

People Committee

Date of meeting: 11 February 2025

Report	Agenda Item	Gender Pay Gap						
Purpose of the Report	Decision		Ratification		Assurance	x	Information	x
Accountable Executive	Vicki Wilson			Chief People Officer (Acting)				
Author(s)	Vicki Wilson			Chief People Officer (Acting)				
Board Assurance Framework	BAF 1 Quality, BAF 2 Safety BAF 3 Operational, BAF 4 People BAF 5 Finance, BAF 6 Capital BAF 7 Digital, BAF 8 Governance BAF 9 Partnerships, BAF 10 Research			x	BAF impact is the challenges in ensuring a high quality, engaged, diverse and inclusive workforce would affect our ability to deliver care.			
Strategic goals	Patient and Family Experience, People and Culture, Purposeful Leadership Adding Value, Partnerships, Population Health						x x	
CQC Domains	Safe Effective Caring Responsive Well led						x	
Previous considerations	People Committee							
Executive summary	<p>The paper provides an overview of the Trust's Gender Pay Gap (GPG) report for 2024. It includes data insights and demonstrates that the Trust understands the need to reduce workplace gender inequalities, promote equality and work to eliminate discrimination.</p> <p>There has been a decrease in both the mean and median pay in this year's gender pay gap figures. Despite the positive decrease there is still more work to be done as we are still seeing more male employees represented within the upper earning quartiles than women. The Trust acknowledges that the gender pay gap is the result of the roles in which men and women work within the Trust.</p> <p>The GPG report will be published on the Trust website, following People Committee, and in advance of the 31 March deadline. The EDI coordinator will progress the actions identified above and progress against these will be monitored through the People & Culture sub-committee and reported up to People Committee.</p>							

Recommendations	<p>The Committee is asked to:</p> <ul style="list-style-type: none"> • Note the contents of the COCH gender Pay Gap report and identified actions • Approve the publication of the GPG report on the Trust's website
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Corporate Impact Assessment	
Statutory/regulatory requirements	CQC/Constitution/other regulation/legislation
Risk	Poor staff experience (BAME and staff with disabilities) risk included on strategic risk register
Equality & Diversity	Meets Equality Act 2010 duties & PSED
Communication	Document to be published on website / confidential etc.

People Committee

1. Introduction

The paper provides an overview of the Trust's Gender Pay Gap (GPG) report for 2024. It includes data insights and demonstrates that the Trust understands the need to reduce workplace gender inequalities, promote equality and work to eliminate discrimination. It also sets out the actions identified as a result of the GPG report 2024.

2. Background and context

Under the Gender Pay Gap Regulations 2017, the Trust is required to report annually on gender pay gap, utilising a reporting framework set out by the Government Equalities Office (GEO) and to register with the GEO and submit its annual Gender Pay Gap Report (GPGR).

3. Purpose

The purpose of this paper is to provide the Gender Pay Gap 2024 data in compliance with the Government Gender Pay Gap Regulations 2017. The Trust is required to submit the statistical data within the report to the Department of Work and Pensions by 31st March 2024 and must publish this information on its Trust website by 31st March 2023.

4. Gender Pay Gap 2024

4.1. Gender Pay Gap Definition

The gender pay gap is a figure that shows the difference in the average pay between all men and women in a workforce. The gender pay gap is the difference between women's and men's average salary earnings, expressed as a percentage of men's earnings. It is a measure of women's overall position in the paid workforce and does not compare like roles. Gender pay gap is different to 'equal pay' which is a more specific legal concept that deals with the pay differences between men and women carrying out comparable jobs. While the gender pay gap focuses on an average across the whole organisation across a variety of different role and pay bands. A large difference in the gender pay gap does not necessarily indicate unequal pay, which is determined by what people earn in comparable jobs.

The gender pay gap can indicate that there is some practice to address with regards to if women are in roles that are paid less than men, and potentially, the reasons for this. This may be due to varied reasons, for example, women and men working in different roles, with female-dominated roles attracting lower wages, women's disproportionate share of unpaid caring and domestic work, lack of workplace flexibility to accommodate caring and other responsibilities, especially in senior roles, women's greater time out of the workforce impacting career progression and opportunities, lack of confidence among female staff seeking pay increases/leadership roles.

The range of reasons as to why gender pay gap exists across different organisations in all the workforce sectors is a complex issue. It is important to note that a gender pay gap does not equate to the existence of an equal pay problem, though a gender pay gap may be a catalyst for organisations to look into any reasons as to why the gap exists.

4.2. COCH Gender Pay Gap Report 2024

The data tables in Appenedix 1 provide analysis on the Mandatory Gender Pay Gap Reporting for the 2023/24 financial year with the data as of 31st March 2024.

The 2024 the mean (average) difference in hourly rate by gender and determines that women are paid £5.26 per hour less than their male colleagues, which is equivalent to a pay gap of 22.49%. This is a decrease in the GPG of 2023 by £1.52 per hour, and a reduction in the pay gap of 6.13%.

The gender pay gap report also looks at gender make-up by quartile, of the whole workforce establishment. Quartile 1 represents staff paid on lower salaries, with Quartile 4 representing the highest paid cohort of employees. Women account for 70.93% in quartile 4. The total percentage of women across the whole organisation is 79.86%, so quartile 4 shows an underrepresentation of women, and quartile 1 shows an overrepresentation of women at 83.92%.

A number of actions have been identified following review of the GPG report which are set out below. We will work with colleagues across the organisation, including through our Women's Staff Network to explore the potential for additional actions which could help to improve gender equality in the workplace.

Action 1	Undertake thorough analysis of workforce data especially where there is a gender pay gap, to better understand who is applying for and being appointed to roles and take steps to spot and address any patterns identified.	April 2025.
Action 2	Undertake thorough analysis of training data to better understand who is applying for and being accepted onto leadership development training and take steps to spot and address any patterns identified.	April 2025.
Action 3	Establish a mechanism to inform and support activities of the Women's Staff Network on gender specific HR issues.	February 25

These actions will be incorporated into the integrated EDI action plan and progress against these will be monitored through the People & Culture sub-committee and reported up to People Committee.

5. Conclusion

There has been a decrease in both the mean and median pay in this year's gender pay gap figures. Despite the positive decrease there is still more work to be done as we are still seeing more male employees represented within the upper earning quartiles than women. The Trust acknowledges that the gender pay gap is the result of the roles in which men and women work within the Trust. There are societal and structural factors which go some way to explaining the gender pay gap within the Trust, including over-representation of women in the traditionally care-giving profession of nursing, which is a major factor common to all NHS Trusts.

Supporting women to succeed in leadership roles is a key focus for the Trust and we recognise that flexible working is a critical part of enabling women to maintain their careers. Increasing flexible working opportunities across our organisation is a key area of focus for the Trust. We will continue to listen to our female colleagues through our variety of listening mechanisms, including our Women's Staff Network, and be open to considering any proposals to further gender equality in the workplace.

6. Next Steps & Actions

The GPG report will be published on the Trust website, following People Committee, and in advance of the 31 March deadline.

The EDI coordinator will progress the actions identified above and progress against these will be monitored through the People & Culture sub-committee and reported up to People Committee.

7. Recommendations

The Committee is asked to:

- Note the contents of the COCH gender Pay Gap report and identified actions
- Approve the publication of the GPG report on the Trust's website

Appendix 1 - COCH Gender Pay Gap Report 2024

Employee Headcount	5577
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Percentage of Men & Women in each Hourly Pay Quarter	Male	Female	Male %	Female %
Upper Hourly Pay Quarter	407	993	29.07%	70.93%
Upper Middle Hourly Pay Quarter	205	1185	14.75%	85.25%
Lowe Middle Hourly Pay Quarter	287	1107	20.59%	79.41%
Lower Hourly Pay Quarter	224	1169	16.08%	83.92%
All Pay Quarters	1123	4454	20.14%	79.86%

Average & Median Hourly Rate	Mean Hourly Rate	Median Hourly Rate
Male	£23.40	£17.68
Female	£18.14	£16.63
Difference	£5.26	£1.06
Pay Gap %	22.49%	5.99%

The table below provides a pay band-based representation of the workforce establishment, to adhere to GDPR, headcounts less than 6 are not displayed.

Grade	Male		Female		Difference in Hourly Rate	Percentage Difference
	Employee Headcount	Average of Hourly Rate	Employee Headcount	Average of Hourly Rate		
Apprentice		£10.42	17	£11.04	-£0.62	-5.95%
Band 1	14	£14.94	38	£16.95	-£2.01	-13.46%
Band 2	278	£13.79	1311	£13.59	£0.20	1.46%
Band 3	115	£13.17	484	£12.68	£0.49	3.72%
Band 4	53	£14.23	242	£13.83	£0.40	2.83%
Band 5	168	£17.02	1061	£17.99	-£0.97	-5.70%
Band 6	87	£20.39	564	£21.28	-£0.88	-4.33%
Band 7	79	£23.81	373	£24.23	-£0.41	-1.74%
Band 8a	39	£27.04	128	£26.98	£0.06	0.22%
Band 8b	14	£32.09	33	£31.79	£0.30	0.93%
Band 8c	6	£36.22	15	£39.66	-£3.44	-9.50%
Band 8d		£45.45	8	£43.06	£2.40	5.28%
Band 9		£51.45		£51.08	£0.37	0.71%
M&D - Consultant	153	£54.07	78	£52.48	£1.59	2.95%
M&D - Other	102	£28.59	90	£26.03	£2.57	8.98%
Executive Director		£74.62		£86.85	-£12.23	-16.39%
Non-Executive Director		£10.43		£6.94	£3.50	33.51%
Grand Total	1123	£23.40	4454	£18.14	£5.26	22.49%

Staff Group	Male		Female		Difference in Hourly Rate	Percentage Difference
	Employee Headcount	Average of Hourly Rate	Employee Headcount	Average of Hourly Rate		
Add Prof Scientific and Technic	25	£24.15	129	£21.43	£2.73	11.29%
Additional Clinical Services	163	£14.08	1174	£13.94	£0.14	1.00%
Administrative and Clerical	222	£18.91	802	£14.87	£4.05	21.39%
Allied Health Professionals	77	£20.37	296	£21.16	-£0.78	-3.85%
Estates and Ancillary	217	£14.04	290	£13.73	£0.31	2.24%
Healthcare Scientists	32	£21.05	74	£21.90	-£0.85	-4.03%
Medical and Dental	256	£44.01	168	£38.31	£5.70	12.95%
Nursing and Midwifery Registered	131	£20.04	1521	£20.67	-£0.63	-3.15%
Grand Total	1123	£23.40	4454	£18.14	£5.26	22.49%

GENDER PAY GAP BY BONUSES

Percentage of Men & Women who received Bonus Pay	Male	Female	Male %	Female %
Staff Receiving Bonuses	133	74	64.25%	35.75%

Average & Median Hourly Rate	Mean Bonus Pay	Median Bonus Pay
Male	£7,249.82	£4,720.72
Female	£6,520.51	£4,720.72
Difference	£729.31	£0.00
Pay Gap %	10.06%	0.00%