

GENDER PAY GAP REPORT 2021/22

1. Background

In 2017 it became mandatory for all public sector organisations with more than 250 staff to report Gender Pay Gap information on an annual basis. These results must be uploaded via a portal to be displayed on the government website and be available on the Trust's own website where it should remain for three years.

Gender Pay reporting looks at the difference between male and female pay within an organisation. Nationally, records show that there is a disparity between gender pay with females generally paid less than males and this is thought to be because more men than women occupy higher paid jobs. The NHS is 75% female ([NHS Property Service](#)) and if higher paid jobs are predominantly occupied by males, this could well create comparatively lower pay for the female workforce. The purpose of Gender Pay reporting is to help address this imbalance. The Gender Pay Gap shows the differences in the average pay between men and women rather than unequal pay.

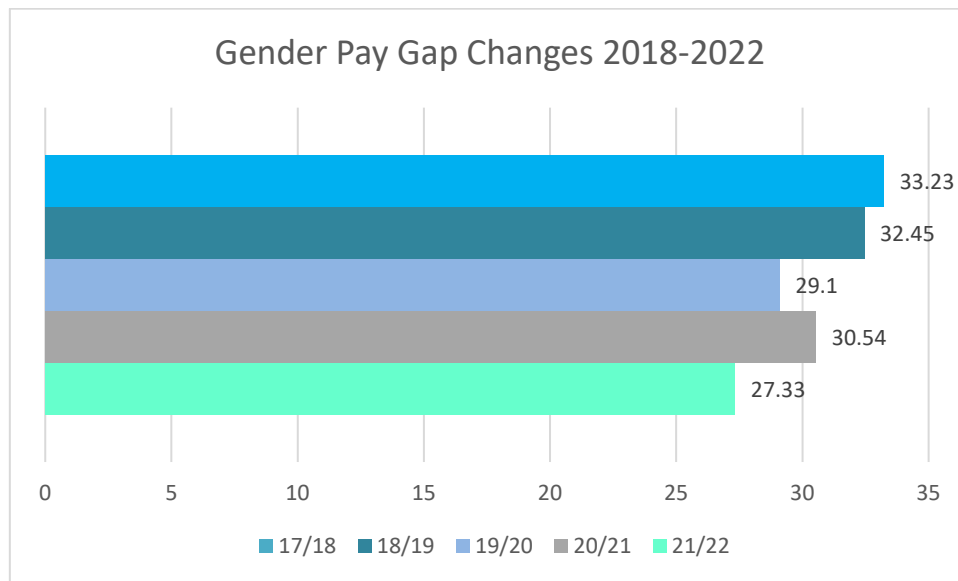
This report shows The Walton Centre NHS Foundation Trust's Gender Pay Gap figures from the snapshot date of 31 March 2022. The findings reflect pay by gender for the previous financial year to that date. This report covers all staff including those under Agenda for Change terms and conditions, medical staff and very senior managers.

2 Organisational Context

The Walton Centre is committed to promoting equality, diversity and inclusion and to tackling any inequalities that are identified in the workforce. This report details the Trust's sixth set of findings following the introduction of Gender Pay Gap reporting and also details how the organisation plans to respond to the data analysis.

It is important to note that although our Gender Pay Gap reflects a senior manager/consultant gender ratio that cannot be resolved in a short period of time, the Trust has been working on a number of initiatives that help to create the best culture in which all staff can prosper. The Walton Centre NHS Foundation Trust acknowledges that society exhibits widespread disparities in the pay that women receive in comparison with men and that public sector organisation such as the Walton Centre both reflect these disparities and have a part to play in eliminating them. The Walton Centre is happy to publish this Gender Pay Gap report as an expression of our Walton Way value of Openness: being open and honest in all we do. The Trust is proud that Gender Pay Gap has dropped by 5.9% since it was first recorded in 2018:

Graph 1 – demonstrates the changes in gender pay gap over the period since reporting began



2. The Six Gender Pay Gap Indicators

2.1 Organisations must show the following calculations when reporting:

- Average gender pay gap as a mean average
- Average gender pay gap as a median average
- Average bonus gender pay gap as a mean average
- Average bonus gender pay gap as a median average
- Proportion of males and females receiving a bonus payment
- Proportion of males and females in each of the four quartile pay bands

Main highlights

a	b	c	d	e	f
5.9% decrease in average gender pay gap figures since 2017	2.38% decrease in median gender pay gap figures since 2017	32.81% Bonus average in favour of females	0% Difference between median bonus	6.9% of males received a bonus compared with 0.59% of females	More females than males in all four quartiles but highest percentage of male employees in top quartile (41%)

The gender pay gap looks at hourly rate percentage difference paid to males and females in the workforce. The Walton Centre has a largely female workforce with 76.3% of employees recorded as female. This is comparable with the NHS as a whole with 76.7% recorded in 2021 ([NHS England](#)) According the [Office for National Statistics](#)

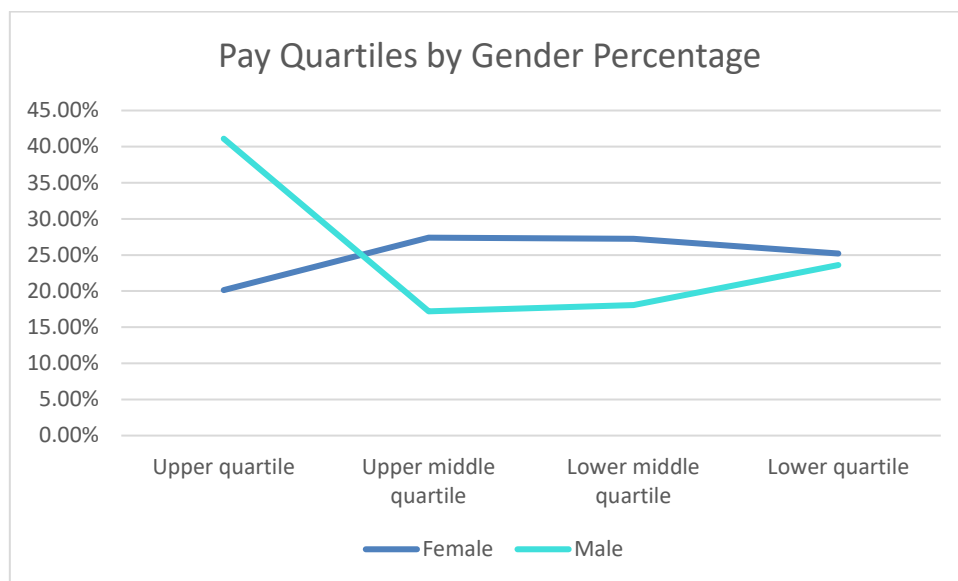
(2022), The national average pay gap is recorded as 8.3% in full-time employees and the NHS as a whole at 9.5% ([Gov.uk](https://www.gov.uk)). This is considerably lower than the 27.3% (see diagram 1) at The Walton Centre. This is thought to be caused by a higher proportion of women in the middle/lower quartiles positions (see table 4) and the fact that over 40% of the male employees can be found in the top quartile compared to 20% of female employees.

Bonuses given to staff at the Trust are target driven clinic excellence schemes which are given to senior medical staff. This means that 6.9% of males received a bonus compared to 0.59% of females but this is mainly due to the fact that there are more male medics than female ones as mentioned previously. Due to COVID pandemic, the bonus pot has been distributed between the medical staff without the need to hit clinic excellence award targets however, these will resume in 2023.

The majority of female employees working at The Walton Centre are healthcare workers and fall into the middle and lower quartiles. Comparatively, a high percentage (68.4%) of the medical staff are male and this means they fall into the upper quartile. Overall however, the trust does have more females than males in the top quartile (222 females compared to 141 male). The figures for each of the quartiles is fairly consistent from the previous year.

At first inspection, the figures in table 4 seem to indicate a higher percentage of female staff in all four quartiles according to hourly pay, however, we further drilled down these figures to look at the percentage in each quartile according to gender alone and found that a much higher percentage of Males occupied the highest quartile (41.1% of the male employees as opposed to 20.1% of female employees). This can be seen in the graph below:

Diagram 1



Data on the Gender Pay Gap 2021/2022 based on data relating to 31 March 2022

Total Number of relevant staff:	1445	Female 1102	Male: 343
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1. The mean (average) gender pay gap using hourly pay and the median gender pay gap using hourly pay as at 31 March 2022.

Table 1

Gender	Average Hourly Rate	Median Hourly Rate
Female	£18.34	£16.13
Male	£25.53	£19.45
Difference	£6.90	£3.32
Pay Gap %	27.33%	17.08%

2. Percentage of men and women receiving bonus pay 31 March 2022.

Table 2

Gender	Employees Paid Bonus	Total Relevant Employees	%
Female	7	1186	0.59%
Male	26	377	6.90%

3. The mean (average) gender pay gap using bonus pay and the median gender pay gap using bonus pay as at 31 March 2022.

Table 3

Gender	Average Bonus Pay	Median Bonus Pay
Female	£9,147.99	£6,032.04
Male	£6,146.90	£6,032.04
Difference	£3,001.09	0.0
Pay Gap %	32.81% in favour of Females	0.0

4. Percentage of men and women in each hourly pay quarter as at 31 March 2022.

Table 4

Quartile	Female Headcount	Male Headcount	Female %	Male %
Upper quartile = £63,634	222	141	61.16%	38.84%

Upper middle quartile = £33,314	302	59	83.66%	16.34%
Lower middle quartile = £23,733	300	62	82.87%	17.13%
Lower quartile = £17,254	278	81	77.44%	22.56%

4. Actions to Reduce the Gender Pay Gap

The Trust will undertake a self-assessment checklist that highlights key considerations that may affect the Gender Pay Gap. Completing the checklist will enable the Trust to assess our progress against different areas and understand those which require focus and should be addressed with further actions. The self-assessment checklist will ensure the following:

Branding/communication/transparency

- We are transparent about our promotion, pay and reward processes.
- We consider the language, images and branding that we use to promote and advertise roles and careers within our organisation.
- We encourage salary negotiation by showing salary ranges when advertising vacancies.

Recruitment and promotion processes

- We provide good-quality guidance to our line managers.
- We support progression for part-time and flexible workers.
- We give recruiters structured interview templates, so they give every candidate an equal chance.

Maternity and paternity and parental leave policies

- We actively support women on maternity leave and encourage line managers to ensure staff use 'keeping in touch days' as a steppingstone to creating a positive return to work experience.
- We encourage staff who have not returned to the organisation after maternity leave to consider how we could support them in doing so.
- We actively promote the existence of a shared parental leave policy and encourage new parents to take advantage of the scheme.

Wellbeing and retention

- We offer and actively promote a range of opportunities for flexible working to all staff, to suit their parental and caring responsibilities and commitments outside of work.
- 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.

Supporting female staff

- We identify and support aspiring women leaders within our organisation by providing them with opportunities for development and career progression.
- We offer women networking opportunities promote access to mentoring and coaching from colleagues and peers.

- We actively support our female staff in considering and applying for clinical excellence awards (if appropriate) and other opportunities to seek recognition for their work.

5 Action Plan

The EDI steering Group will be responsible for developing and implementing the Trust's future Gender Pay Gap actions.

Area and objective	Action	Lead	Timescales	Resources	Outcome and impact
Action planning and review.	Complete the checklist and identify and carry out further actions based on any gaps found.	The EDI Steering Group.	30 June 2023	Data and information. Internal communications.	The Trust will gain a more detailed analysis and action plans in relation to closing the Gender Pay Gap.
Recruitment processes – to improve guidance for recruiting managers.	Guidance for managers to be developed regarding inclusive recruitment	Lead: Equality and Inclusion Lead, supported by The EDI Steering Group.	Guidance to be developed by June 2023. Guidance to be distributed to managers July 2023.	Data and information. Internal communications.	All recruiting managers are aware of good practice for interviews.
Communication Improving staff understanding of and support for closing the Gender Pay Gap.	A member of the Trust Board will write a piece for Walton Weekly.	Lead: Equality and Inclusion Lead, supported by The EDI Steering Group.	May 2023.	Data and information. Internal communications.	All staff will be informed about the Trusts commitment to reduce our gender pay gap.
Supporting female staff to take up more opportunities for career advancement.	Offer and promote networking opportunities to female staff.	Lead: Equality and Inclusion Lead, supported by The EDI Steering Group.	June 2023	Data and information. Internal communications.	Female staff will be supported to know about and take advantage of the opportunities for career advancement that are available.

Further sources of advice and actions to close the Gender Pay Gap:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/944246/Gender_pay_gap_in_medicine_review.pdf

<https://www.nhsemployers.org/sites/default/files/2021-06/Addressing-your-gender-pay-gap-guide.pdf>