

Gender Pay Gap Report

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We are pleased to share the fifth Gender Pay Gap report for Cambridge University Hospitals NHS Foundation Trust, which is one of the workforce information reports that enables the Trust to monitor diversity and informs decision making regarding workforce inequalities.

The workforce in CUH is predominantly female, which is in common with the wider NHS, and The Trust has a strong track record of recruiting internationally and promoting diversity within the workforce. It is important to recognise that inequalities do exist and positive action must be taken to address these inequalities. The Board has taken recent action to promote diversity in recruitment, which has resulted in an additional female appointments to the Board.

Legislation has made it statutory for organisations with 250 or more employees to report annually on their gender pay gap. Government departments are covered by the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 which came into force on 31 March 2017. These regulations underpin the Public Sector Equality Duty and require the relevant organisations to publish their gender pay gap data each year by the 30 March, as at 31 March of the previous year.

This report sets out the information that the Trust is required to publish and some further information that has informed current action planning. The mean gender pay gap of 20.2% is largely unchanged over the past 3 years, however the median gender pay gap of 11% has increased by 3.3% since March 2021 and 5.8% over the past 3 years. The primary drivers of this gap are the high proportion of women in lower banded roles, a higher representation of men in the upper quartile and a higher number of male consultants than female consultants within the upper quartile.

The actions identified are included at the end of this report and we look forward to further detailed reviews that will explore this subject in greater detail, including intersectional analysis of other protected characteristics and further work to engage with staff and networks on this subject. The Trust will continue to build on the good progress already made in promoting diversity and equality within the workforce and living our values of Together – Safe, Kind and Excellent.

Introduction

Our strategy - CUH Together includes a priority to support our staff, with one of the five people priorities being inclusion - *we will seek to drive out inequality, recognising that we are stronger when we value difference and inclusion.*

Since the 31 March 2017, it has been a legal requirement for public sector organisations with more than 250 employees to report annually on their gender pay gap. The report must include the mean and median gender pay gaps; the mean and median gender bonus gaps; the proportion of men and women who received bonuses; and the proportions of male and female employees in each pay quartile. The definitions set out in the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 and NHS Employers guidance of the definitions of ordinary and bonus pay have been following in preparing this report.

The gender pay gap shows the difference in the average pay between all men and women in a workforce. The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same or similar jobs or for work of equal value. It is unlawful to pay people unequally on the basis of gender. It is possible to have pay equality but still have a significant gender pay gap.

The Trust is committed to advancing equality of opportunity, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. On this basis, the Trust has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). The Trust has a largely female workforce, like many other NHS organisations, with 73% of the workforce being female, and 27% male.

CUH is committed to this annual review and seeks to continuously learn from the findings and take action to reduce pay disparities.

Definitions and Scope

There are six measures that must be included in a gender pay report. These are:

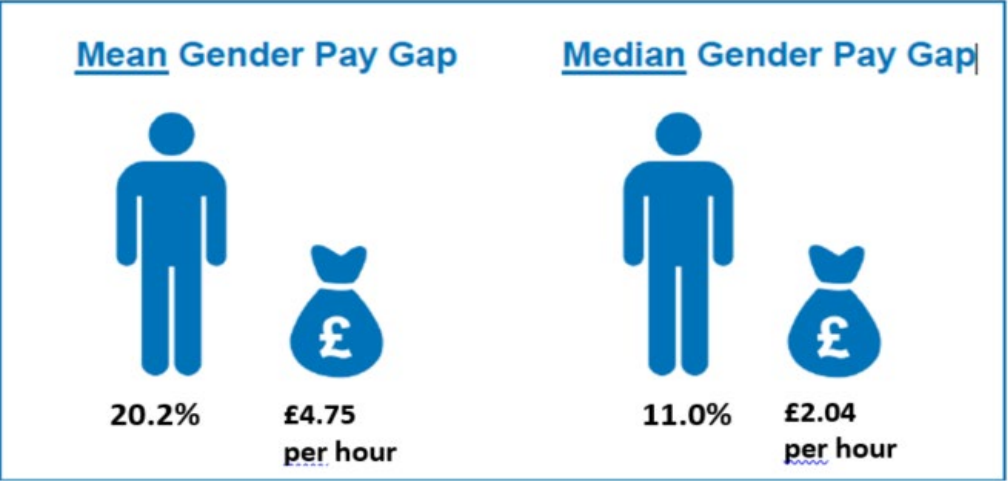
- The mean gender pay gap
- The median gender pay gap
- The mean gender bonus gap
- The median gender bonus gap
- The proportions of men and women who received a bonus
- The proportions of men and women in each quartile pay bands.

The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female colleagues receive. The mean pay gap is the difference between average hourly earnings of men and women, i.e. the hourly gap divided by the average for men equates to the mean gender pay gap. The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle-most salary.

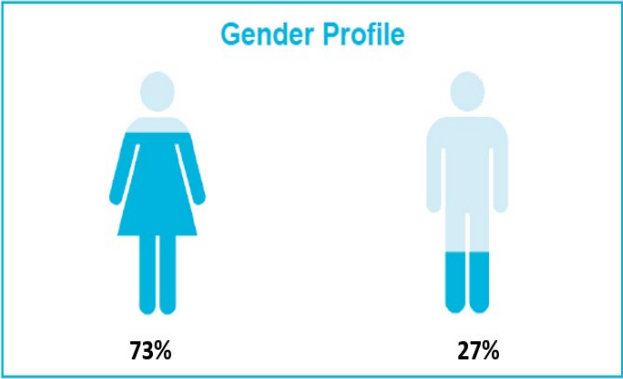
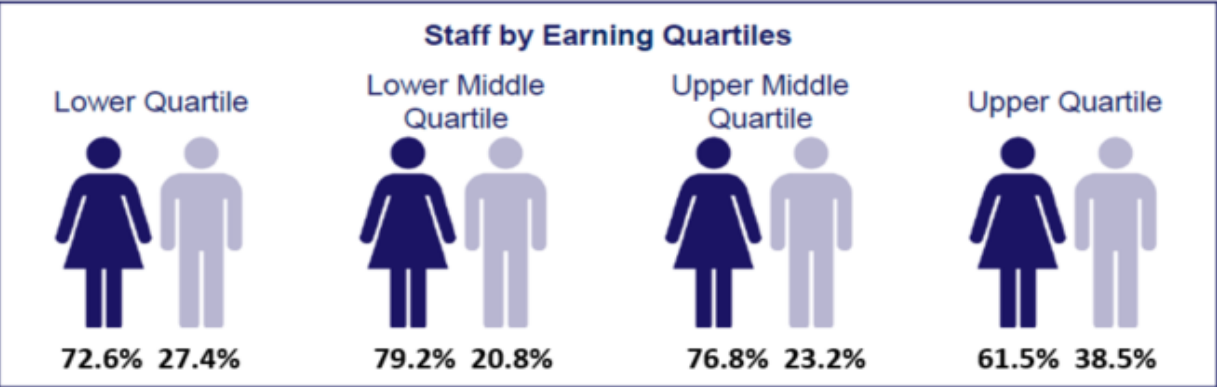
The report is based on rates of pay as at 31 March 2022 and bonuses paid in the year 1 April 2021 – 31 March 2022. It includes all workers in scope at 31 March 2022. Staff employed under a contract of employment including those under Agenda for Change terms and conditions, medical staff, and senior managers.

Only staff employed by the Trust at the snapshot date of 31 March 2022 are included in this report. This includes the Trust's bank staff. Staff working in a hosted organisation (eg Cambridge University Health Partners), but employed by CUH are included in this report. Any contractors are not included. All data is taken from the Electronic Staff Record system.

CUH Gender Pay Gap and Pay Quartiles by Gender



At CUH, there is a mean gender pay gap of 20.2%, and a median gender pay gap of 11% in favour of men. The Staff Earnings by Quartiles helps explain this gap further. It highlights that in the lowest quartile the workforce gender at CUH is broadly representative of the overall workforce profile. However in the lower middle, women are over represented by 6% and the upper middle by almost 4%. In the upper quartile, women are under represented by 11%. The Trust employ significantly more women than men in every category.



Bonus Pay – Gender Pay Gap Bonus Pay

Within the Gender pay Gap Regulations, ‘bonus pay’ means any remuneration that is in the form of money relating to profit sharing, productivity, performance, incentive or commission. For Bonus Pay, all staff are included that were employed as at the snapshot date. The regulations set out that bonus pay does not include ordinary pay, overtime pay, redundancy pay or termination payments. Waiting list initiatives have been considered in as overtime pay and are therefore excluded.

For the purpose of Gender Pay Reporting, at CUH only the medical staff groups are in receipt of bonus payments. Clinical Excellence Awards (CEAs) payments are regarded as ‘bonus pay’. The Clinical Excellence Awards (CEA) scheme is intended to recognise and reward those Consultants who perform ‘over and above’ the standard expected for their role. Awards are given for quality and excellence, acknowledging exceptional personal contributions towards the delivery of safe and high quality care to patients and to the continuous improvement of NHS.









A review undertaken in 2018 by Medical staffing highlighted that female staff were less likely to apply for CEAs. The Trust will continues to monitor the number of employees who both apply and are granted Clinical Excellence awards by gender and other protected characteristics. Work continues to explore the reasons behind the difference in applications and the actions required to address this issue.

Gender	Employees Paid Bonus	Total Employees	% Receiving Bonus
Female	60	505	11.88%
Male	146	721	20.25%











Understanding the Gender Pay Gap – further analysis

In addition to the statutory requirements, the Trust has also undertaken analysis of the gender pay gap by band. In bands 2, 5-8a, 8c, Career Grade, Senior Managers, there is pay gap in favour of women.

Band 2	Band 5	Band 6	Band 7	Band 8A	Band 8C	Career Grade	Senior Manager
							
0.8% £0.09 p/h	1.3% £0.20 p/h	1.6% £0.29 p/h	1.9% £0.42 p/h	2.2% £0.55 p/h	3.3% £1.17 p/h	6.9% £1.96 p/h	16.4% £9.22 p/h

On a mean average, women earn more in these pay bands than men

In pay bands 3-4, 8b, 8d, 9, Consultants and Doctors in Training and Apprentices, men earn more than their female counterparts.

Apprentice	Band 3	Band 4	Band 8B	Band 8D	Band 9	Consultants	Drs in Training
							
7.2% £0.55 p/h	1.1% £0.13 p/h	1.6% £0.20 p/h	0.2% £0.05 p/h	3.5% £1.52 p/h	3.1% £1.61 p/h	6.1% £3.30 p/h	5.7% £1.60 p/h

On a mean average, men earn more in these pay bands than women

Reducing the Gender Pay Gap

The Trust welcomes the opportunity to publish the fifth CUH Gender Pay gap report. CUH has a mean gender pay gap of 20.2% and median gender pay gap of 11%. The primary drivers of this gap are the high proportion of women in lower banded roles, a higher representation of men in the upper quartile and a higher number of male consultants than female consultants within the upper quartile. The Trust is committed to ensuring equity within the workforce and on this basis, has identified a number of actions to take forward:

- Continue to offer support to Consultants to encourage Clinical Excellence Award applications from across the workforce.
- Continue to actively support women to return to work following maternity and adoption leave and offer shared parental leave and flexible working arrangements.
- Implement a talent programme within the Trust to encourage development and opportunities across the workforce.
- Exploration of a range of positive actions to increase the number of women in senior positions to better balance the gender mix at senior levels of the organisation.
- Undertake an annual review of gender split across the all bands as part of the annual Public Sector Equality Duty process and take action where appropriate.
- Continue to scrutinise Board diversity as noted in the Workforce Race Equality Standard (WRES) action plan and ensure executive search organisations provide assurance regarding diversity.
- Undertake intersectional analysis of pay gaps to understand the relationships across protected characteristics and engage staff networks on this subject to identify further positive action.

Comparison to Previous Year

Change in the Mean Average Hourly Rates of Pay and Gender Pay Gap

Gender	2021 Mean Hourly Rate	2022 Mean Hourly Rate	Change Since Previous Year
Male	22.65	23.54	£0.89
Female	18.00	18.79	£0.79
Difference	4.66	4.75	£0.09
Pay Gap %	20.6%	20.2%	-0.4%

The mean average gender pay gap has decreased by 0.4% since 31st March 2021.

The mean average hourly rate for female staff has increased by £0.79, for male staff the increase has been £0.89.

Change in the Median Average Hourly Rates of Pay and Gender Pay Gap

Gender	2021 Median Hourly Rate	2022 Median Hourly Rate	Change Since Previous Year
Male	17.38	18.56	£1.18
Female	16.04	16.52	£0.48
Difference	1.34	2.04	£0.70
Pay Gap %	7.7%	11.0%	3.3%

The median average gender pay gap has increased by 3.3% since 31st March 2021 to 11%.

The median average hourly rate for female staff has increased by £0.48 whereas the median hourly rate for male staff has increased by £1.18.