



Gender Pay Gap Report

1 April 2020 – 31 March 2021



Introduction

All organisations with 250 or more employees are required by law to report on their gender pay gap, and public sector organisations must publish their data by 30th March each year.

It is important to recognise that the gender pay gap is different to equal pay. Equal pay relates to differences in pay between individuals or groups who carry out the same or similar jobs, or work of equal value. It is unlawful to pay people unequally on the basis of gender. The application of the nationally agreed NHS pay and conditions for our staff reduces the risk of equal pay issues arising.

The gender pay gap measures the difference in the average pay of men and women in an organisation's workforce irrespective of role. The definitions set out in the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 and NHS Employers' guidance have been followed in preparing this report.

The data in the report is based on mean and median hourly rates of pay as at 31st March 2021 and bonuses paid in the year from 1st April 2020 to 31st March 2021. It covers staff employed on the snapshot date of 31st March 2021 under a contract of employment, including those on Agenda for Change, Medical & Dental and Senior Manager terms and conditions. Contractors, bank and agency staff are not included. All data is taken from the Trust's Electronic Staff Record system and reflects the Trust's core services as well as the staff employed by HCT to run the Mass Vaccination Centres in Hertfordshire, West Essex, Bedfordshire, Luton and Milton Keynes.

On 31st March 2021, Hertfordshire Community NHS Trust (HCT) employed 2932 members of staff - 324 male and 2608 female. 2734 of these staff met the criteria to be included in the Gender Pay Gap report, as defined by The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Gender Pay Gap Reporting Explained

Gender Pay Gap Calculations

Our duty is to publish data on the following six calculations:

1.	Average gender pay gap as a mean average (ordinary pay and bonus pay)
2.	Average gender pay gap as a median average (ordinary pay and bonus pay)
3.	Average bonus gender pay gap as a mean average (bonus pay only)
4.	Average bonus gender pay gap as a median average (bonus pay only)
5.	Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment (bonus pay only)
6.	Proportion of males and females when divided into four groups ordered from lowest to highest pay (ordinary pay and bonus pay)

How to interpret the data

A positive percentage (e.g. 1.0%) indicates that male employees have higher ordinary pay or bonuses than female employees.

This is also shown visually using this icon



A negative percentage (e.g. -1.0%) indicates that female employees have higher ordinary pay or bonuses than male employees.

This is also shown visually using this icon



Gender Pay Gap Figures

Average gender pay gap as a mean average (ordinary & bonus pay)

The mean gender pay gap (the difference between men's and women's average hourly pay) is **1.52%**.

The percentage is based on the following rates:

- Male staff average hourly rate of pay = £17.13
- Female staff average hourly rate of pay = £16.87



The Trust's mean (average) pay gap has decreased by 17.08% in comparison to the previous year (18.6%).

This compares very favourable to the Office for National Statistics 2021 provisional national Gender Pay Gap mean which is 14.9% in favour of men.

The very significant difference between this year and the previous year's report is primarily due to the inclusion of the workforce in the mass vaccination centres (in accordance with Gender Pay Gap requirements). The male workforce increased from 125 in the previous report to 305 in this one, with increases particularly in the Admin and Clerical and Additional Clinical Services groups. This has caused the non-clinical gender pay gap to reduce from 40.9% to 18.5% (still a significant gap but greatly improved). There is now a higher proportion of men in the lower pay quartile than any of the other quartiles.

However, it is not just the increase in men at the lower quartile that has made the difference, there has also been a slight decrease in the proportion of men in the upper quartile and improvements in the pay gap at all Band 8 levels, except 8c. Band 9 is now 100% female.

Average gender pay gap as a median average (ordinary pay and bonus pay)

The median gender pay gap at Hertfordshire Community NHS Trust is **-25.0%** (in favour of women).

The percentage is based on the following rates:

- Male staff median hourly rate of pay = £13.12
- Female staff median hourly rate of pay = £16.40



The Trust's median pay gap has changed to women earning a substantially higher median pay in comparison to the previous year when men earned a higher median pay.

The rate is significantly different to the provisional Office for National Statistics 2021 national Gender Pay Gap median which is 15.4% in favour of men.

Average bonus gender pay gap as a mean average (bonus pay only)

Bonus pay is defined as monies received by an employee which relate to profit sharing, productivity, performance, incentive and commission. For Hertfordshire Community Trust the only bonus which meets the criteria from April 2020 to March 2021 relates to 'Golden Hellos' given to staff when they have started at the Trust. Three members of staff employed at HCT received bonus pay monies in the 12 months up to 31st March 2021, they were all female.

The mean Gender Pay Gap for bonuses paid is **-100%**.



Average bonus gender pay gap as a median average (bonus pay only)

The median Gender Pay Gap for bonuses paid at HCT is **-100%**



Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment (bonus pay only)

	Proportion of Staff Receiving a Bonus
Female	0.12%
Male	0.0%

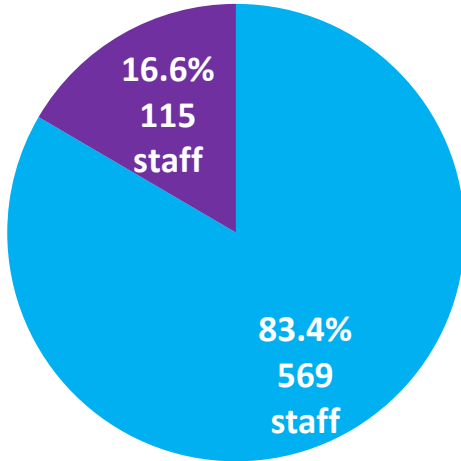
Proportion of males and females when divided into four groups (quartiles) ordered from lowest to highest pay (ordinary pay and bonus pay)

The charts below are generated by arranging the hourly pay of all staff in order then dividing the list into four equal parts. Each chart shows the proportion of men and women that are in each pay quartile; the Lower Quartile includes the lowest paid staff per hour and the Upper Quartile includes the highest paid staff per hour.

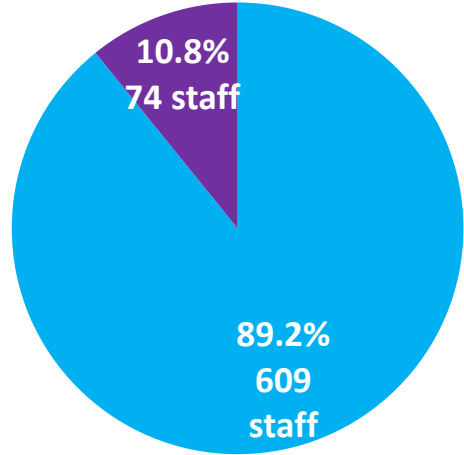
These show that the section with the largest proportion of males is the Lower Quartile at 16.6%, this is followed by the Lower Middle Quartile at 10.8%, the Upper Quartile at 10.7% then the Upper Middle Quartile at 6.1%; this is a change compared to previous years' data due to the inclusion of the new Mass Vaccination Centre workforce in our data which employs higher number of men in the Band 2 Marshalling roles and Band 3 Admin/HCA roles.



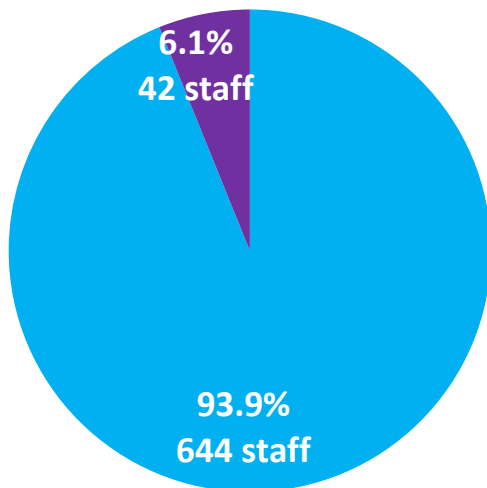
Lower Quartile



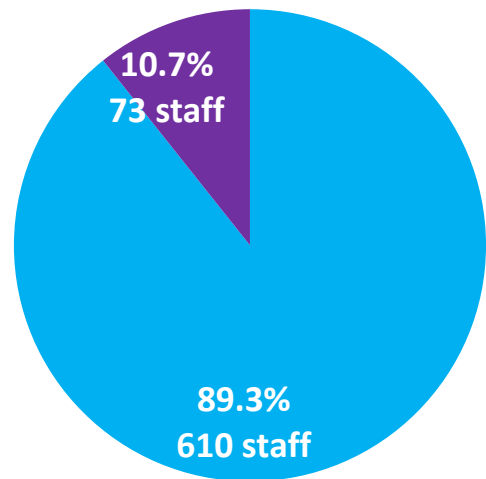
Lower Middle Quartile



Upper Middle Quartile












Upper Quartile



Additional Information

Gender Pay Gap by Staff Group

The staff group with the biggest difference in hourly rates of pay is within Medical and Dental, where male staff earn on average £14.46 an hour more than female staff. The group with the smallest difference is Allied Health Professionals (our therapy staff, such as Physiotherapists, Occupational Therapists etc) where male staff earn on average £0.06 per hour more than their female colleagues. All of our Students are female, therefore are showing a -100% pay gap difference.



NHS Staff Group	Female	Male	2021 Gender Pay Gap		2020 Difference in Hourly Rate of Pay	2020 Gender Pay gap (Average of Hourly Rate of Pay - Ordinary & Bonus Pay)	2021 v 2020 Pay Gap Comparison
	(headcount & proportion of staff group for 2021)	(headcount & proportion of staff group for 2021)	(Average of Hourly Rate of Pay - Ordinary & Bonus Pay)	(Icon)			
Add Prof Scientific & Technical	92 89.3%	11 10.7%	27.9%		£7.17	30.8%	↓
Additional Clinical Services	530 87.6%	75 12.4%	-0.6%		-£0.07	1.4%	↓
Administrative and Clerical	524 78.7%	142 21.3%	18.5%		£3.05	40.9%	↓
Allied Health Professionals	378 92.2%	32 7.8%	0.3%		£0.06	-4.1%	↓
Estates and Ancillary	2 40.0%	3 60.0%	-4.8%		-£0.47	-3.7%	↑
Medical and Dental (inc Medical Director)	49 87.5%	7 12.5%	26.2%		£14.46 [^]	11.4%	↑
Nursing & Midwifery Registered	838 96.3%	32 3.7%	-2.6%		-£0.49	11.3%	↓
Students	19 100.0%	0 0.0%	-100% *		-£13.90 *	-100.0%	→
ALL STAFF	2432 89.0%	302 11.0%	1.5%		£0.26	18.6%	↓

[^] The increase in GPG under Medical staffing is due to specialist medical staffing arrangements put in place during the pandemic. These arrangements are contracts of a short-term nature.

* There are no male staff in this category, therefore female staff pay is compared to £0 pay for men

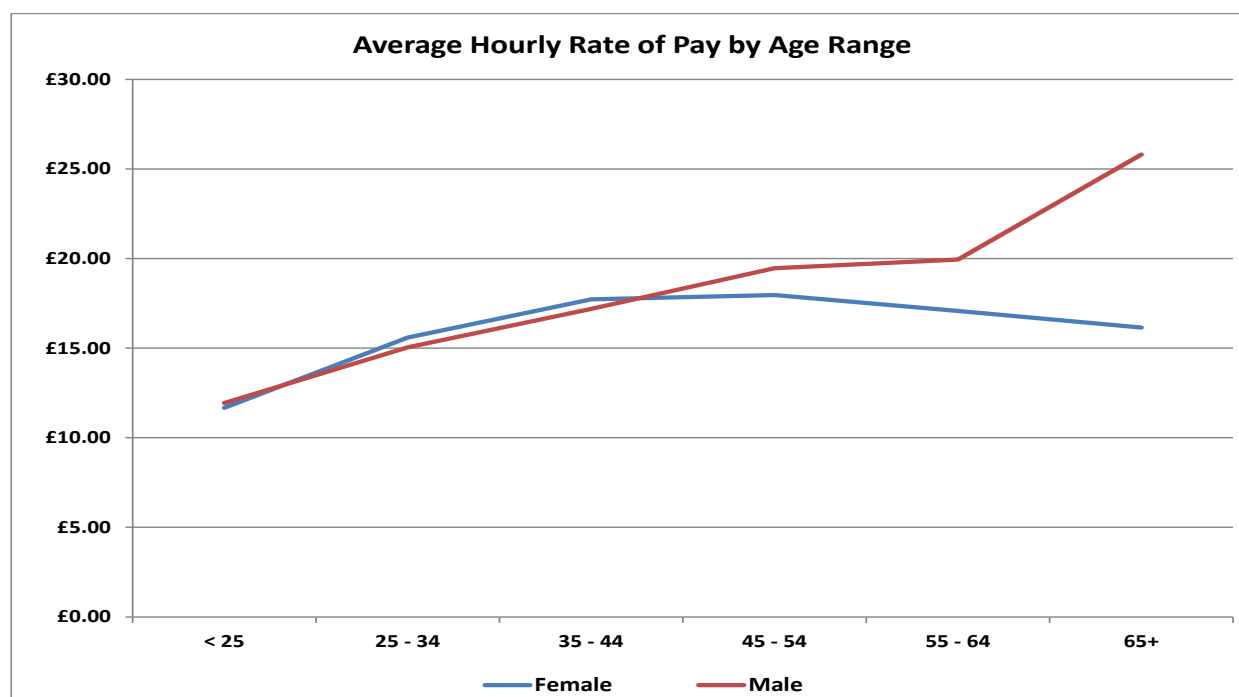
Clinical versus Non-Clinical Staff

Men earn an average hourly rate that is higher than women in non-clinical (administrative roles), down from 40.9% last year. In clinical roles, however, women now have an average hourly rate above men (this was 7.9% higher for men last year).

NHS Staff Group	2021 Gender Pay Gap (Average of Hourly Rate of Pay - Ordinary & Bonus Pay)	
	Clinical Staff	-0.6%
Non-Clinical Staff	18.5%	
ALL STAFF	1.5%	

Gender pay gap by Age















In every age range other than the 25-34s and 35-44 year olds, men are paid more than women, this is particularly noticeable in the over 65 category (however this is a small group of staff).



Age Range of Staff	2018 Gender Pay Gap (Average of Hourly Rate of Pay - Ordinary & Bonus Pay)	2019 Gender Pay Gap (Average of Hourly Rate of Pay - Ordinary & Bonus Pay)	2020 Gender Pay Gap (Average of Hourly Rate of Pay - Ordinary & Bonus Pay)	2021 Gender Pay Gap (Average of Hourly Rate of Pay - Ordinary & Bonus Pay)
< 25 Yrs	0.10%	-4.58%	-4.04%	2.23%
25 - 34 Yrs	2.00%	8.75%	19.85%	-3.70%
35 - 44 Yrs	13.20%	5.36%	9.71%	-3.13%
45 - 54 Yrs	15.60%	18.49%	26.50%	7.71%
55 - 64 Yrs	23.00%	17.67%	24.15%	14.39%
65+ Yrs	39.00%	48.92%	54.28%	37.40%
ALL STAFF	12.20%	11.10%	18.62%	1.54%

Gender Pay Gap by Band/Pay Grade

The comparison by pay band shows female staff have a higher average hourly rate in Bands 2,5-8a and 9 .

NHS Staff Group	Female Headcount 2021	Male Headcount 2021	2021 Gender Pay Gap (Average of Hourly Rate of Pay - Ordinary & Bonus Pay)		2021 Difference in Hourly Rate of Pay	2020 Gender Pay gap (Average of Hourly Rate of Pay - Ordinary & Bonus Pay)	2021 v 2020 Pay Gap Comparison
Band 2	179	69	-0.2%		-£0.02	9.2%	↑
Band 3	482	79	1.6%		£0.19	-3.2%	↑
Band 4	290	18	2.6%		£0.33	1.9%	↓
Band 5	410	34	-0.5%		-£0.08	-4.3%	↓
Band 6	558	27	-4.2%		-£0.76	-3.0%	↑
Band 7	325	29	-1.2%		-£0.27	0.0%	↑
Band 8a	87	23	-0.4%		-£0.12	-1.2%	↓
Band 8b	33	6	8.0%		£2.56	11.3%	↓
Band 8c	9	4	13.8%		£5.73	11.7%	↑
Band 8d	5	4	0.5%		£0.19	100.0%	↓
Band 9	3	0	-100% *		-£53.37 *	-2.6%	↑
VSM	2	3	12.7%		£7.90	-29.4%	↓
Medical & Dental	49	7	26.2%		£14.46	14.1%	↑
ALL STAFF	2432	302	1.5%		£0.26	18.62%	↓

*There are no male staff in this category, therefore female staff pay is compared to £0 pay for men

Recruitment conversion rate

Recruitment data show a higher success rate for women. Female applicants are three and a half times as likely to be employed as male applicants. Success rate for females 13.1% and 3.6% for males.

Promotions

A higher proportion of men were promoted than women, this was also seen in the previous two year's data. Between April 2020 and March 2021 there were a total of 113 promotions within the Trust which meant 3.9% of the workforce was appointed to a higher grade. A higher proportion of male employees were promoted than female employees at 99 females (3.8%) and 14 males (4.3%).

Full-time and part-time staff

The Trust employs now employs just over 58% of its staff working on part-time contracts. The workforce has had around a 50:50 split since 2013. This is a very positive statistic for the Trust indicating that we accommodate flexible working and promote a healthy work-life balance.

Action to Promote Equality

Our gender balance plan for 2022/23 includes the following actions:

Action	Lead	Date
To review the Trust's Annual Staff Survey results in relation to gender in detail to fully understand any differences in staff experience.	ARy/TF	May 2022
To work with the JNC, Staff Council and Staff Networks to seek ideas on further actions to support gender equality.	ARy/TF	May 2022
To carry out an analysis of full time and part time staff by gender and review how being part time impacts on pay.	ARy/TF	July 2022
To continue the roll out of the Trust's Talent Management approach to business units to support our female talent.	SL	Mar 2023
To promote positive female staff stories and role models through a wide range of communication mechanisms.	ARy/TF	Mar 2023
To review how the Trust might attract more men into the wider workforce and retain those who have been recruited into the mass vaccination centres.	RG/DC	Mar 2023
To ensure that female leaders have opportunities both internally and within the system to develop and progress e.g. through the Trust's Talent programmes and the ADDs programme (two current ADDs participants are both female)	ARy	Mar 2023

These actions will be monitored as part of the wider Equality, Diversity and Inclusion (ED&I) plan which supports the People Strategy and ED&I Framework.

Appendix 1 - Terminology

Gender pay gap	This is the difference between the average earnings of men and women.
Ordinary pay	This consists of basic pay, allowances, enhancements for night/weekend working, maternity/paternity/adoption leave pay, special leave, sick pay, study leave, high-cost area supplement, on-call allowance and any responsibility allowances.
Bonus pay	For HCT, this relates to 'Golden Hello' payments. Clinical Excellence Awards (CEAs) have been excluded from this report's calculations; this is due to nationally agreed interim award arrangements put in place during the pandemic.
Mean	Also known as an 'average', this is calculated by adding up all of the numbers in the list and dividing the result by how many numbers were in the list.
Median	The 'middle' value; this is calculated by listing all of the numbers in numerical order. If there is an odd number of results the median is the middle number. If there is an even number of results the median will be the average of the two central numbers.