

Gender Pay Gap Report 2024

1. What is the gender pay gap?

All employers with 250 or more employees are required by law to publish their gender pay gap each year on their own and the Government's website. The Trust must publish data for the year ending 31 March 2024 by 30 March 2025.

The gender pay gap (GPG) looks at the difference in the average pay between all men and women in an organisation, taking account of the full range of jobs and salaries. The gender pay gap is not about equal pay for work of equal value i.e. paying men and women the same for doing the same or broadly similar jobs or for work of equal value. Our arrangements for ensuring equal pay for work of equal value are detailed in section 6.

This report is based on 31 March 2024 data.

2. How is the gender pay gap expressed?

A positive pay gap means that, on average, women earn less than men. A negative pay gap means the average pay for women is higher than for men. A pay gap of zero means that the average pay across the workforce is the same for both men and women.

The GPG is reported using six different measures:

- Mean gender pay gap: The difference between the mean hourly rate of pay of male full-pay employees and that of female full-pay employees
- Median gender pay gap: The difference between the median hourly rate of pay of male full-pay employees and that of female full-pay employees
- Mean bonus gap: The difference between the mean bonus pay paid to male employees and that paid to female employees
- Median bonus gap: The difference between the median bonus pay paid to male employees and that paid to female employees
- Bonus proportions: The proportions of male and female relevant employees who were paid any bonus pay during the relevant period
- Quartile pay bands: The proportions of male and female full-pay employees in the lower, lower middle, upper middle and upper quartile pay bands

3. Gender Pay Gap - Average Pay

The figures reported below show West Suffolk NHS Foundation Trust's gender pay gap in two ways – as median and mean average hourly rates. The mean calculates the total amount earned across the organisation, divided by the number of people employed. The median looks at all the salaries in the range and identifies the mid-point.

Average hourly rates:

Year	Average hourly rate (mean) % pay gap	Median hourly rate % pay gap
31.03.19	22.80%	5.30%
31.03.20	22.70%	4.80%
31.03.21	22.30%	7.10%
31.03.22	22.35%	8.00%
31.03.23	20.80%	7.41%
31.03.24	20.33%	9.46%

In 2023/24 the average hourly rate of pay for women remained lower than that of men. Whilst there has been a slight decrease in the mean GPG, which aligns with the decrease seen in previous years, the median GPG increased by 2% from the previous year, and currently sits at the highest it has been since at least 2019, where it was 5.30%.

What causes this gap?

When looking at the demographic of our workforce by gender, it may be surprising that the GPG is large as there is a larger percentage of women within our workforce than men (women = 79%, men = 21%). However, we must recognise that the GPG at WSFT is caused by the fact there are proportionally more men than women in more senior, higher paying jobs in comparison to the overall workforce demographic. This suggests that the pay gap will not be narrowed until there are proportionately more women employed in high salaried roles.

The decrease in the mean GPG and the increase in the median GPG during 2023/24 can be explained by looking at the headcount of all staff by gender and the proportion of men and women working for the Trust by pay quartile.

Headcount total of all staff by gender in 2022/23:

Gender	Headcount	%	FTE
Female	4,179	80.1	3517.90
Male	1,040	19.9	994.83
Grand total	5,219	100.0	4,512.73

Headcount total of all staff by gender in 2023/24:

Gender	Headcount	%	FTE
Female	4,946	79.1	3686.80
Male	1,308	20.9	1069.27
Grand total	6,254	100.0	4756.07

Proportion of men and women working for the Trust by pay quartile in 2022/23 (Q1 low/Q4 high):

Quartile	Female	Male	Female %	Male %
1	1094	234	82.38	17.62
2	1081	249	81.28	18.72
3	1097	231	82.61	17.39
4	968	368	72.46	27.54

Proportion of men and women working for the Trust by pay quartile in 2023/24 (Q1 low/Q4 high):

Quartile	Female	Male	Female %	Male %
1	1166	244	82.70	17.30
2	1136	275	80.51	19.49
3	1112	234	82.62	17.38
4	1060	415	71.86	28.14

The first thing to note from our 2023/24 headcount data is that there has been a 1% decrease in the percentage of women across the Trust since the previous year. In 2023/24, there was an increase of the percentage of women in Q1 and a decrease in the percentage of women in Q4 since the previous year. The increase in the percentage of women in the lowest paying quartile, and the decrease of the percentage of women within the highest paying quartile has decreased the representation of women in senior, higher paying roles within the Trust, which has contributed towards the increased median gender pay gap.

4. Gender Pay Gap- Bonus Pay

Bonus pay is any remuneration that is in the form of money, vouchers, securities or options and relates to profit sharing, productivity, performance, incentive or commission.

The following payments are included in the calculation of bonus pay:

- Clinical excellence awards (CEA) and discretionary points awarded to senior medical staff.
- Welcome payments. These are incentives paid in the form of one or two lump sums to staff appointed to areas where recruitment is difficult e.g., pharmacy and staff nurses.
- Recruitment and retention premium. These are on-going increases to base salary for staff appointed to areas where recruitment is difficult e.g., estates trades and craftspeople, pharmacy, clinical coding, sonographers.
- Commitment awards e.g., bonus paid to nursing assistants on completion of their Care Certificate
- Recommend a friend payment i.e., payments made to existing staff who recommend WSFT as a place to work to a friend who joins and remains with the Trust
- Long service awards paid on retirement to staff with over 25 years' service at WSFT

In 2022/23, a Covid-19 recognition and reward payment of £300 was paid to all staff to show appreciation for the hard work and dedication they had shown over such an unprecedented period. This has not been included within the below analysis:

Bonus pay	2020		2021		2022		2023		2024	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
% staff receiving bonus pay	6.39%	9.71%	7.60%	13.50%	5.36%	7.61%	1.94%	4.71%	1.40%	3.98%
Mean average bonus pay	£2,553	£6,163	£2,489	£5,180	£1,741	£5,310	£3,939	£7,270	£4,111	£7,260
Mean average bonus GPG	58.58%		48.00%		67.21%		45.82%		43.38%	
Median average bonus pays	£1,500	£3,406	£1,500	£2,000	£300	£3,016	£1,828	£6,032	£2,500	£5,890
Median average bonus GPG	56%		75%		90%		70%		58%	

What causes this gap?

Proportionately more men than women receive the highest level of the highest paying bonuses, such as the Clinical Excellence Awards (CEA) which is made to consultant medical staff.

In 2018, the Trust agreed to measure the number of male and female consultants in receipt of an award and that this would be monitored by the Employer Based Awards Committee (EBAC). It should be noted that, over the past three years, the funding for these awards has been divided equally amongst all consultants, rather than run as a competitive process. As a result, during this time, the EBAC has not met as all consultant medical staff have been in receipt of an award. This has been a positive step forward to further gender equity and close the gender pay gap within the Trust.

Clinical Excellence Awards

52.17% of the 69 women receiving bonus payments were consultant medical staff in receipt of CEA, in comparison 76.92% of the 52 men receiving bonus payments who were consultant medical staff in receipt of CEA.

To remove the bonus gender pay gap in the awarding of CEA, the Trust needs to aim for a proportionate number (consistent with the representation of males/females in the consultant workforce) and an equal spread of levels of awards amongst male and female recipients.

Appendix A provides data from 2021 to 2024 in relation to the CEA and the discretionary points by gender and level. A total of 76 CEA were awarded between March 2023 and March 2024. At 31 March 2024, female consultants made up 45.79% of the consultant workforce and 36 (47%) of CEA recipients were female. Male consultants made up 54.21%

of the consultant workforce and 40 (53%) of CEA recipients were male. Therefore, the award of CEAs to women was proportionate to their representation in the consultant workforce.

It is important to note that, due to the small number of awards in each category and the number of total awards, caution must be used when considering year-on-year changes in percentages.

5. What are we doing to close the gender pay gap?

We are committed to gender equity and greater inclusion for colleagues of all genders across the Trust. This means that we are creating opportunities in recruitment, pay, professional development and career progression for that are accessible and equitable for all our colleagues.

We have processes in place to help to embed gender equity including:

- Recruitment processes through our TRAC website. This is greatly helping us to work towards enhancing inclusive recruitment within the Trust. A new action for 2025 is to create an inclusive recruitment guide for our recruiting managers that will sit as an appendix to the Trust's recruitment and selection training.
- We use the national job evaluation scheme for all staff on agenda for change terms and conditions of employment. This makes sure all non-medical jobs are measured against the same criteria and weighting of job elements is consistent. Medical staff have national terms and conditions of service and pay arrangements (see section 6 below: Equal pay for work of equal value).
- An agreed, standard process is in place for consultant job planning to ensure it is bias free.
- A range of family friendly policies, including for maternity, paternity, shared parental leave, and flexible working that help support work/life balance for women and men. We have committed to strengthening the knowledge and promotion of our family friendly policies, both internally and externally, as well as developing clearer principles for managers and staff to support and engage with flexible ways of working.
- Clinical Excellence Awards are made based on national guidance set out by the Advisory Committee on Clinical Excellence Awards. An internal process is in place to monitor the distribution of awards.

In addition to these, actions to specifically support career development and succession planning for women within our Trust will shortly be identified and committed to, as the gender pay gap within our organisation will not be narrowed until proportionately more women are employed in high salaried roles.

Summary of key statistics from our 2024 gender pay gap report:

The reference (or snapshot) date for the gender pay gap data in this report is 31 March 2024. 31 March each year is the date all public sector organisations must use.

Mean pay gap between male and female staff is: 20.33%

Median pay gap between male and female staff is: 9.46%

The mean bonus pay gap between male and female staff is: 43.38%

Median bonus pay gap between male and female staff is: 58%

The percentage of men receiving a bonus: 3.98%

The percentage of women receiving a bonus: 1.40%

The proportion of men and women working for the trust by pay quartile (Q1 low/ Q4 high):

Quartile	Female	Male	Female %	Male %
1	1166	244	82.70	17.30
2	1136	275	80.51	19.49
3	1112	234	82.62	17.38
4	1060	415	71.86	28.14

The proportion of people working for the Trust by gender:

Gender	Headcount	%	FTE
Female	4,946	79.1	3686.80
Male	1,308	20.9	1069.27
Grand total	6,254	100.0	4756.07

6. How we ensure equal pay for work of equal value

West Suffolk NHS Foundation Trust delivers equal pay through adopting nationally agreed terms and conditions for our workforce. These are the National NHS Agenda for Change Terms and Conditions of Service (AfC).

AfC is negotiated nationally by the NHS Staff Council, led by NHS Employers. The national NHS Staff Council has overall responsibility for the AfC pay system and has representatives from both employers and trade unions. AfC provides the framework for pay arrangements which are in place at West Suffolk NHSFT. Typically, AfC terms and conditions apply to nursing, allied health professionals and administration, management, and clerical staff, which are the majority of the workforce.

Medical staff are employed on national terms and conditions of service and pay arrangements. These pay arrangements are negotiated nationally on behalf of employers by NHS Employers with the NHS trade unions. These terms and conditions include all Consultants, Medical and Dental staff and Doctors and Dentists in Training.

Jamais Webb-Small
 Organisational Development Manager - Equality, Diversity and Inclusion
 21 October 2024

Appendix A

Clinical Excellence Awards and Discretionary Points by gender and level 2021 to 2024

CEA Level	31-Mar-21						31-Mar-22						31-Mar-23						31-Mar-24					
	Female		Male		Total		Female		Male		Total		Female		Male		Total		Female		Male		Total	
	No.	%*	No.	%*	No.	%**	No.	%*	No.	%*	No.	%**	No.	%*	No.	%*	No.	%**	No.	%*	No.	%*	No.	%**
1	16	44	20	56	36	31.7	14	53	13	47	27	38.6	12	53	11	47	23	32.9	14	54	12	46	26	34.2
2	13	42	18	58	31	30.5	11	44	13	56	24	34.3	9	42	12	58	21	30.0	9	41	13	59	22	28.9
3	9	64	5	36	14	11.7	5	55	4	45	9	12.9	5	55	4	45	9	12.9	5	56	4	44	9	11.8
4	3	37.5	5	62.5	8	9.4	3	52	5	48	8	11.4	2	50	3	50	5	7.1	3	50	3	50	6	7.9
5	3	75	1	25	4	4.7	2	67	1	33	3	4.3	2	67	1	33	3	4.3	2	67	1	33	3	3.9
6	2	40	3	60	5	5.8	2	55	3	45	5	7.1	1	25	3	75	4	5.7	1	25	3	75	4	5.3
7	1	100	0	0	1	1.1	1	100	0	0	1	1.4	1	100		0	1	1.4	1	100		0	1	1.3
8	1	33	2	66	3	3.5	1	33	2	67	3	4.3	1	33	2	67	3	4.3	1	25	3	75	4	5.3
9	0	0	1	100	1	1.1	0	0	1	100	1	1.4		0	1	100	1	1.4		0	1	100	1	1.3
Total	48	47%	55	53%	103	100	39	49.97%	42	50.03%	81	100	33	48.21%	37	51.79%	70	100%	36	47%	40	53%	76	100.0%

* = % of awards at this CEA level

** = % of total CEA awards