

Gender Pay Gap Reporting – Results for 2022/2023

1 Purpose

In order to meet its obligations under the Equality Act 2010, Specific Duties and Public Authorities Regulations 2017, Wiltshire Health and Care is required to publish the Gender Pay Gap Analysis and background information.

2 Background

The Gender Pay Gap Analysis applied six standard measures which are:

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

The Gender Pay Gap Analysis for 2023 uses a data 'snapshot' from the 31st March 2023, of staff employed by Wiltshire Health & Care.

At the time the snapshot was taken (31st March 2023) Wiltshire Health and Care had 1328 staff, of which 1182 (89%) were female and 146 (11%) were male. Gender Pay reporting includes relevant Bank staff and calculates average earnings over a 12 week period.

The mean¹ gap between male and female pay is 9.9%. This calculation demonstrates that on 31 March 2023 the average pay for females earned 9.9% less per hour than the average pay for males, a reduction of 3.5% from 2021/22. The median² pay gaps is 10.5% in favour of males.

Upper and Lower Quartile Gender Pay Gap - Wiltshire Health and Care is also required to report on the quartiles³ of employee pay. The figures show a larger percentage of female employees than male employees in all quartiles, but there is the smallest difference in the upper middle quartile. This differs to 2021/22 data where the upper quartile has the highest proportion of males. The quartile with the largest proportion of females is the lower quartile, consistent with 2021/22 data.

Bonus Pay Gender Pay Gap - There is no scope for bonus payments within the Agenda for Change terms and conditions of service.

2.1 What is the pay gap report?

Gender pay gap reporting legislation requires employers with 250 or more employees to publish statutory calculations every year which illustrate what the pay gap is between their male and female employees. In this report the data is taken from Employee Staff Record (ESR) with a data date of

¹ the mean refers to the average of a set of values

² the middle value in a list ordered from smallest to largest

³ employees are first listed by hourly rate and then split into 4 equal groups

31st March 2023, and this will be published on the WHC external website and government reporting platform.

Gender pay reporting 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 work of equal value. It is unlawful to pay people unequally because they are a man or a woman. The gender pay gap shows the difference in the average pay between all men and all women in a workforce. If a workforce has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with (for example, albeit that there is no evidence of this occurring within Wiltshire Health and Care, a bias towards recruiting males into senior clinical roles), and the individual calculations may help to identify those issues.

2.1.1 NHS Pay Structure

Wiltshire Health and Care engages a majority of staff on the 9 pay bands outlined in Agenda for Change and staff are assigned to one of these on the basis of the NHS Job Evaluation Scheme. Within each band there are several incremental pay progression points⁴. Staff who are not aligned to Agenda for Change are VSM and Medical staff. Within the NHS there are also national Medical and Dental terms and conditions of service. Depending on seniority there are a number of pay scales for basic pay. There are separate terms and conditions for Very Senior Managers, such as Chief Executives and Directors.

As an NHS organisation, many of our services are provided on a 24/7 basis, and therefore staff that work unsocial hours, participate in on-call rotas and work on general public holidays and will often receive enhanced pay in addition to their basic pay. This mainly applies to clinical staff and non-clinical senior managers who participate in on-call (Manager or Director).

2.1.2 The Gender Pay Gap Indicators

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, Wiltshire Health and Care are obliged to perform the following statutory calculations for its staff:

- 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 female in each quartile pay band

At the time the snapshot was taken (31st March 2023) Wiltshire Health and Care had 1328 staff, of which 1182 (89%) were female and 146 (11%) were male.

⁴ [Annual pay scales 2021/22 | NHS Employers](#)

3 Discussion

3.1 Gender Pay Gap Results for Wiltshire Health and Care

3.1.1 Gender pay gap as a mean average

The mean is the average of all the hourly rates in the dataset. This calculation demonstrates that on 31 March 2023, the average pay for female staff was 9.9% less per hour than the average pay for male staff. Compared to the previous year, this has decreased by 3.5% from 13.4% in favour of male employees. This follows a 3.4% increase which was seen in last year's results.

Mean Hourly Rate of Pay	Male	Female	Gap %
% Mean GAP Ordinary Pay	£19.42	£17.50	9.9%

3.1.2 Gender pay gap as a median average

The median is the middle value when you list all the numbers in the dataset in numerical order. This calculation demonstrates that the middle value of female staff pay was 10.5% less than the middle value of male staff pay on 31 March 2023. This is 2.8% higher than in 2022.

Median Hourly Rate of Pay	Male	Female	Gap %
% Median GAP Ordinary Pay	£18.90	£16.92	10.5%

3.1.3 Proportion of males and females employed in each Quartile

To perform this calculation, all relevant staff members are listed in hourly rate order and split into four equal groups.

	Male	Female
Upper Quartile %	13.3%	86.8%
Upper Quartile Numbers	44	288
Upper Middle Quartile %	15.4%	84.6%
Upper Middle Quartile Numbers	51	281
Lower Middle Quartile %	9.6%	90.4%
Lower Middle Quartile Numbers	32	300
Lower Quartile %	5.7%	94.3%
Lower Quartile Numbers	19	313

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Royal United Hospitals Bath NHS Foundation Trust
Salisbury NHS Foundation Trust

The quartile with the largest proportion of male staff members relative to female employees is the upper middle quartile. The quartile with the largest proportion of female employees relative to male employees is the lower quartile.

4 Conclusion

The 2022/23 Mean Pay Gap was 9.9% in favour of Male pay for Wiltshire Health and Care, which is a 3.5% decrease from previous year.

Wiltshire Health and Care acknowledges that there is a disparity between the number of male and female employees however, Wiltshire Health and Care will always appoint the best candidate for the position, through a competitive, open, and inclusive recruitment process. Wiltshire Health and Care also maintains adherence to Agenda for Change for all appointments to roles and salary bandings and increments.

Wiltshire Health and Care offers flexible working to all staff and has a robust recruitment process. For many years Wiltshire Health and Care has worked with local schools to inform pupils on the variety of roles and careers that are possible in the NHS and to encourage those we engage to consider a career in healthcare. In addition to this we undertake careers events and help with employability skills sessions – such as interviewing.

Wiltshire Health and Care believes it recruits in a non-gender biased manner to ensure that applicants are recruited in a fair, open and transparent manner.

5 Recommendation

The Board agreed the next steps on 10/11/2023 and are as follows:

- Results and narrative presented to the Executive Meeting – October 2023
- Results and narrative presented at Board – November 2023
- Results and narrative presented at the Employee Partnership Forum – November 2023 (by circular)
- Communications including the results and narrative to go out to staff with key messages – November 2023
- Results to be published on the government website and WHC website – December 2023