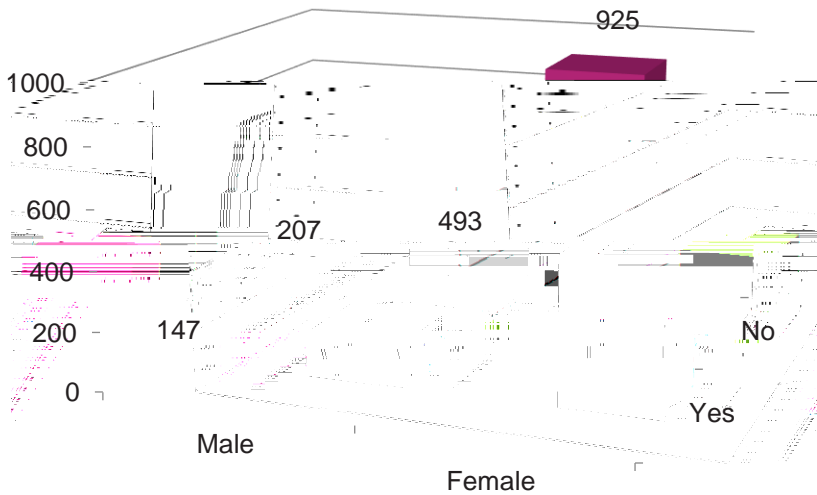


Medical and Dental (-10.23% gender pay gap)

Staff Survey 2022

Respondents - 1418 Female (43%) and 354 Male (34%)

Q4b Satisfied the organisation values my work:



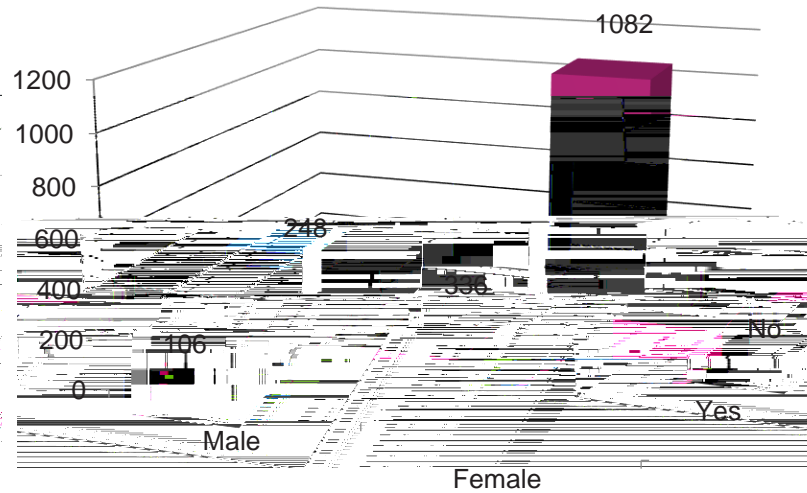
35.8% of female employees said that they were satisfied that the organisation values their work. This was a **0.7% reduction**

41.6% of male employees said that they were satisfied that the organisation values their work, an **increase of 1.6%**

The gap between male and female job satisfaction has

be conducted as part of the action plan to better understand why this is the case.

Q4c Satisfied with levels of pay:

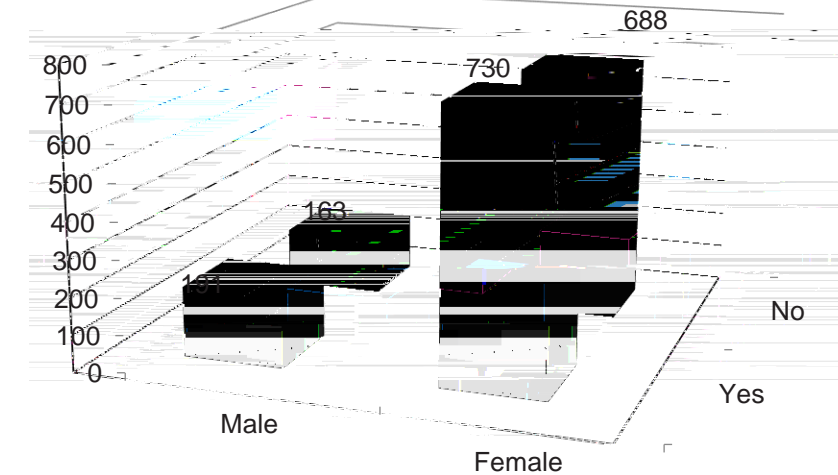


23.7% of female employees said that they were satisfied with levels of pay. This was a **10.3% reduction** on the

30% of male employees said that they were satisfied with levels of pay. This was a **1% reduction** on the previous

The responses to this staff survey question demonstrate a widening sense of dissatisfaction over pay for females compared to males, despite the evidence that the gender pay gap has decreased year on year. External factors play into this concern, notably the cost-of-living crisis and uncertainty in relation to pay settlements.

Q4d Satisfied with opportunities for flexible working patterns:



51.5% of female employees said that they were satisfied with the opportunities for flexible working patterns, an **increase of 2.5%**

54% of male employees said that they were satisfied with the opportunities for flexible working patterns. This was an **4% increase**

Whilst both male and female staff felt that opportunities for flexible working were better than previously, fewer female staff members were satisfied and the rate of improvement was also slower for female staff. There is an opportunity to continue to develop action plans to support flexible working for female staff.

