

Gender, Race and Disability Pay Gaps Report

2023/24 (data extract as of 31 March 2023)

Table of Contents

Background.....	3
Reporting requirements	4
Gender Pay Gap	5
Our Workforce.....	5
Gender Pay Gap	6
Quartiles.....	7
Bonus Gap	8
Ethnicity & Disability Pay Gap Reporting	13
Ethnicity Pay Gap.....	13
Our data at a glance.....	13
Our Data in detail	Error! Bookmark not defined.
Disability Pay Gap results.....	15
Actions to address the pay gap:.....	16

Background

The gender pay gap reflects inequalities and discrimination in the labour market that mostly affect women. Women earn significantly less than men over their entire careers for complex, often interrelated reasons. These include but not limited to:

- differences in caring responsibilities
- more women in low skilled and low paid work
- outright discrimination¹

NHS organisations 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 Employers with 250 employees and over need to publish the following information annually for all employees who are employed under a contract of employment, a contract of apprenticeship or a contract personally to do work.

This will include those under Agenda for Change terms and conditions, medical staff and very senior managers. All calculations are made relating to the pay period in which the snapshot day falls.

What is the gender pay gap?

- The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings.
- The mean pay gap is the difference between average hourly earnings of men and women.
- The median pay gap is the difference between the midpoints in the ranges of hourly earnings for men and women.

¹ [Close the gender pay gap | The Fawcett Society](#)

Reporting requirements

There are six calculations an organisation is required to publish, which are listed in the table below:

Table 1: Gender Pay Gap reporting requirements.	
Mean gender pay gap	The difference between the average of men's and women's hourly pay.
Median gender pay gap	The difference between the midpoints in the ranges of men's and women's pay. All salaries in the sample are lined up separately for men and women in order from lowest to highest, and the middle salary is used. The figure is the difference of these two middle points.
Mean bonus gender pay gap	The difference between the mean bonus payments made to relevant male employees and that paid to relevant female employees. For DHCFT this refers to local and national clinical excellence awards.
Median bonus gender pay gap	The difference between the median bonus payments made to relevant male employees and that paid to relevant female employees. For DHCFT this refers to local and national clinical excellence awards.
Proportion of males and females receiving a bonus.	The proportions of relevant male and female employees who were paid a bonus payment. For DHCFT this refers to local and national clinical excellence awards.
Proportion of males and females in each quartile band.	The proportions of male and female relevant employees in the lower, lower middle, upper middle and upper quartile pay bands.

What employers need to publish:

- The information outlined above will need to be published within one year of the date for the 2023 snapshot (publishing deadline of 30 March 2024 for data as of 31 March 2023).
- The information must be published on a website that is accessible to employees and the public free of charge.
- The information should remain on the website for a period of at least three years beginning with the date of publication.
- In addition, employers have the option to provide narrative that will help people to understand why a gender pay gap is present and what the organisation intends to do to close it.

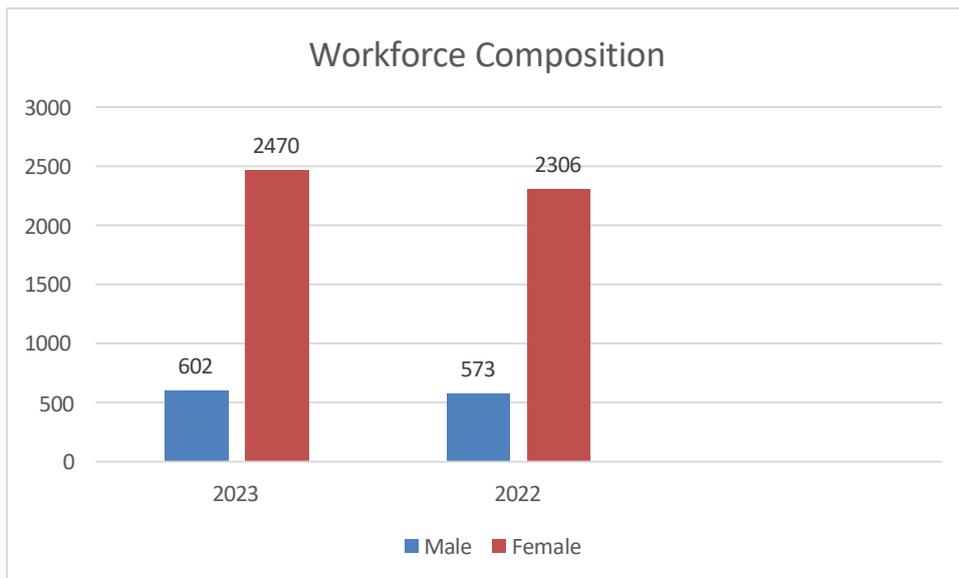
Gender Pay Gap

Our Workforce

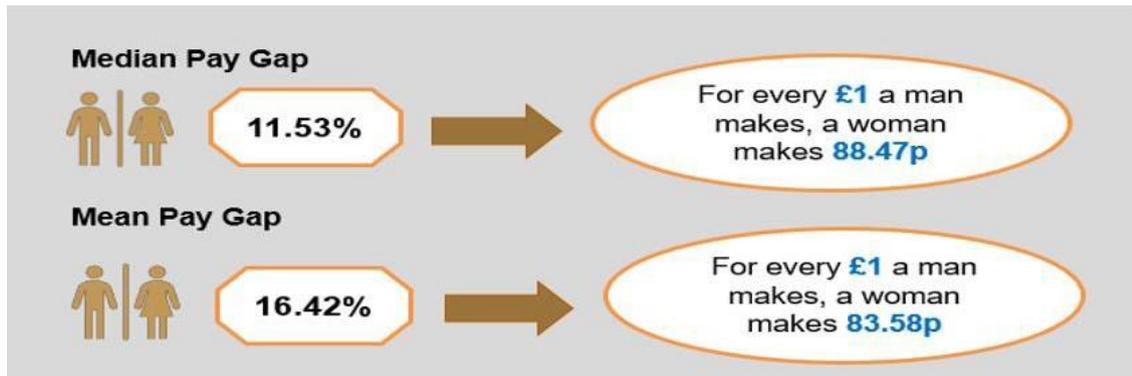
We collected our data on 31st March 2023, when our workforce consisted of 3072 employees 2470 (80.40%) women and 602 (19.60%) men. This has seen an increase of 193 people since 31 March 2022. The percentage of Women has remained relatively consistent over the past 12 months increasing slightly from 80.1% in 2022 to 80.4% in 2023.

Whilst the percentage of women has stayed the same in previous years due to the increase in employees in the total workforce the number of females has increased across all quartiles.

In common with the whole NHS, our Trust is predominantly female however we are committed to continue to encourage both men and women to apply for our roles where there is an under representation.



Gender Pay Gap



Gender	Average Hourly Rate	Median Hourly Rate
Male	£21.94	£19.48
Female	£18.34	£17.24
Difference	£3.60	£2.25

The median pay gap increased from last year to 11.53% from 10.39% in 2022 and the mean pay gap has reduced from very slightly from 16.51% in 2022 to 16.42%. Both of these figures are higher than the mean of 15.41% and median of -9.96% in 2021. There is a £3.60 mean pay gap between men and women and a £2.25 median pay gap which shows the importance of trying ensure proportionate representation of gender across the Trust.

It is disappointing that the gap median pay gap has increased for the second year in a row however this can be due to the distribution of women across the pay bands.

The reason why the mean pay gap has not significantly improved could be linked to a reduction in the proportion of women in the top quartile and an increase in the proportion in the lower quartile.

We will continue to understand the reasons for this and look to address these in the coming years.

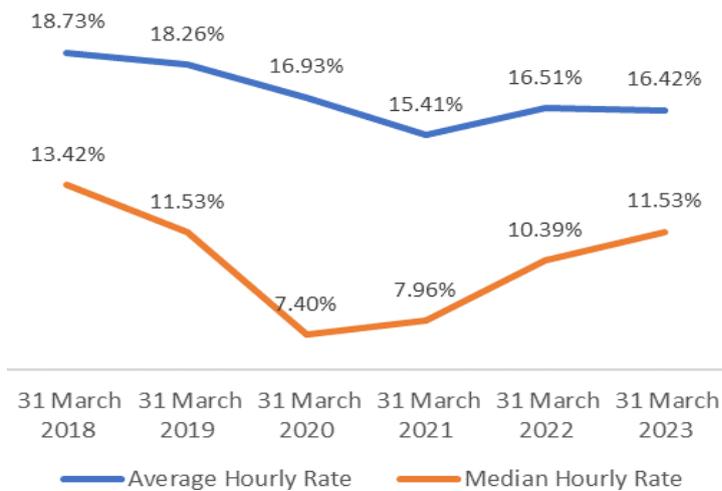
Gender Pay Gap

31 March 2022		
Gender	Average Mean Hourly Rate	Median Hourly Rate
Male	£21.02	£18.44
Female	£17.55	£16.52
Difference	£3.47	£1.92
Pay Gap %	16.51%	10.39%

31 March 2023		
Gender	Average Mean Hourly Rate	Median Hourly Rate
Male	£21.94	£19.48
Female	£18.34	£17.24
Difference	£3.60	£2.25
Pay Gap %	16.42%	11.53%

Variation		
Gender	Average Mean Hourly Rate	Median Hourly Rate
Male	£0.92	£1.05
Female	£0.79	£0.72
Difference	£0.13	£0.33
Pay Gap %	-0.09%	1.14%

DHCFT GPG Tracker



Quartiles

The table below highlights the proportion of women across the organisation and this distribution has a direct impact on the gender pay gap. By creating a more equal distribution this is likely to reduce the gender pay gap.

Since 2022 the number of males and females has increased across all quartiles however the proportion of women has increased by 1.36% in the lower quartile since 2022. The increase in the median pay gap since 2021 could be a result of the proportion of women in lower bands. The proportion of women in the lower quartile has increased from 83.75% in 2021 to 85.71% in 2023. In order to improve the gap more work must be done to ensure women progress through the pay bands but also attract males into roles where they are underrepresented in the lower quartile.

In addition to this there has been a significant reduction of 0.92% of women in the upper quartile from 2022 to 2023 which is trend which started in 2021 which will have a direct impact on the pay gap.

31 March 2022					31 March 2023					Variation	
Quartile	Female	Male	Female %	Male %	Quartile	Female	Male	Female %	Male %	Female %	Male %
1	636	118	84.35	15.65	1	684	114	85.71	14.29	1.36	-1.36
2	580	146	79.89	20.11	2	599	156	79.34	20.66	-0.55	0.55
3	650	144	81.86	18.14	3	698	157	81.64	18.36	-0.23	0.23
4	546	213	71.94	28.06	4	571	233	71.02	28.98	-0.92	0.92

Proportion of females and males in each quartile over a period of 3 year						
Quartile	Women			Men		
	2021	2022	2023	2021	2022	2023
Q 1 (Lowest)	83.75 % 608	84.35% 636	85.71% 684	16.25% 118	15.65% 118	14.29% 114
Q2 (lower Middle quartile)	80.84 % 557	79.89% 580	79.34% 599	19.16% 132	20.11% 146	20.66% 156
Q3 (upper Middle quartile)	79.54 % 618	81.86% 650	81.64% 698	20.46% 159	18.14% 144	18.36% 157
Q 4 (Highest)	71.21 % 522	71.94% 546	71.02% 571	28.79% 211	28.06% 213	28.98% 233

Table 2 below shows DHCFT’s overall mean and median gender pay gap and bonus gap based on hourly rates of pay over a period of 3 years.

According to the Office for National Statistics (ONS), median hourly pay for full-time employees nationally was 7.7% less for women than for men in April 2023 (figures exclude overtime pay), the Trust’s current median hourly pay gap is 3.83% higher than the national figure.²

(If the mean gap is larger than the median gap it indicates the presence of a small number of top end outlier payment values favouring men, in relation to average hourly or bonus pay).

Bonus Gap

There are currently two types of bonus payments at Derbyshire health the clinical excellence and long service awards. The variation of the bonus pay gaps can depend on who is eligible for each award and is not linked to previous years payments. 43 males received a bonus compared to 88 females.

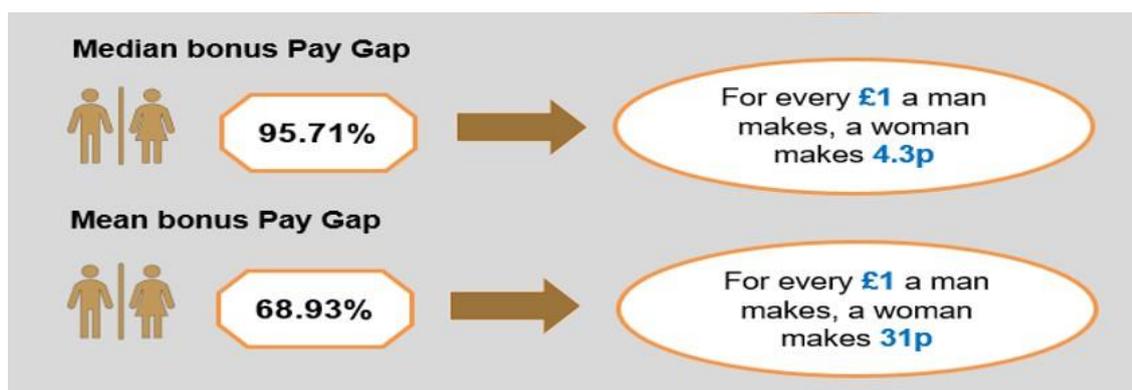
The bonus pay gap was mainly due to the clinical excellence awards and this can be associated with some large outlier payments to males based on honouring historic entitlements which increase this gap. Without the top 6 payments who are all males the mean pay gap would significantly reduce. During Covid in 2020, the **Clinical Excellence Awards** started being divided equally between eligible consultants at

² [The gender pay gap - House of Commons Library \(parliament.uk\)](https://www.parliament.uk/library/research-and-briefings/2022/07/2022-07-20-the-gender-pay-gap/)

DHCFT, the existing gap is mainly due to a number of consultants receiving the award based on the historical process.

The bonus gap for long service awards is 1.43% and there is no median gap so this indicates that the scheme is administered consistently.

We will continue to monitor bonus payments and how these are paid to ensure fairness particularly in our clinical excellence Awards which tends to cause the bigger gap.



DHCFT Overall mean and median gender pay gap and bonus gap based on hourly rates of pay			
	DHCFT 2021	DHCFT 2022	DHCFT 2023
Mean bonus gender pay gap	89.54%	87.62%	68.93%
Median bonus gender pay gap.	88.93%	50.00%	95.71%
<i>NB bonuses paid relate to clinical excellence awards which are for applicable consultants only rather than all employees (even though the calculation includes all staff)</i>			

Q1 = Lowest, Q4 = Highest

Clinical excellence and long service awards

Doctors' clinical distinction/excellence awards is regarded as bonus pay, as well as any other payments above the level of ordinary for performance or expertise such as performance related pay for very senior managers, long service awards and others. The relevant period means the period of 12 months ending with the snapshot date. To gain a clearer understanding, bonuses have then broken down to illustrate the difference in Doctors' clinical excellence awards and long service awards.

The table relates exclusively to the **Clinical Excellence Awards (CEAs)** available to medical consultants. CEA is a national programme to recognise and reward medical consultants who demonstrate achievements in developing and delivering high quality patient care over and above the standard expected of their role, with a commitment to the continuous improvement of the NHS. They are determined locally, following a nationally agreed criterion.

Clinical Excellence Awards

Gender	Average Bonus Pay	Median Bonus Pay
Male	£11,816.59	£6,996.75
Female	£7,876.27	£6,996.75
Difference	£3,940.32	£0.00
Pay Gap %	33.35%	0.00%

Long Service Awards

There are currently two schemes in operation within Derbyshire Healthcare NHS Foundation Trust. One is an 'in-service' award scheme which is only available to staff who transferred in from North-eastern Derbyshire PCT in 2004. The other is a scheme whereby individual employees receive a long service award on retirement if they have had 20 years or more continuous NHS service. The employee receives this automatically as part of the retirement process.

Long Service Awards

Gender	Average Bonus Pay	Median Bonus Pay
Male	£246.15	£200.00
Female	£242.62	£200.00
Difference	£3.53	£0.00
Pay Gap %	1.43%	0.00%

The Long Service Award Scheme recognises employees' continuous service within the NHS.

The table below shows a comparison from 2022 to 2023

Clinical Excellence Awards

31 March 2022			31 March 2023			Variation	
Gender	Average Mean Bonus Pay	Median Bonus Pay	Gender	Average Mean Bonus Pay	Median Bonus Pay	Average Mean Bonus Pay	Median Bonus Pay
Male	£14,588.71	£9,048.00	Male	£11,816.59	£6,996.75	-£2,772.12	-£2,051.25
Female	£4,775.33	£3,619.20	Female	£7,876.27	£6,996.75	£3,100.94	£3,377.55
Difference	£9,813.38	£5,428.80	Difference	£3,940.32	£0.00	-£5,873.06	-£5,428.80
Pay Gap %	67.27%	60.00%	Pay Gap %	33.35%	0.00%	-33.92%	-60.00%

Long Service Awards

31 March 2022			31 March 2023			Variation	
Gender	Average Mean Bonus Pay	Median Bonus Pay	Gender	Average Mean Bonus Pay	Median Bonus Pay	Average Mean Bonus Pay	Median Bonus Pay
Male	£250.00	£200.00	Male	£246.15	£200.00	-£3.85	£0.00
Female	£236.00	£200.00	Female	£242.62	£200.00	£6.62	£0.00
Difference	£14.00	£0.00	Difference	£3.53	£0.00	-£10.47	£0.00
Pay Gap %	5.60%	0.00%	Pay Gap %	1.43%	0.00%	-4.17%	0.00%

The tables below represent a comparison of 2022 versus 2023 Gender Pay Gap results for Derbyshire Healthcare NHS FT:

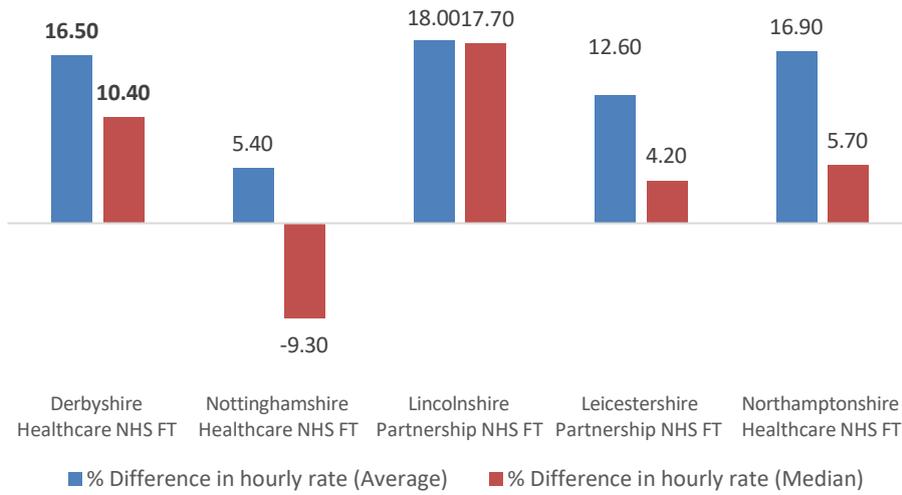
Competitor Benchmarking

The table below shows the Trust compares compared to similar NHS provider Trusts from data published in 2021.

Employer	% Difference in hourly rate		% Women in lower pay quartile	% Women in middle pay quartile		% Women in top pay quartile	% Who received bonus pay (Women)	% Who received bonus pay (Men)	% Difference in bonus pay	
	(Average)	(Median)		in lower middle pay quartile	in upper middle pay quartile				(Mean)	(Median)
Derbyshire Healthcare NHS FT	16.50	10.40	84.30	79.90	81.90	71.90	3.40	5.30	87.60	50.00
Nottinghamshire Healthcare NHS FT	5.40	-9.30	76.50	66.70	76.40	78.90	28.40	32.50	14.40	33.30
Lincolnshire Partnership NHS FT	18.00	17.70	14.00	19.00	18.00	28.00	0.20	2.80	18.00	17.70
Leicestershire Partnership NHS FT	12.60	4.20	84.70	82.20	85.20	75.40	0.90	3.80	53.80	0.00
Northamptonshire Healthcare NHS FT	16.90	5.70	89.30	83.10	87.30	77.10	25.40	34.80	42.90	39.40

Source: GOV.UK

DHCFT GPG Benchmarking



Ethnicity & Disability Pay Gap Reporting

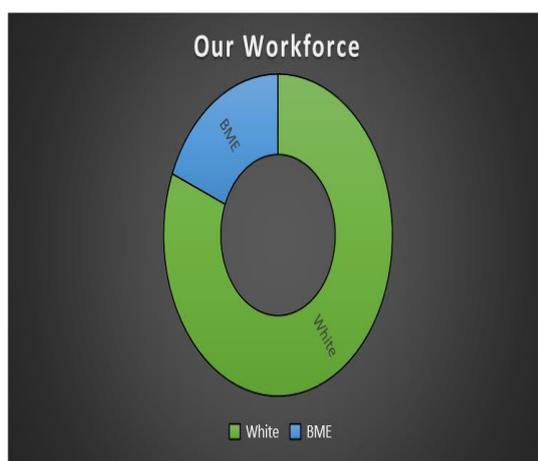
In line with the aspirations of the NHS nationally, the Trust has compiled the below ethnicity & disability pay gap reporting for the second year, as part of the organisation's approach to improve inclusion and tackle inequality in the workplace.

With more year-on-year data, the trust will be in a better position to explore the ethnicity and disability pay gap trends and subsequently address it through impactful interventions.

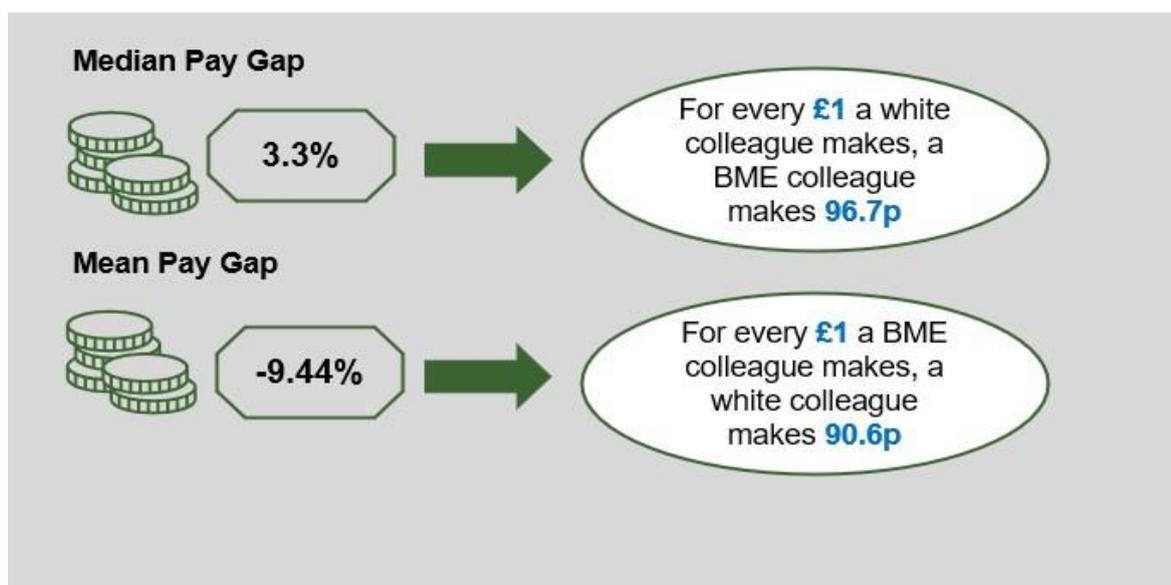
Ethnicity Pay Gap

Our data at a glance

The Trust workforce consists of 79.95% from White background, and 18.5% from BME background. Subsequently, all our quartiles are predominantly White colleagues, however, the highest concentration of colleagues from BME background is in the lower middle quartile.



The overall pay gap



The overall picture indicates that BME staff across the Trust on average earn more than white colleagues as the mean pay gap is 9.44% in favour of BME staff. However further analysis of this indicates that the medical workforce contributes to

this where rates of pay are higher than other roles. When removing the medical workforce the ethnicity pay gap is 7.4% in favour of white employees.

Table 3 below shows DHCFT's overall mean and median ethnicity pay gap and bonus gap based on hourly rates of pay over a period of 2 years.

Table 3: DHCFT Overall mean and median ethnicity pay gap based on hourly rates of pay over a 2-year period				
	DHCFT 2022		DHCFT 2023	
Mean hourly rate pay gap	-10.94%		-9.44%	
Median hourly rate pay gap	6.53%		3.30%	
<i>NB bonuses paid relate to clinical excellence awards which are for applicable consultants only rather than all employees (even though the calculation includes all staff)</i>				
Proportion of white and BME colleagues in each quartile over a period of 2 years				
	BME		White	
Quartile	2022	2023	2022	2023
Q 1 (Lowest)	17.49% 128	18.77% 143	82.51% 604	81.23% 619
Q2 (lower Middle quartile)	27.20% 192	29.42% 213	72.80% 514	70.58% 511
Q3 (upper Middle quartile)	12.16% 94	14.15% 116	87.84% 679	85.85% 704
Q 4 (Highest)	20.95% 154	22.12% 175	79.05% 581	77.88% 616

Disability Pay Gap results

This is the first year DHCFT is reporting on the Disability pay gap in line with the NHS national aspiration. As per our Workforce Disability Equality Standards report, the trust employs 273 members of staff with a disability which equates to **8.9%** of the overall workforce.

It is crucial to note that this figure might not be representative of the actual number of colleagues who have a disability since it depends on the declaration rates which improved by 2.2% from 2022 to 2023.

As per the below data, the trust does not have a median hourly rate gap between staff who declared a disability and those who stated they do not have a disability. However, the mean hourly rate shows a gap of 2.36% in pay between colleagues who declared a disability and those who did not.

Disability Pay Gap results as at 31 March 2023:

The table below shows the gap in the mean and the median hourly rate between colleagues who stated that they have a disability and those who stated that they do not.

Disability	Average Hourly Rate	Median Hourly Rate
No	£18.99	£17.24
Yes	£18.55	£17.24
Difference	£0.44	£0.00
Pay Gap %	2.36%	0.00%

The table below shows distribution of colleagues who stated that they have a disability and those who stated that they do not across the four quartiles.

Quartile	No	Yes	No %	Yes %
1	143	619	89.72%	10.28%
2	213	511	90.12%	9.88%
3	116	704	88.17%	11.83%
4	175	616	90.87%	9.13%

Q1 = Lowest, Q4 = Highest

Actions to address the pay gap:

The gender pay gap exists due to a number of factors, some of which are driven by societal and cultural structures that puts women at a disadvantage. These can create bias in organisational structures and systems.

DHCFT's action plan is to adopt evidence-based recommendations to addressing the gap over the next 4 years,

Some of the measures the trust is committing to:

- Review the employee lifecycle to identify any existing barriers to recruitment, progression and retention of women,
- Create clear and transparent routes for progression,
- Review and improve career progression for part-time employees,
- Encourage flexible working for all staff. The flexible working policy is undergoing a review at the moment with the view to improve it and make it inclusive and comprehensive,
- Encourage men to take-up parental leave,
- Support the women's network to maximize the potential of the group and increase their impact,
- Support carers responsibilities,
- Tackle workplace sexual harassment.

Through the new Equality, Diversity, and Inclusion Steering Group will set specific goals for Gender Pay Gap and monitor these with the Workforce Race/Disability Equality Standards to apply fairness of opportunity and parity.