

Gender, Ethnicity and Disability Pay Gaps Report

2024/25 (data extract as of 31 March 2024)

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.

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.

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

What employers need to publish:

- The information outlined above will need to be published within one year of the date for the 2024 snapshot (publishing deadline of 30 March 2025 for data as of 31 March 2024)
- 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

The median pay gap indicates that for every £1.00 a man makes, a woman makes £0.92 pence.

The mean pay gap indicates that for every £1.00 a man makes, a woman makes £0.84 pence.

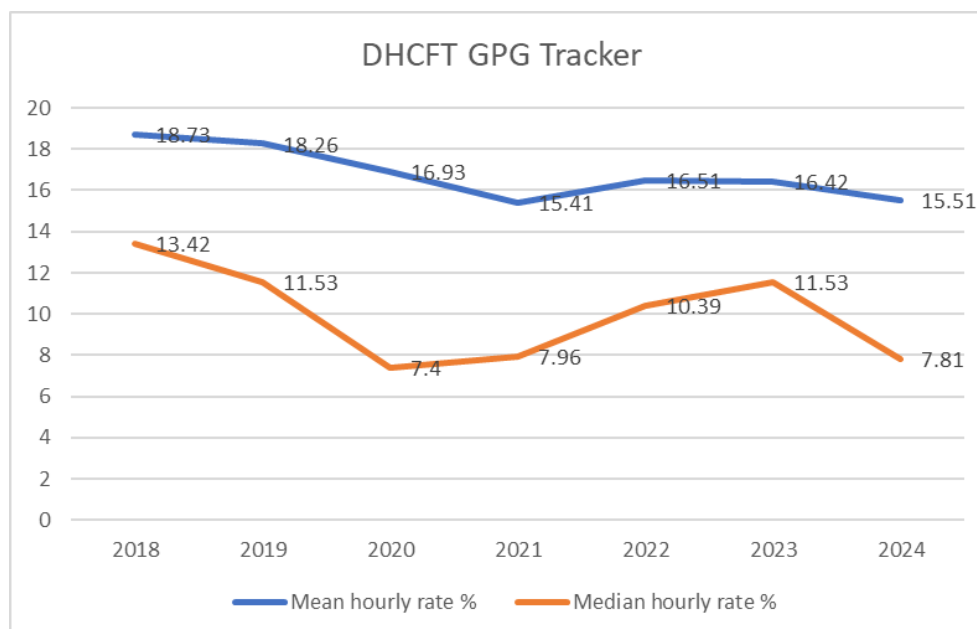
Gender	Average Hourly Rate	Median Hourly Rate
Male	£22.91	£19.63
Female	£19.35	£18.10
Difference	£3.55	£1.53
Pay Gap %	15.51%	7.81%

Gender Pay Gap								
31 March 2023			31 March 2024			Variation		
Gender	Average Mean Hourly Rate	Median Hourly Rate	Gender	Average Mean Hourly Rate	Median Hourly Rate	Average Mean Hourly Rate	Median Hourly Rate	
Male	£21.94	£19.48	Male	£22.91	£19.63	£0.96	£0.15	
Female	£18.34	£17.24	Female	£19.35	£18.10	£1.01	£0.86	
Difference	£3.60	£2.25	Difference	£3.55	£1.53	-£0.05	-£0.71	
Pay Gap %	16.42%	11.53%	Pay Gap %	15.51%	7.81%	-0.91%	-3.72%	

The median pay gap has decreased to 7.81% in 2024 from 11.53% in 2023. The mean pay gap has reduced slightly from 16.42% in 2023 to 15.51%. There is a £3.55 mean pay gap between men and women and a £1.53 median pay gap which shows the importance of trying to ensure proportionate representation of gender across the Trust.

It is positive that the median pay gap has decreased for the first time in the last three years. It is worth noting that although both the median and mean can change depending on fluctuations in the workforce. The mean can be influenced by high and low salaries as this is the average hourly rate of pay.

As the organisation is made up of 79.21% females, there is high percentage of women in the lower quartiles where pay is lower and outliers in high pay can impact on this mean. The median is a good judge of distribution of pay so it is positive that this has decreased in the past 12 months. The median is not impacted by high salary outliers.



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 2023 the number of males and females has increased across all quartiles, demonstrating the growth of the organisation as a whole. The proportion of men has increased in the lower quartile since 2023. The proportion of women in the upper quartile has slightly increased from 71.02% in 2023 to 71.91%, In order to improve the gap more work must be done to ensure women progress through the pay bands- and to continue to attract males into roles where they are underrepresented in the lower quartile.

31 March 2023					31 March 2024					Variation	
Quartile	Female	Male	Female %	Male %	Quartile	Female	Male	Female %	Male %	Female %	Male %
1	684	114	85.71	14.29	1	716	131	84.53	15.47	-1.18	1.18
2	599	156	79.34	20.66	2	699	165	80.90	19.10	1.57	-1.57
3	698	157	81.64	18.36	3	700	158	81.59	18.41	-0.05	0.05
4	571	233	71.02	28.98	4	617	241	71.91	28.09	0.89	-0.89

The following table highlights that although the percentage of women in the upper quartile has increased proportionally in comparison to the workforce composition women are underrepresented in this quartile and overrepresented in the lower quartile.

	Proportion of females and males in each quartile over a period of four years							
	Women				Men			
Quartile	2021	2022	2023	2024	2021	2022	2023	2024
Q1 (lowest)	83.75 % 608	84.35% 636	85.71% 684	84.53% 716	16.25% 118	15.65% 118	14.29% 114	15.47% 131
Q2 (lower middle quartile)	80.84 % 557	79.89% 580	79.34% 599	80.90% 699	19.16% 132	20.11% 146	20.66% 156	19.10% 165
Q3 (upper middle quartile)	79.54 % 618	81.86% 650	81.64% 698	81.59% 700	20.46% 159	18.14% 144	18.36% 157	18.41% 158
Q4 (highest)	71.21 % 522	71.94% 546	71.02% 571	71.91% 617	28.79% 211	28.06% 213	28.98% 233	28.09% 241

Bonus Gap

There are currently two types of bonus payments at Derbyshire Healthcare, 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.

The bonus pay gap mean was 78.54% and median 33.33%. The table shows a variation due to the clinical excellence awards and long service awards. The Trust has worked on reducing the gap by applying these awards consistently now. The gaps, in the main, are caused by legacy payments.

Gender	Total Average Bonus Pay	Total Median Bonus Pay
Male	£3,553.28	£300.00
Female	£762.58	£200.00
Difference	£2,790.70	£100.00
Pay Gap %	78.54%	33.33%

Gender Pay Gap Bonus

31 March 2023			31 March 2024			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	£8,318.55	£6,996.75	Male	£3,553.28	£300.00	-£4,765.27	-£6,696.75
Female	£2,584.76	£300.00	Female	£762.58	£200.00	-£1,822.18	-£100.00
Difference	£5,733.79	£6,696.75	Difference	£2,790.70	£100.00	-£2,943.09	-£6,596.75
Pay Gap %	68.93%	95.71%	Pay Gap %	78.54%	33.33%	9.61%	-62.38%

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. During Covid in 2020, the **Clinical Excellence Awards** started being divided equally between eligible consultants at DHcFT, the existing gap is mainly due to a number of consultants receiving the award based on the historical process.

Clinical Excellence Awards

31 March 2023			31 March 2024			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	£11,816.59	£6,996.75	Male	£8,770.57	£3,546.03	-£3,046.02	-£3,450.72
Female	£7,876.27	£6,996.75	Female	£4,433.84	£3,546.03	-£3,442.43	-£3,450.72
Difference	£3,940.32	£0.00	Difference	£4,336.74	£0.00	£396.42	£0.00
Pay Gap %	33.35%	0.00%	Pay Gap %	49.45%	0.00%	16.10%	0.00%

The bonus gap for long service awards is 0.41% and there is no median gap so this indicates that the scheme is administered consistently.

Long Service Awards

31 March 2023			31 March 2024			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	£246.15	£200.00	Male	£242.00	£200.00	-£4.15	£0.00
Female	£242.62	£200.00	Female	£241.00	£200.00	-£1.62	£0.00
Difference	£3.53	£0.00	Difference	£1.00	£0.00	-£2.53	£0.00
Pay Gap %	1.43%	0.00%	Pay Gap %	0.41%	0.00%	-1.02%	0.00%

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 bonus gap based on hourly rates of pay

	DHcFT 2021	DHcFT 2022	DHcFT 2023	DHcFT 2024
Mean bonus gender pay gap	89.54%	87.62%	68.93%	78.54%
Median bonus gender pay gap	88.93%	50.00%	95.71%	33.33%
<i>NB bonuses paid relate to clinical excellence awards (including long service?) which are for applicable consultants only rather than all employees (even though the calculation includes all staff)</i>				

Competitor Benchmarking

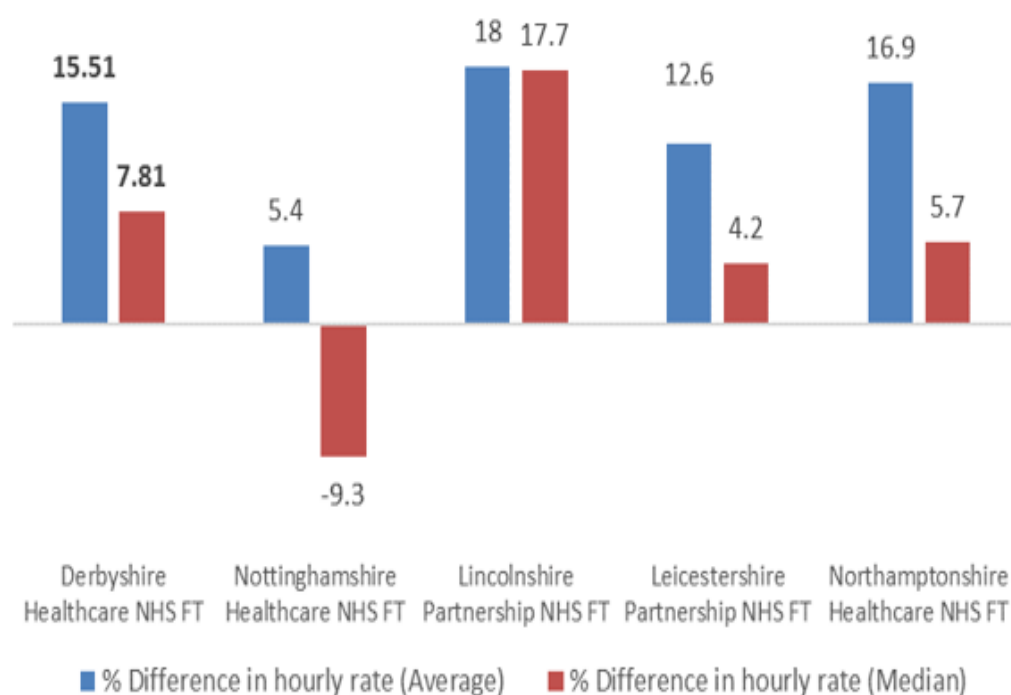
The following table shows the Trust compares compared to similar NHS provider Trusts from data published in 2023 as at the time of publishing 2024 data is unavailable.

Benchmarking (latest available benchmarking data 31 March 2023):

Employer	% Difference in hourly rate (Average)	% Difference in hourly rate (Median)	% Women in lower pay quartile	% Women in lower middle pay quartile	% Women in upper middle pay quartile	% Who received bonus pay (Women)	% Who received bonus pay (Men)	% Difference in bonus pay (Mean)	% Difference in bonus pay (Median)
Derbyshire Healthcare NHS FT	15.51	7.81	84.53	80.90	81.59	71.91	8.53	12.23	78.54
Nottinghamshire Healthcare NHS FT	5.40	-9.30	76.50	66.70	76.40	78.90	28.40	32.50	14.40
Lincolnshire Partnership NHS FT	18.00	17.70	14.00	19.00	18.00	28.00	0.20	2.80	18.00
Leicestershire Partnership NHS FT	12.60	4.20	84.70	82.20	85.20	75.40	0.90	3.80	53.80
Northamptonshire Healthcare NHS FT	16.90	5.70	89.30	83.10	87.30	77.10	25.40	34.80	42.90

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 and disability pay gap reporting, 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.

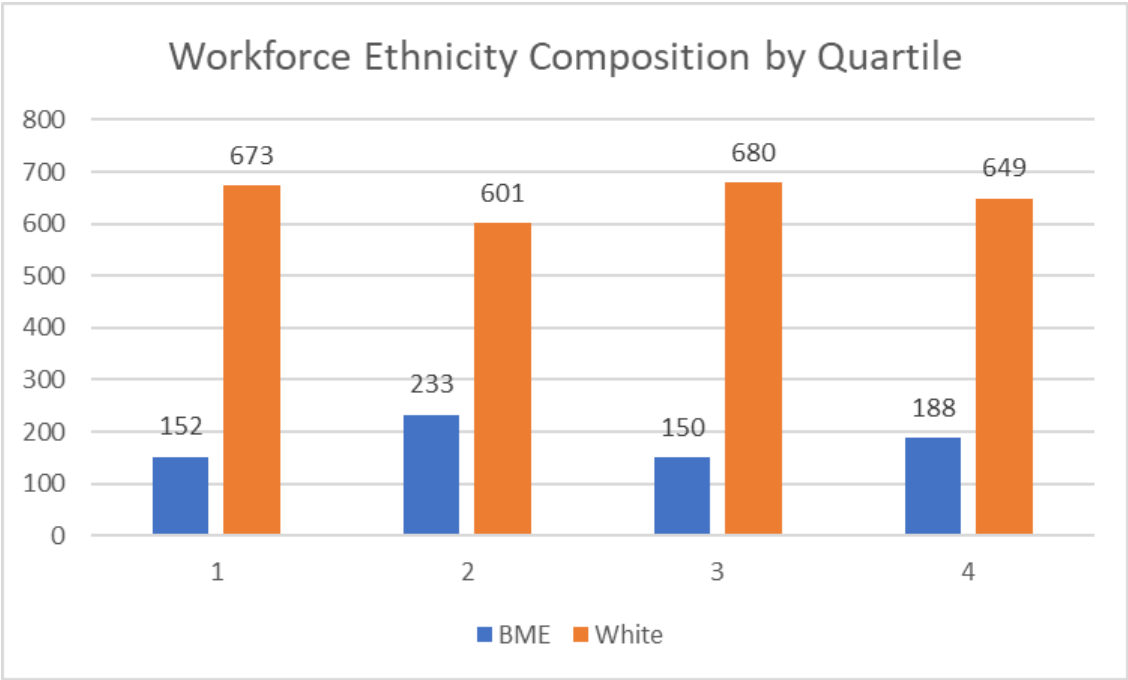
Ethnicity Pay Gap

Our data at a glance

Median pay gap 2.56%: For every £1.00 a white colleague makes, a BME colleague makes £0.97 pence.

Mean pay gap -9.04%: For every £1.00 a white colleague makes, a BME colleague makes £1.09 pence.

The Trust workforce consists of 2,603 staff (77.3%) (as last year) from White background, and 723 (21.7%) from BME background. This is an increase of 2.2% from 2023. The breakdown will fluctuate throughout the year due to staff starters and leavers. Subsequently, all our quartiles are predominantly White colleagues. The highest concentration of colleagues from BME background remains in the lower middle quartile.



The overall picture indicates that BME staff across the Trust on average earn more than White colleagues as the mean pay gap is 9.04% 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 mean pay gap is 5.52% and the median is 5.47% in favour of white employees. This shows the importance of undertaking more detailed analysis across the Trust and between professional groupings.

Ethnicity	Average Hourly Rate	Median Hourly Rate
White	£19.70	£18.30
BME	£21.48	£17.84
Difference	-£1.78	£0.47
Pay Gap %	-9.04%	2.56%

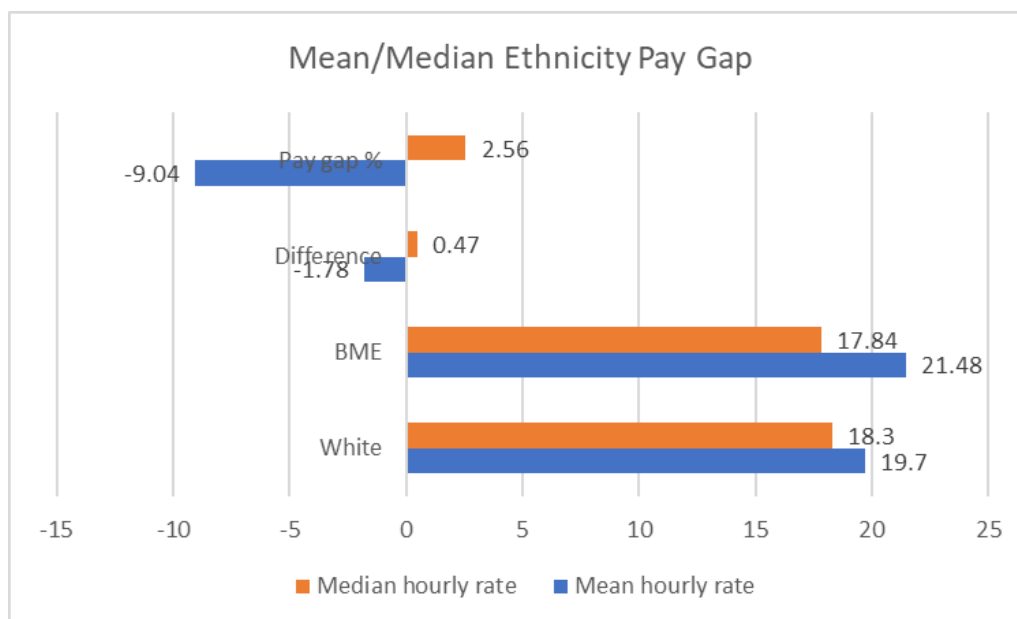


Table 3 below shows DHcFT's overall mean and median ethnicity pay gap and bonus gap based on hourly rates of pay over a period of three years. These have stayed relatively consistent over the past three years.

Table 3: DHcFT Overall mean and median ethnicity pay gap based on hourly rates of pay over a three-year period								
	DHcFT 2022		DHcFT 2023		DHcFT 2024			
Mean hourly rate pay gap	-10.94%		-9.44%		-9.04%			
Median hourly rate pay gap	6.53%		3.30%		2.56%			
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)								
Proportion of white and BME colleagues in each quartile over a period of 2 years								
Quartile	2023		2024		2023		2024	
Q1 (lowest)	18.77%		18.42%		81.23%		81.58%	
	143		152		619		673	
Q2 (lower middle quartile)	29.42%		27.94%		70.58%		72.06%	
	213		233		511		601	
Q3 (upper middle quartile)	14.15%		18.07%		85.85%		81.93%	
	116		150		704		680	
Q4 (highest)	22.12%		22.46%		77.88%		77.54%	
	175		188		616		649	

Disability Pay Gap results

This is the second 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 334 members of staff that have declared they have a disability which equates to 11.6% (up from **8.9%%** in 2023) of the overall workforce.

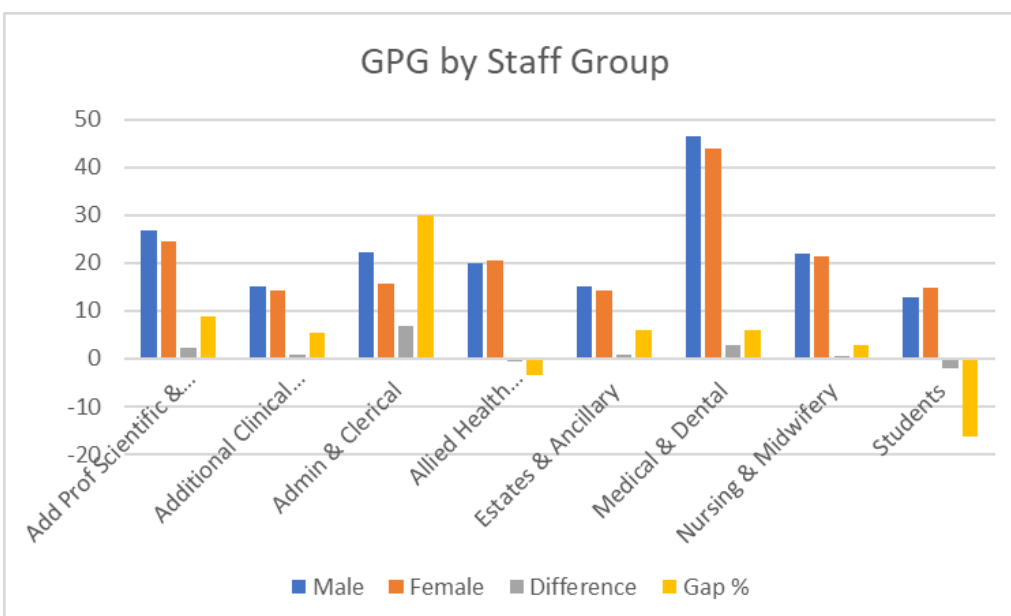
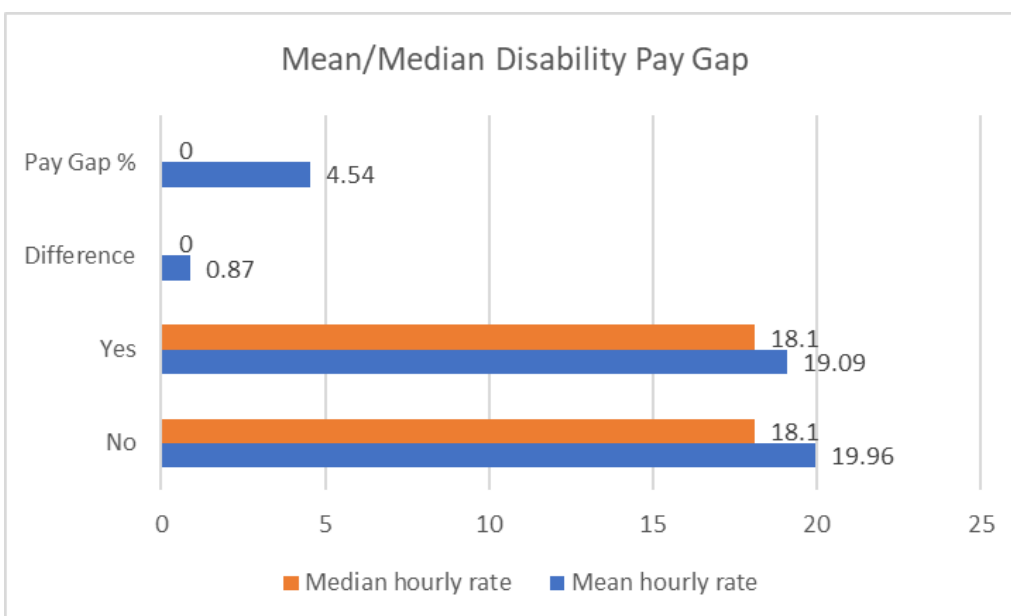
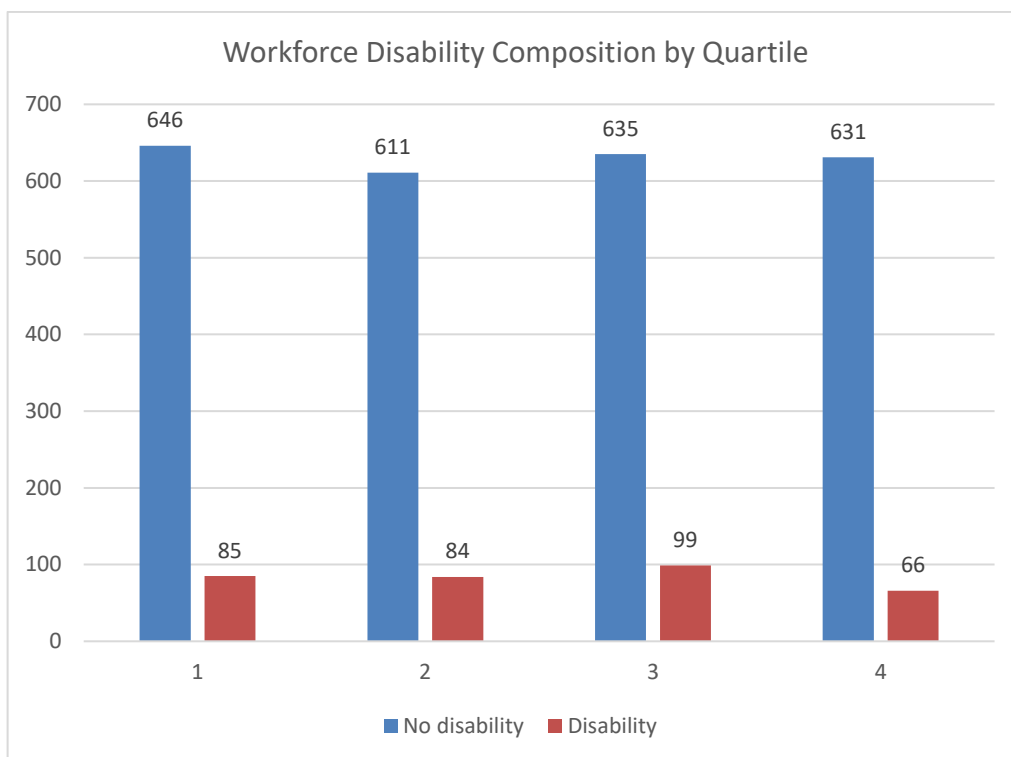
It is crucial to note that this figure might not be representative of the actual number of colleagues who have a disability since it depends on the declaration rates.

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 4.54% in pay between colleagues who declared a disability and those who did not. The mean though can be impacted by any outliers in pay. It is positive there is no median pay gap. However, more work will be done to encourage staff to disclose their diversity information.

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.

Disability	Average Hourly Rate	Median Hourly Rate
No	£19.96	£18.10
Yes	£19.09	£18.10
Difference	£0.87	£0.00
Pay Gap %	4.54%	0.00%

Quartile	No	Yes	No %	Yes %	Totals
1	646	85	88.37	11.63	731
2	611	84	87.91	12.09	695
3	635	99	86.51	13.49	734
4	631	66	90.53	9.47	697



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.

Some of the measures the trust is committing to over the next 12 months:

- Monitor the proportion of men and women who start above the bottom of the pay band and review actions required which may include developing further guidance for recruiting managers on starting salaries
- Encourage employees to complete their diversity information as this will give the Trust a more meaningful data to work with and take actions against
- Roll out more widely chairs of recruitment training to encourage inclusive recruitment decisions
- Analyse in more detail gender pay gaps across staff types and where barriers are in progression. Once this work is complete, review the actions that are required to support progression in the organisation
- Update the flexible working policy to ensure each request is considered fairly including encouraging job share and part time working in more senior roles. Implement an electronic solution through ESR to monitor flexible working requests and whether there are any barriers to these at a senior level
- Support staff networks to reach their full potential
- Work with our communities and partners to try and attract and diverse range of applicants into our roles
- Update and relaunch the Recruitment Inclusion Guardian process
- Review diversity of recruitment panels across the trust where there are barriers to women's and under-represented groups progression
- Review the Trust development offer to ensure it supports the progression of women and under-represented groups across the Trust
- Continue to monitor effectiveness of the Trust Sexual Safety Charter through the newly established Sexual Safety Working Group
- Identify and support staff with carer responsibilities
- Support the relaunched women's network and work in partnership to address any issues
- Encourage men to apply for roles where they are under-represented
- A commitment to understand and analyse intersectionality to identify any pay gap issues through the EDI steering group.

We know that sustained improvements will take time but have confidence in the targeted actions being applied. Our WRES and WDES actions will also support our development in these areas.