

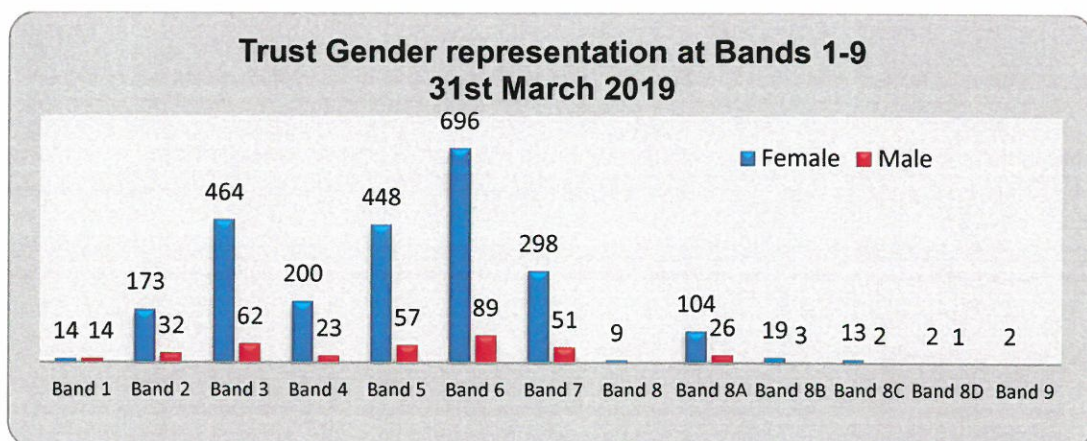
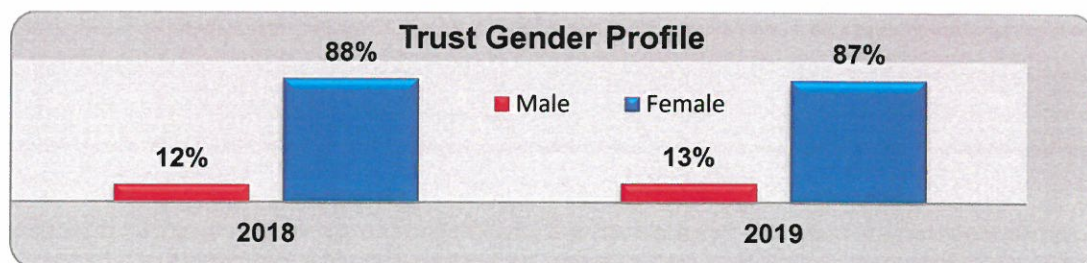
## Gender Pay Gap current position (31 March 2019)

The following data is based on all employed staff within Leeds Community Healthcare NHS Trust (LCH), including those on agenda for change pay scales, medical and dental pay scales, very senior manager pay scales and those employees who have transferred to the Trust as part of a Transfer of Undertakings (Protection of Employment) Regulations 2006 (TUPE) and retained their original pay scales.

The report is based on rates of pay as at 31<sup>st</sup> March 2019 and bonuses paid in the year 1<sup>st</sup> April 2018 – 31<sup>st</sup> March 2019.

### Gender profile

In LCH females make up 87% (2525 female members of staff) of the workforce, significantly higher than the 77% of females in the overall NHS workforce (NHS Digital)



## The Gap

Table 1

Mean and Median Percentages		2018	2019
1	The mean gender pay gap	10.7%	7.75%
2	The median gender pay gap	2.4%	-0.5%
3	Percentage of males receiving a bonus payment	1%	1.5%
4	Percentage of females receiving a bonus payment	0.3%	0.4%
5	The mean gender bonus gap	-17.9%	10.7%
6	The median gender pay gap	-210.4%	-176%

*A negative value indicates bonus payments which are in favour of females, i.e. females' are paid 17.8% more than their male counterparts*

Table 2

	Female Headcount	Male Headcount	Female %	Male %	Female £	Male £	Mean Pay Gap (%)
<b>1 (Lowest)</b>	616 (617)	113 (88)	84.5 (87.5)	15.5 (12.5)	10.01	9.72	- 2.9 (-3.3)
<b>2</b>	632 (580)	85 (79)	88.1 (88)	11.9 (12)	13.05	12.91	- 1.1 (-1.1)
<b>3</b>	673 (675)	69 (73)	90.7 (90.2)	9.3 (9.8)	16.92	16.88	-0.3 (-1.27)
<b>4 (Highest)</b>	604 (587)	126 (118)	82.7 (83.3)	17.3 (16.7)	23.45 (23.3)	25.43 (27.2)	8 (14.3)

*2018 figures in brackets*

## What the data is telling us?

The mean Gender Pay Gap has reduced from 10.75% in 2018 to 7.75% in 2019, however;

- The Gender Bonus Pay Gap has swung from -17.9% in favour of females 2018 to 10.7% in favour of males in 2019. Whilst this is a significant percentage change; it links to a small cohort of Medical & Dental consultant employees (25), who are eligible to apply for Clinical Excellence Awards.
- The median Gender Pay Gap figure, as shown in table 1, could be affected by the fact that, percentage wise, we employ relatively few males (13%) but employ a disproportionately greater percentage of males who are paid within quartile 4 (see table 2).
- The mean Gender Pay Gap (Table 2) has narrowed in three of the Quartiles; Quartile 4 has significantly reduced from 14.3% in 2018 to 8% in 2019.

## Actions

Based on the GPG19 data, the following actions form the Gender Pay Gap Action Plan 2020/2;

- Further analysis of the Gender Pay Gap report 2019 is conducted in Q1 2020/21, with a particular focus on the Gender Bonus Gap
- Increased promotion and encouragement of applications for Clinical Excellence Awards from females
- Promotion of opportunities for flexible working, shared parental leave, career progression, promotion and leadership opportunities



## **Gender Pay Gap 2019**

### **Assurance and Supporting Statements**

Leeds Community Healthcare NHS Trust fully supports gender pay gap reporting across both private and public sector organisations. The Trust is fully committed to equality of opportunity within our workforce. There is recognition of the societal issues facing women in the workforce and the long-term focus required to address the gender pay gap.

Our data shows that continued work is required to reduce the gender pay gap and we will be taking the following actions;

- Promoting diversity and encouraging applications for Clinical Excellence Awards from all groups;
- Promoting opportunities for flexible working, shared parental leave, career progression, promotion and leadership opportunities;
- Gathering and analysing more detailed gender monitoring information to better understand the causes of the gender pay gap

Over the longer term gender equality will continue to be a key focus within our workforce and organisational development plans to support and address the gender pay gap.

The Gender Pay Gap regulations reporting requirements have enabled more consistent benchmarking and progress monitoring. Structures to identify learning and good practice from similar NHS organisations to take forward within the Trust have been established both at regional and national level.

The data has been drawn directly from our financial records and the pay-roll system. The information has been analysed using the NHS national gender pay gap business intelligence reporting programme produced by the national Electronic Staff Records (ESR) team. This therefore provides assurance on the data gathering and analysis process and the controls to support the data quality within this report.



Jenny Allen & Laura Smith

Director of Workforce, OD & System Development  
Leeds Community Healthcare NHS Trust