



The Dudley Group
NHS Foundation Trust

Gender Pay Gap Report 2022/2023

The Dudley Group NHS Foundation Trust

(Snapshot of March 2022)

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Equality, Diversity, and Inclusion Team

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1. Introduction

The government mandates organisations with 250 or more employees to report annually on their gender pay gap. The requirements of the mandate within the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 are to publish information relating to pay for six specific measures as detailed in this report.

The report is based on the Government's methodology for calculating the difference in pay between female and male employees, considering full-pay relevant employees of The Dudley Group NHS Foundation Trust (The Dudley Group).

51% of the population of England is female. As of 31st March 2022, The Dudley Group NHS Foundation Trust employed 5,232 people, 80% women and 20% men. This shows a decrease in our Male workforce of 1% compared to the previous reported year.

2. What is our gender pay gap?

The data shows a mean gender pay gap of 32.6% in March 2022, representing a 2.8 percentage points decrease since March 2021. The Median gender pay gap was 24.9% in March 2022, representing an increase since March 2021 of 1.6 percentage points.

Although some improvement has been made, the data still presents a gender pay gap within our organisation. It is important to highlight the difference in terminology, as this is not the same as saying women and men are paid differently for doing the same work, as this would be an equal pay issue.

The following pages set out the analysis of the pay gap and the drivers for the gender pay gap.

3. What is our bonus gender pay gap?

The Dudley Group does not have a bonus gender pay gap. Since its inception, NHS England has had no scope for bonus payments within the Agenda for Change terms and conditions of service.

Within The Dudley Group, we follow the national guidance and award local clinical excellence awards (LCEAs). LCEAs recognise and reward NHS consultants in England who perform over and above the standard expected of their role. Awards are given for quality and excellence, acknowledging exceptional personal contributions.

In light of the ongoing effects of the pandemic and the requirement to focus resources on recovery efforts, NHS employers are required to equally distribute the LCEA funds (among all eligible consultants as agreed with NHS England and NHS Improvement (NHSEI) and the Department for Health and Social Care (DHSC)).

1Excludes staff who did not receive full pay, e.g., volunteers. It also excludes Bank staff, which was reported in 2021 within the total headcount.

In 2022, 209 Consultants were awarded an LCEA award, 24.8% of whom were women, and 75.2% were men; as the funds were distributed equally, there are no mean or median percentages for LCEA Awards for 2022.

4. What is the proportion of men and women in the highest and lowest-paid staff groups?

Overall gender representation across the staff groups is 80% female and 20% male; however, in the lowest-paid staff group, females are overrepresented at 88%. In the highest-paid staff group, males are significantly overrepresented at 67%. This imbalance alone accounts for the majority of the GPG in favour of males.

The Highest-paid staff group contains:

35.7% of all male employees

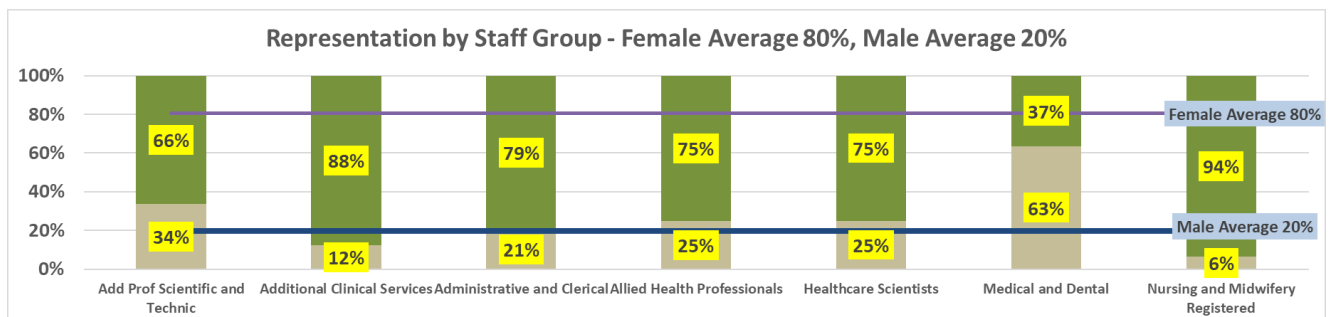
5.0% of all female employees

The lowest-paid staff group contains:

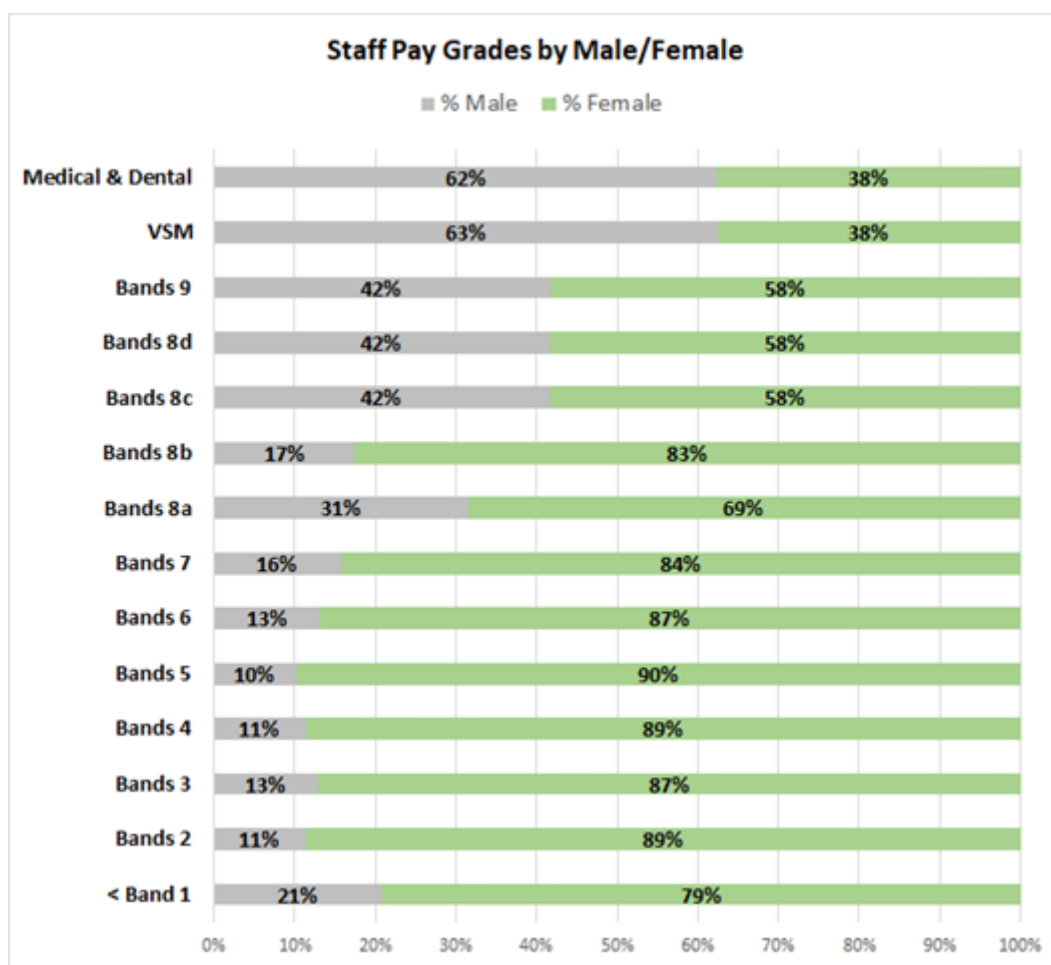
23.0% of all female employees

13.2% of all male employees

The graphic below illustrates the proportion of males and females in each staff group compared to the overall average; males are represented in grey and females in green.



The graphic below illustrates the proportion of males and females in each pay band.



VSM = Very Senior Manager; Band 1 is our Apprentices.

	Female Staff	% Female
Band 2-7	4085	88%
Band 8a and above	206	68%
Band 8a and above, and Medical & Dental	421	48%

5. Addressing the gender pay gap

Reducing our gender pay gap implies either increasing the proportion of men in lower grades or increasing the proportion of women occupying the more senior roles in The Dudley Group NHS Foundation Trust.

Effective policies for closing the gender pay gap not only address factors and barriers familiar to most women but also target the inequalities faced by women belonging to specific groups based on characteristics such as ethnicity, age and profession.

We have implemented several actions that will support the organisation in reducing our pay gap:

- Introduction of an annual deep dive report into the gender pay gap data to further understand areas of concern and monitor further data, for example, length of service and starters and leavers.
- Continuing in the promotion of policies such as Flexible Working, Shared Parental Leave and Remote Working.
- Working Group was established focusing on recruitment and retention, narrowing vacancies, and introducing processes to monitor retention rates of all staff groups.
- Career conversations conducted with women across the Trust, supporting us in understanding lived experience and implementing recommended actions.
- Continuing to expand our inclusive approaches to our recruitment and talent management by utilising existing management training programmes and developing new training and toolkits.

We propose to take further action in 2023/24 to reduce our pay gap:

No.	Action	When	Review
1	Launch and promote the Equality, Diversity, and Inclusion Journey, highlighting areas within the employee lifecycle where actions can be implemented to improve experience and opportunities for all.	May 2023	Annually
2	Continue the work to grow and strengthen our staff networks to ensure they provide rich and deep engagement across all protected characteristics, to provide a voice within the organisation of lived experience and insight that will help us make The Dudley Group more inclusive for us every individual person.	March 2023 – April 2024	Annually
3	Continue to work with leadership teams in areas where the gender pay gap is driven to improve staff experience and provide opportunities for women to progress. Focusing on flexible working options and development opportunities identified at career conversations through our appraisal process.	June 2023 – Dec 2023	Annually
4	Continue to work with local Trusts and the Integrated Care System within the Black Country to provide the opportunity to access vacancies and build a sustainable and representative workforce within The Dudley Group. Implement and expand on actions within the Equality, Diversity, and Inclusion system-level strategy.	April 2023 – March 2024	Quarterly
5	Continue to develop line manager capability in compassionate leadership to support the belonging and retention of colleagues. Use Trust leadership programmes; Manager Essentials, Developing Leaders and the new recruitment training entitled The Candidate Journey.	May 2023 – Jan 2024	Quarterly

6. Definitions, assumptions, and scope

All employee data in this report is extracted from The Dudley Group Electronic Staff Record system (ESR) snapshot as of 31 March 2022. Therefore, the reporting period covers 2022/2023.

Hourly rate is calculated using base pay, allowances and bonus pay (where applicable).

Table 1: Definitions

Pay gap	Difference in the average pay between two groups
Mean gap	Difference between the mean ² hourly rate for female and male employees
Median gap	Difference between the median ³ hourly rate of pay for female and male employees
Mean bonus gap	Difference between the mean bonus paid to female and male employees
Median bonus gap	Difference between the median bonus pay paid to female and male employees
Bonus proportions	Proportions of female employees who were paid a bonus and the proportion of male employees who were paid a bonus
Quartile pay bands	Proportions of female and male employees in the lower; lower middle; upper middle; and upper quartile ⁴ pay bands
Equal pay	Being paid equally for the same/similar work

2 Mean the sum of the values divided by the number of values.

3 Median is the middle value in a sorted list of values. For example, it is the middle value of the pay distribution, such that 50% of people earn more than this and 50% earn less than the median.

4 Quartile is the value that divides a list of numbers into quarters.