

GENDER PAY GAP REPORT 2024

1. Introduction and Background

York & Scarborough Teaching Hospital’s NHS Foundation Trust employs circa. 8,690 (**full pay** relevant employees – excludes employees on leave from work or employees who are in receipt of less than their ordinary basic pay) staff in a number of disciplines, including: administrative; nursing; allied health; and medical and dental roles.

The charts below track the Trust’s Gender Pay Gap movement from 2019.

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **2019** | | **2020** | | **2021** | | **2022** | | **2023** | |
| Total Headcount | 7820 | | 7533 | | 7932 | | 8388 | | 8690 | |
| Agenda for Change Staff Headcount | 6946 | | 6609 | | 6958 | | 7380 | | 7646 | |
| Very Senior Manager Headcount | 14 | | 13 | | 15 | | 16 | | 17 | |
| Medical and Dental Headcount | 857 | | 911 | | 959 | | 992 | | 1022 | |
|  | **Male** | **Female** | **Male** | **Female** | **Male** | **Female** | **Male** | **Female** | **Male** | **Female** |
| Gender Profile | 19% | 81% | 20% | 80% | 20% | 80% | 21% | 79% | 22% | 78% |
| Headcount of A4C Staff and VSM | 14% | 86% | 15% | 85% | 15% | 85% | 16% | 84% | 17% | 83% |
| Headcount of M&D | 63% | 37% | 61% | 39% | 61% | 39% | 61% | 39% | 60% | 40% |
| % of Medical and Dental Staff Bonuses | 75.61% | 24.39% | 75.13% | 24.87% | 75% | 25% | 73% | 27% | 67% | 33% |
|  | **Gender Pay Gap (GPG)** | | **Gender Pay Gap (GPG)** | | **Gender Pay Gap (GPG)** | | **Gender Pay Gap (GPG)** | | **Gender Pay Gap (GPG)** | |
| Mean GPG whole workforce | 33.41% | | 31.5% | | 30.89% | | 28.8% | | 26.9% | |
| Median GPG whole workforce | 19.08% | | 19.36% | | 21.6% | | 16.8% | | 7.4% | |
| Mean GPG A4C and VSM | 0.07% | | 4.1% | | 5% | | 3.7% | | 2.3% | |
| Median GPG A4C and VSM | -5.36% | | 3.8% | | 0% | | - 4.3% | | 11.4% | |
| Foundation Year 1 Doctors GPG | -0.41% | | 0% | | 0% | | 0% | | 0% | |
| Foundation Year 2 Doctors GPG | -1.67% | | 0% | | 0% | | 0% | | 0% | |
| Core Trainees GPG | 2.85% | | 2.45% | | 2.9% | | 2.4% | | 1.3% | |
| Specialty Trainees GPG | 8.87% | | -1.11% | | -1.7% | | - 0.2% | | -0.8% | |
| LAS Doctors GPG | 9.33% | | N/A | | N/A | | N/A | | N/A | |
| Trust Doctors GPG | 17.25% | | 10.85% | | 4.9% | | 3.8% | | 6% | |
| SAS Doctors and Dentists GPG | -8.70% | | N/A | | N/A | | N/A | | N/A | |
| Specialty Doctors GPG | N/A | | 2.63% | | -11.68% | | 7% | | 18% | |
| Associate Specialists GPG | N/A | | -33.27% | | -28.1% | | - 66.3% | | -52.3% | |
| Consultants GPG | 8.64% | | 8.07% | | 6.32% | | 4.5% | | 1.4% | |

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| --- | --- | --- |
| **Year** | **Mean Gender Pay Gap** | **Median Gender Pay Gap** |
| 2020 | 31.5% | 19.36% |
| 2021 | 30.89% | 21.6% |
| 2022 | 28.8% | 16.8% |
| 2023 | 26.96% | 7.4% |

|  |  |  |
| --- | --- | --- |
| **Year** | **Bonus Mean Gender Pay Gap** | **Bonus Median Gender Pay Gap** |
| 2020 | 35% | 50% |
| 2021 | 42.3% | 50% |
| 2022 | 34.9% | 50% |
| 2023 | 32.5% | 50% |

It is worth noting that the Trust now hosts the Collaboration of Acute Providers (CAP). With this team removed from the data the Trust Mean Gender Pay Gap is 27% with the Median Gender Pay Gap remaining unchanged at 7.4%

1. Scope of this report

The following is a gender pay gap report for York & Scarborough Teaching Hospitals NHS Foundation Trust and does not include the subsidiary company, York Teaching Hospital Facilities Management (or LLP). A separate report has been produced for York Teaching Hospital Facilities Management as an organisation of 250+ employees they are required to report under the Regulations, this will be published on their website.

The report includes all ‘full pay relevant employees’ who were employed by York & Scarborough Teaching Hospital’s (including bank staff on shift) as at the snapshot date of 31 March 2023. Employees who were absent on nil pay and agency workers are not included. For Consultants we include within ‘pay’ those payments made for Additional Programmed Activities (APAs). All calculations exclude overtime pay and expenses.

The majority of staff are on either Agenda for Change or medical and dental pay scales, which provide a clear process of paying employees equally, irrespective of their gender or ethnicity.

There are 22 individuals who are on personal salaries. 17 of these people are Very Senior Managers. The Very Senior Manager workforce includes executive directors and non-executive directors.

1. What do we have to report on?

The requirements of the Regulations are that each public sector organisation must calculate the following:

• The mean basic pay gender pay gap

• The median basic pay gender pay gap

• The proportion of males and females (men and women) in each quartile pay band

• The mean bonus gender pay gap

• The median bonus gender pay gap

• The proportion of both males and females receiving a bonus payment

1. Definitions of gender pay gap

The mean pay gap is the difference between the pay of all male and all female employees when added up separately and divided respectively by the total number of males, and the total number of females in the workforce.

The median pay gap is the difference between the pay of the middle male and the middle female when all male employees and then all female employees are listed from the highest to the lowest paid.

1. Trust Gender Profile

Appendix1 – The Trust’s Gender Profile



1. 2024 Gender Pay Gap

The below charts show the mean and median hourly rate for all Trust staff as of 31 March 2023:

Mean gender pay gap 26.9% Median gender pay gap 7.4%

The above charts show that the mean hourly rate of pay for males is £6.19 higher than that of females, a gender pay gap of 26.9%. They also show that median pay for males is £1.35 higher than females, a gender pay gap of 7.4%.

We are also required to split the workforce into quartiles (blocks of 25%), split by pay and show the proportion of males and females in each quartile. The results of this split are shown below:

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Quartile** | **Female headcount** | **Female % of whole workforce** | **Female % of quartile** | **Male headcount** | **Male % of whole workforce** | **Male % of quartile** |
| **1** | 1,764 | 20% | 82% | 388 | 5% | 18% |
| **2** | 1,737 | 20% | 83% | 358 | 4% | 17% |
| **3** | 1,818 | 21% | 80% | 443 | 5% | 20% |
| **4** | 1,466 | 17% | 67% | 716 | 8% | 33% |
| **Totals** | **6,785** | **78%** |  | **1,905** | **22%** |  |
| **Headcount total** (total ‘Full Pay Relevant Employees’) | **8,690** |  |  |  |  |  |

Appendix 2 – Agenda for Change and Very Senior Manager Workforce Information



Appendix 3 – Medical and Dental Workforce Information



1. Bonuses

Only Medical Consultants were in receipt of bonus payments in the snapshot data. These were in the form of Clinical Excellence Awards (Local and National) and Distinction Awards.

There were 144 bonuses paid (under the pre 2018 Clinical Excellence Award process, local and national), 44 were to female consultants and 100 were to male consultants.

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| --- | --- | --- | --- |
|  | **Bonuses in relation to entire workforce** | **Bonuses in relation to all Consultants** | **Total percentage of female vs male Consultants** |
| **Female** | 0.6% of females overall received a bonus | 31% of bonuses were paid to female Consultants | 33% of all Consultants are female |
| **Male** | 5.2% or males overall received a bonus | 69% of bonuses were paid to male Consultants | 67% of all Consultants are male |

Mean

Male average bonus pay = £8,446.97

Female average bonus pay = £5,697.25

Difference in mean % bonus pay = 32.5% (in favour of men)

**Median**

Male median bonus pay = £6,032.04

Female median bonus pay = £3,015.97

Difference in median % bonus pay = 50% (in favour of men)

**Note: Bonus Pay relates to local and national Clinical Excellence Awards**

1. Summary

**Hourly pay mean and median**

Difference in mean % hourly pay = 26.9% (in favour of men)

Difference in median % hourly pay = 7.4% (in favour of men

|  |  |  |
| --- | --- | --- |
|  | **Female** | **Male** |
| **Lower hourly pay quarter** | 82% | 18% |
| **Lower middle hourly pay quarter** | 83% | 17% |
| **Upper middle hourly pay quarter** | 80% | 20% |
| **Upper hourly pay quarter** | 67% | 33% |

**Personal Salary Category**

While there are women covering the same roles in terms of responsibility and level of seniority within the personal salary grouping, the men in this category earn 12% more than the women.

Bonus pay mean and median

Difference in mean % bonus pay = 32.5% (in favour of men)

Difference in median % bonus pay = 50% (in favour of men)

1. **Bonus pay % split between men and women**  
   Female = 0.6% (of entire female workforce)

Male = 5.2% (of entire male workforce)

**Bonuses - local and national Clinical Excellence Awards**

The bonuses are paid only to consultants (medical and dental) through the 'Clinical Excellence Awards'.  There are far more men in receipt of these bonuses than women, plus the median pay received by those men is 50% more than those received by the women within this category.

The 2023 mean and median gender pay gap for York and Scarborough Teaching Hospitals has reduced in 2023 in comparison to 2022. To continue reducing our gender pay gap we need to ensure that work is targeted at reducing the gap.

There is a gender pay gap in relation to average hourly pay within AfC bands 7, 8a, 8b, 8c, 8d, and VSM. Bonus pay for Consultants, Core Trainees and Dental Trainees, Speciality Trainees, Trust Doctors and Dentists, Specialty Doctors and Consultants.