



Report to People Committee						
Agenda item:						
Date	Wednesday 19 th March 2025					
Title	Gender Pay Gap					
Author/Presenter	Patrick Nyarumbu – Director for Strategy, People and Partnerships					
Executive Director	Patrick Nyarumbu – Director for Strategy, People and Partnerships	Approved	Y	✓	N	
Purpose of Report		Tick all that apply ✓				
To provide assurance	✓	To obtain approval				
Regulatory requirement		To highlight an emerging risk or issue				
To canvas opinion		For information		✓		
To provide advice		To highlight patient or staff experience				
Summary of Report						
Alert		Advise		Assure	✓	
<p>The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 require public bodies with 250 or more employees on the snapshot date of 31st March of any given year to report their gender pay gap</p> <p>This annual report provides an update on the progress and challenges for pay gaps which include Gender, Bonus, Ethnicity, Disability and Sexual Orientation. It will highlight any potential gaps and provide recommendations and points for consideration where possible.</p> <p>Key highlights:</p> <ul style="list-style-type: none"> In terms of the overall gender pay gap figures, a mean gap of 7.87% was calculated, alongside a median of 0.56%. This mean gap has decreased from the 2023 figure of 9.35% whilst the median gap has increased from 0.50% in 2023 to 0.56% in 2024 (positive) The bonus gender pay gap has remains equitable (positive) The mean ethnicity pay gap has increased from 6.82% in 2023 to 8.49% in 2024 (negative) The mean disability pay gap has decreased from 5.28% in 2023 to 3.17% in 2024 (positive) The sexual orientation pay gap has moved from -2.08% in 2023 to -4.25% in 2024 (negative) 						
Recommendation						
The Committee is asked to: Note the contents of this report						
Enclosures						
N/A						



Strategic Priorities		
Priority	Tick ✓	Comments
Clinical services		Upskilling the medical workforce to better serve our patient population.
People	✓	Enhancing the skills of our medical workforce.
Quality		Training our workforce in evidence-based treatments
Sustainability		Ensuring the offer is aligned to NHS long term workforce plan.



BSMHFT

Gender Pay Gap Analysis

as of 31st March 2024

Authors: Jas Kaur, Associate Director of EDI, and OD

Recipient: BSMHFT reported their gender pay gap to gov.uk on 1st March 2025



1. Introduction

1.1 The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 require public bodies with 250 or more employees on the snapshot date of 31st March of any given year to report their gender pay gap.

1.2 It is important to note that the gender pay gap is different to equal pay. Equal pay deals with pay differences between men and women who carry out the same jobs, similar jobs, or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

1.3 The gender pay gap is the average difference between how much men and women are paid in an organisation.

The comparison is made by comparing:

- the average difference between men and women's hourly and bonus pay.
- the percentage of men and women in the highest, middle, and lowest pay groups in a company

1.4 The size of the gender pay gap depends on several factors, including:

- Age: There is little difference in median hourly pay for male and female full-time employees aged in their 20s and 30s, but a substantial gap emerges among full-time employees aged 40 and over. This links to parenthood – the gap between male and female hourly earnings grows gradually but steadily in the years after parents have their first child.
- Occupation: The gap tends to be smaller for occupation groups where a larger proportion of employees are women.
- For full-time workers, the pay gap is slightly smaller in the public sector than the private sector.

1.5 A positive percentage figure reveals that typically, or overall, females have lower pay or bonuses than male employees. Whereas a negative figure reveals that males have lower pay or bonuses. Albeit unlikely, a zero-percentage figure would indicate no gap between the pay or bonuses of typical male and female employees.

1.6 This gender pay gap exists because women tend to work in lower-paid occupations and sectors and occupy less senior roles. Many women take time out of the labour market and work part-time because of unequal sharing of care responsibilities. Stereotypes and workplace culture are also factors.

1.7 The regulations require that the following calculations are completed:

- The mean gender pay gap



- The median gender pay gap
- The mean bonus gender pay gap
- The median bonus gender pay gap
- The proportion of males receiving a bonus payment
- The proportion of females receiving a bonus payment
- The proportion of males and females in each quartile pay band

1.8 The calculations make use of two types of averages:

- The **mean**, commonly known as the average, is calculated when you add up the wages of all employees and divide the figure by the number of employees. The mean gender pay gap is the difference between mean male pay and mean female pay. For example, if the hourly gender pay gap at a company is 32%, then for every £100 earned by a man a woman would earn £68.
- The **median** is the figure that falls in the middle of a range when everyone's wages are lined up from smallest to largest. The median gap is the difference between the employee in the middle of the range of male wages and the middle employee in the range of female wages. The median is typically a more representative figure as the mean can be skewed by outlying figures. A large difference between the mean and the median can be indicative of inequality at either end of the pay spectrum.

1.9 This report sets out the above calculations as at the snapshot date of 31st March 2024. In line with the Trust's ongoing commitment to equality, diversity and inclusion the pay gap is also analysed by the protected characteristics, age, ethnicity, disability and sexuality.

1.10 Please note, as each separate legal entity must calculate and publish separate gender pay gap reports, all employees of Summer Hill Supplies Ltd have been removed from this analysis.

1.11 The full dataset of full-pay relevant employees totalled 5,474. 1,634 of these being male (30%) and 3840, (70%) female. This does not include TSS staff.

2. Gender Pay Gap and Pay Quartiles

2.1 In terms of the overall gender pay gap figures, a mean gap of **7.87%** was calculated, alongside a median of **0.56%**. This mean gap has **decreased** from the 2023 figure of 9.35% whilst the median gap has **increased** from 0.50% in 2023 to 0.56% in 2024 The headline figures are displayed in Figure 1.



	2022 Mean Hourly Rate	2023 Mean Hourly Rate	2024 Mean Hourly Rate		2022 Median Hourly Rate	2023 Median Hourly pay	2024 Median Hourly pay
Male	£19.44	£20.41	£21.17	Male	£16.50	£17.23	£17.90
Female	£17.74	£18.50	£19.50	Female	£16.24	£17.14	£17.80
Difference	1.70	1.91	1.67	Difference	0.26	0.09	0.10
Pay Gap %	8.76%	9.35%	7.87%	Pay Gap %	1.56%	0.50%	0.56%

Figure 1. Gender pay gap headline figures

If the mean gender pay gap has decreased while the median gender pay gap has increased, it indicates a shift in the distribution of salaries between men and women which could mean:

- Increase in female representation at higher pay levels.
- If more women are securing higher-paying roles, the mean pay gap may decrease because extreme salary disparities reduce.
- However, if women in lower-paid jobs are not seeing similar wage growth, the median pay gap could increase.
- If fewer men hold very high-paying leadership roles, the mean pay gap would decrease. But if the majority of men still earn more than women at mid-level roles, the median pay gap could increase.
- Widening pay gaps in the middle of the salary range
- If mid-tier female employees are seeing slower wage growth compared to men in similar roles, the median gap may increase. However, improvements in top-tier salaries for women could still pull the mean gap downward.
- More women in lower-paid positions
- If a higher proportion of women are being hired into lower-paid jobs, it would push the median female salary downward, widening the median pay gap.
- If men at the top are earning less, the mean gap could decrease

2.2 Employees were ranked by rate per hour and the bottom 50 and the top 50 ranked employees were removed from the data set. The gender pay gap was then recalculated, with the following results.





	2022 Mean Hourly Rate	2023 Mean Hourly Rate	2024 Mean Hourly Rate
Male	£18.55	£19.50	£20.29
Female	£17.57	£18.35	£19.36
Difference	0.98	1.16	0.93
Pay Gap %	5.28%	5.93%	4.56%

	2022 Median Hourly Rate	2023 Median Hourly Rate	2024 Median Hourly Rate
Male	£16.41	£17.11	£17.79
Female	£16.28	£17.18	£17.87
Difference	0.13	-0.07	-0.07
Pay Gap %	0.78%	-0.41%	-0.41%

Figure 2. Gender pay gap headline figures, with a top and bottom slice of 50 removed

2.3 The original data was subsequently revisited and the first and last decile, as ranked by rate by hour, were removed. The middle 80% of data was analysed. The results were as follows.

	2022 Mean Hourly Rate	2023 Mean Hourly Rate	2024 Mean Hourly Rate
Male	£16.69	£17.48	£18.34
Female	£16.70	£17.49	£18.37
Difference	-0.01	-0.01	-0.03
Pay Gap %	-0.07%	-0.07%	-0.16%

	2022 Median Hourly Rate	2023 Median Hourly Rate	2024 Median Hourly Rate
Male	£16.13	£16.84	£17.68
Female	£16.46	£17.24	£17.95
Difference	-0.33	-0.39	-0.27
Pay Gap %	-2.05%	-2.34%	-1.51%

Figure 3. Gender pay gap headline figures, with top and bottom deciles removed

3.5 The pay quartiles for all 5,474 relevant full-pay employees were then calculated.

	start at (RPH)	finishes at (RPH)	Count Male	Count Female	% Male 2024	% Female 2024	% Male 2023	% Female 2023	% Male 2022	% Female 2022	% Male 2021	% Female 2021
Q1	£5.28	£14.11	401	960	29.46%	70.54%	27.89%	72.11%	27.54%	72.46%	27.46%	72.54%
Q2	£14.11	£17.85	410	966	29.80%	70.20%	30.32%	69.68%	29.00%	71.00%	30.39%	69.61%





Q3	£17.85	£22.67	365	1003	26.68%	73.32%	25.42%	74.58%	26.63%	73.37%	26.07%	73.93%
Q4	£22.67	£97.42	458	911	33.46%	66.54%	33.49%	66.51%	32.45%	67.55%	32.08%	67.92%

Figure 4. Pay quartiles, including 2021 data for comparative purposes

3. Bonus Gender Pay Gap

3.1 Bonuses, as defined by the regulations, include anything that relates to profit sharing, productivity, performance, incentive, and commission. They can be received in the form of cash, vouchers, securities, security options, and interests in securities. Non-consolidated bonuses are included.

3.2 For this analysis, the bonus gender pay gap has been calculated with regard to the payment amounts made under the Clinical Excellence Awards only. In line with the regulations all payments made during the 12 month period ending with 31st March 2024 have been incorporated.

3.3 The results were as follows:

	2022 Mean Bonus Pay	2023 Mean Bonus Pay	2024 Mean Bonus Pay		2022 Median Bonus Pay	2023 Median Bonus Pay	2024 Median Bonus Pay
Male	£3,774.91	£3,807.43	£3,602.34	Male	£3,774.91	£3,807.43	£3,602.34
Female	£3,774.91	£3,807.43	£3,602.34	Female	£3,774.91	£3,807.43	£3,602.34
Difference	0.00	0.00	0.00	Difference	0.00	0.00	0.00
Pay Gap %	0.00%	0.00%	0.00%	Pay Gap %	0.00%	0.00%	0.00%

Figure 5. Bonus gender pay gap headline figures

3.4 There has been a decrease for both male and females in terms of pay, the bonus pay remains equal.

4. Gender Pay Gap by Age Group

4.1 It has been widely reported that unequal sharing of care responsibilities contributes to a higher proportion of women taking part-time work, which is





generally lower paid. Consequently, the gender pay gap widens, particularly for those employees over 40.

- 4.2 The Trust's gender pay gap across employee age cohorts was thus calculated. The results are set out below.

	2022 Mean Hourly Rate	2023 Mean Hourly Rate	2024 Mean Hourly Rate
Males	£10.30	£11.51	£11.26
Females	£11.51	£12.94	£13.48
Difference	-1.21	-1.44	-2.22
Pay Gap %	-11.80%	-12.49%	-19.70%

	2022 Median Hourly Rate	2023 Median Hourly Rate	2024 Median Hourly Rate
Males	£10.91	£12.45	£11.79
Females	£12.48	£12.80	£14.12
Difference	-1.57	-0.35	-2.33
Pay Gap %	-14.39%	-2.77%	-19.79%

Figure 6. Gender pay gap headline figures, staff aged 16 20



	2022 Mean Hourly Rate	2023 Mean Hourly Rate	2024 Mean Hourly Rate
Males	£15.01	£15.58	£16.42
Females	£14.90	£15.75	£16.56
Difference	0.11	-0.17	-0.14
Pay Gap %	0.73%	-1.09%	-0.83%

	2022 Median Hourly Rate	2023 Median Hourly Rate	2024 Median Hourly Rate
Males	£14.10	£13.84	£14.84
Females	£13.95	£14.79	£15.11
Difference	0.14	-0.95	-0.28
Pay Gap %	1.01%	-6.9%	-1.87%

Figure 7. Gender pay gap headline figures, staff aged 21-30

	2022 Mean Hourly Rate	2023 Mean Hourly Rate	2024 Mean Hourly Rate
Males	£17.69	£18.76	£19.21
Females	£17.94	£18.752	£19.83





Difference	0.25	-0.04	-0.61
Pay Gap %	-1.43%	0.21%	-3.17%

	2022 Median Hourly Rate	2023 Median Hourly Rate	2024 Median Hourly Rate
Males	£16.26	£16.84	£17.68
Females	£16.74	£17.56	£18.51
Difference	-0.48	-0.71	-0.82
Pay Gap %	-2.97%	-4.24%	-4.65%

Figure 8. Gender pay gap headline figures, staff aged 31-40

	2022 Mean Hourly Rate	2023 Mean Hourly Rate	2024 Mean Hourly Rate
Males	£20.31	£20.80	£21.17
Females	£19.37	£20.09	£21.11
Difference	0.94	0.70	0.06
Pay Gap %	4.61%	3.39%	0.27%



	2022 Median Hourly Rate	2023 Median Hourly Rate	2024 Median Hourly Rate
Males	£16.60	£17.24	£17.74
Females	£17.46	£18.04	£18.77
Difference	-0.86	-0.80	-1.02
Pay Gap %	-5.19%	-4.64%	-5.78%

Figure 9. Gender pay gap headline figures, staff aged 41-50

	2022 Mean Hourly Rate	2023 Mean Hourly Rate	2024 Mean Hourly Rate
Males	£20.51	£22.26	£23.23
Females	£18.55	£19.39	£20.44
Difference	1.96	2.88	2.79
Pay Gap %	9.57%	12.92%	12.01%

	2022 Median Hourly Rate	2023 Median Hourly Rate	2024 Median Hourly Rate
Males	£17.54	£18.46	£19.80
Females	£16.13	£16.84	£17.71



Difference	1.41	-1.62	2.10
Pay Gap %	8.03%	8.77%	10.58%

Figure 10. Gender pay gap headline figures, staff aged 51-60

	2022 Mean Hourly Rate	2023 Mean Hourly Rate	2024 Mean Hourly Rate
Males	£22.77	£23.43	£25.17
Females	£17.08	£17.85	£19.16
Difference	5.69	5.58	3.54
Pay Gap %	24.99%	23.80%	17.59%

	2022 Median Hourly Rate	2023 Median Hourly Rate	2024 Median Hourly Rate
Males	£19.96	£20.45	£20.11
Females	£14.26	£15.11	£16.57
Difference	5.70	5.34	3.54
Pay Gap %	28.55%	26.11%	17.59%

Figure 11. Gender pay gap headline figures, staff aged 61 and over



5. Ethnicity Pay Gap

5.1 For the purposes of this analysis staff were extracted from the sample if their ESR code for ethnic origin was recorded as either 'not stated' or 'undefined'. In total this amounted to 746 staff out of the sample of 5,474. Remaining staff were allocated into one of the two following groups on the basis of their ethnic origin, as coded in ESR:

- White British, White Irish, White – Any other White background (2,312)
- All other ethnic origin codes (2,416)

5.2 The former group contained 2,312 staff, equating to 48.9% of the remaining sample. The latter contained 2,416; 51.1% of the remaining sample (increase on 2023).

5.3 To ascertain the ethnicity pay gap, the calculations were completed for white staff and staff of all other ethnic groups. Earnings for staff of all other ethnic groups are expressed as a percentage of earnings for white staff, see figure 12.

	2022 Mean Hourly Rate	2023 Mean Hourly Rate	2024 Mean Hourly Rate
White	£18.59	£19.48	£20.76
Global Majority	£17.60	£18.15	£19.00
Difference	0.99	1.33	1.76
Pay Gap %	5.35%	6.82%	8.49%

	2022 Median	2023 Median	2024 Median
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	Hourly Rate	Hourly Rate	Hourly Rate
White	£16.52	£17.38	£19.00
Global Majority	£15.65	£16.03	£16.75
Difference	0.87	1.35	2.25
Pay Gap %	5.28%	7.75%	11.84%

Figure 12. Ethnicity pay gap headline figures

6. Disability Pay Gap

- 6.1 When reviewing the ESR data set it was noted that 904 staff had entries of 'Not declared' and 'Undefined' against their disability category. These were removed from the data set accordingly.
- 6.2 This left a total of 4,212 staff, 91.5% of which stated that they did not have a disability, with the remainder 358; 8.50% declaring themselves disabled.
- 6.3 In order to calculate the disability pay gap, the calculations were completed for non-disabled staff and disabled staff, with earnings for disabled staff expressed as a percentage of earnings for non-disabled staff, see figure 13.

	2022 Mean Hourly Rate	2023 Mean Hourly Rate	2024 Mean Hourly Rate
Non Disabled	£18.15	£18.87	£19.77
Disabled	£17.25	£17.88	£19.14



Difference	0.90	1.00	0.63
Pay Gap %	4.98%	5.28%	3.17%

	2022 Median Hourly Rate	2023 Median Hourly Rate	2024 Median Hourly Rate
Non Disabled	£16.18	£16.84	£17.68
Disabled	£16.52	£17.24	£18.10
Difference	-0.34	-0.39	-0.41
Pay Gap %	-2.12%	-2.34%	-2.35%

Figure 13. Disability pay gap headline figures

7. Sexual Orientation Pay Gap

- 7.1 In relation to sexuality, examination of the ESR data showed that a total of 1,195 staff were categorised as either 'I do not wish to disclose my sexual orientation' or 'Undefined'. When these were extracted a sample size of 4279 remained. 217 of these staff (5.07%) categorised themselves as lesbian, gay or bisexual. The remaining 4062 (94.93%) described themselves as heterosexual.
- 7.2 In order to calculate the sexuality pay gap, the calculations were completed for heterosexual staff and lesbian, gay or bisexual staff, with earnings for lesbian, gay or bisexual staff expressed as a percentage of earnings for heterosexual staff.



7.3 The results were as follows. These should be interpreted with some caution due to the relatively small sample size being observed.

	2022 Mean Hourly Rate	2023 Mean Hourly Rate	2024 Mean Hourly Rate
Heterosexual	£17.74	£18.44	£19.38
LGBTQ	£18.06	£18.82	£20.21
Difference	-0.32	-0.38	-0.82
Pay Gap %	-1.82%	-2.08%	-4.25

	2022 Median Hourly Rate	2023 Median Hourly Rate	2024 Median Hourly Rate
Heterosexual	£16.25	£16.85	£17.68
LGBTQ	£16.52	£17.24	£18.46
Difference	-0.27	-0.39	-0.77
Pay Gap %	-1.67%	-2.30%	-4.36%

Figure 14. Sexuality pay gap headline figures



Risks (Alert)

- Risk of bias in promotion
- Gender imbalance in Leadership (improvement but gap remains)
- Data quality (data only as good as what we put in)
- Resistance to change and workplace culture issues.

Next Steps: (Advise)

- Socialise the gender pay gap information across Divisions to enable informed decisions, awareness and ownership.
- Embed data informed positive action initiatives through Flourish.
- Explore positive action approaches through intersections.
- Develop and implement action plans to reduce the gap.

Assurance

- Fair and transparent pay structures across roles and unbiased recruitment processes
- Staff engagements and feedback
- Clear gender pay gap reports
- Annual data collation and monitoring (pay audits).
- Accountability and Compliance Trust to submit reports and action plans.
- Recruitment and Progression Audits
- Benchmarking with neighbouring Trusts
- Communicate findings and improvements transparently.
- Monitor against the NHS EDI Improvement Plan (6 High Impact Actions)
- Exit interview data linked to improvement plans



