

Gender Pay Gap Annual Report

2023-2024



**Working
Together**



Excellence



Inclusive



Kind



**Embracing
Change**

Introduction

Background to the report

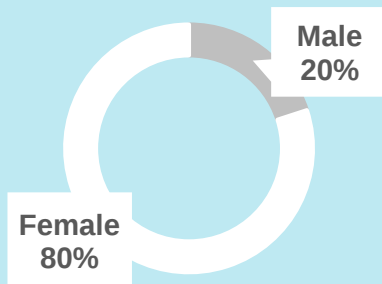
Warrington and Halton Teaching Hospitals NHS Foundation Trust (WHH) is committed to promoting, championing and advancing equality, diversity and human rights. We aim to make WHH the best place to work, creating a culture of belonging for all.

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, requires all public sector organisations with over 250 employees to report and publish their Gender Pay Gap annually.

The gender pay gap is defined in the Act as the difference between the average hourly earnings of males and that of females.

Gender pay reporting highlights any imbalance of average pay across the Trust. For example, if the Trust's workforce is predominantly female yet the majority of senior positions are held by males, the average female salary would be lower than the average male salary.

WHH Gender Profile



What does this tell us?

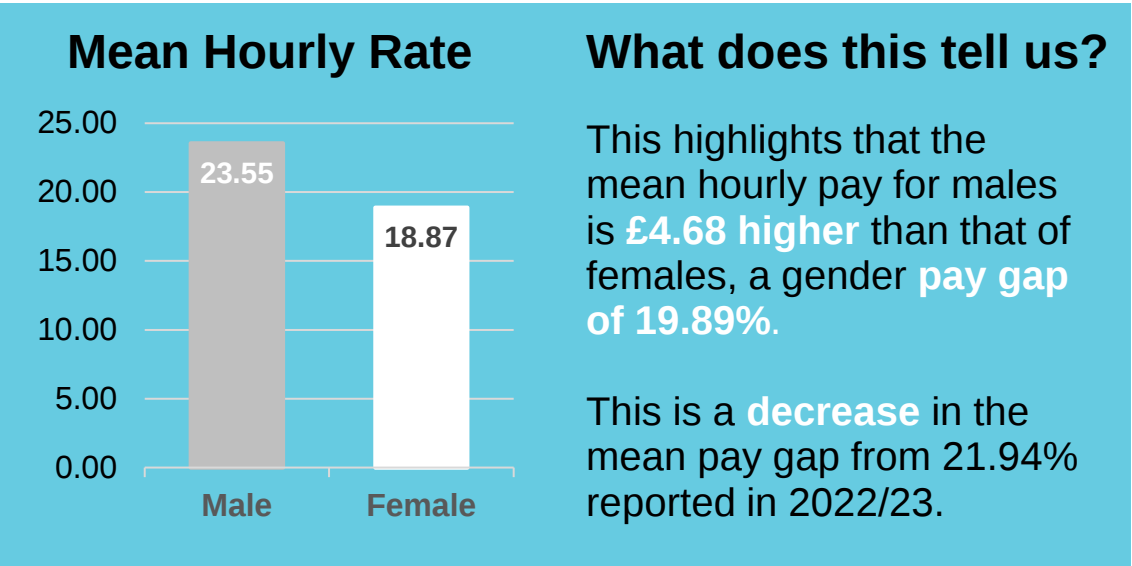
Of the **4,612-workforce** included in the gender pay gap reporting, effective 31 March 2024, 3,682 were female compared to 930 males.

This shows a consistent gender split across the workforce in comparison to reporting in 2022/23. This is reflected nationally in NHS workforce profiles.

Gender Pay Gap 2023/24

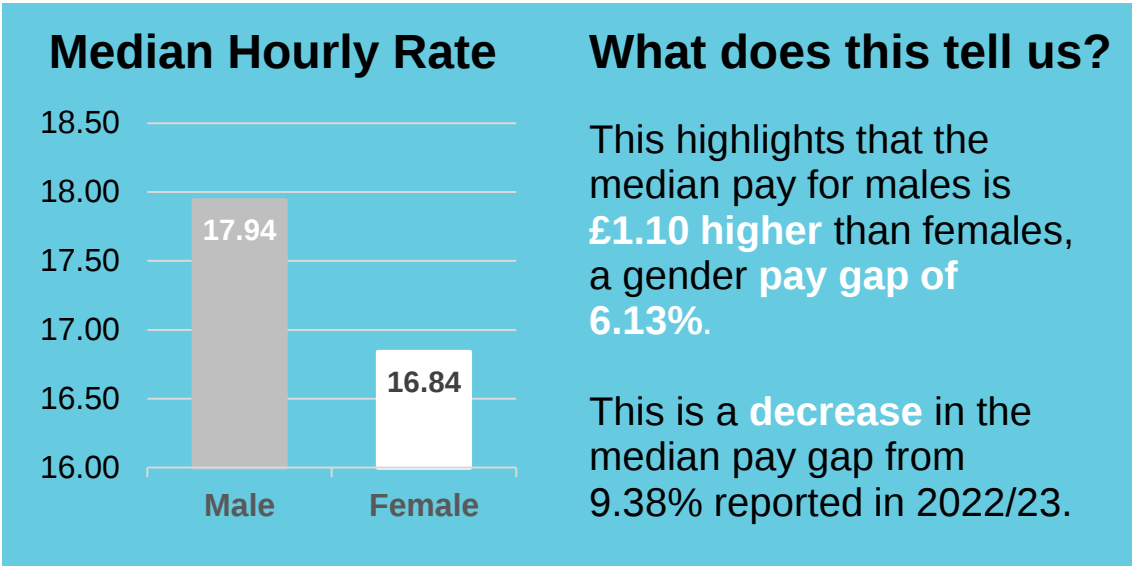
Mean Pay Gap

Mean is the sum of the values divided by the number of values. In this context, the mean is the difference between the mean hourly rate for female and male employees.



Median Pay Gap

Median is the middle value in a sorted list of values. 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.



The median pay gap is the representative gender pay gap across the Trust. This does not take account of the highest paid employees which although a small number, may distort the data at the mean (average) level.

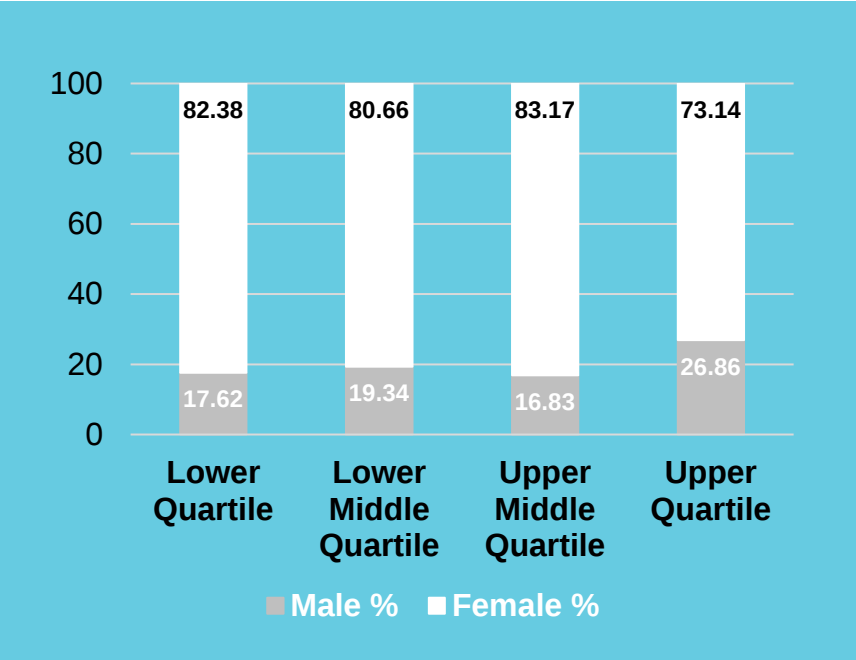
Although there has been a steady decrease in the mean pay gap since 2021/22, there had been an increase of the median pay gap since 2019/20 – reporting for 2023/24 now highlights that the **median pay gap is the lowest since 2019/20 (7.78%) at 6.13%**.

Further work to reduce this, including actions can be found in the WHH Gender Pay Gap action plan.

Gender Pay Gap 2023/24

Quartile Split

The Trust is required to split the workforce into quartiles (blocks of 25%) split by pay, showing the proportion of males and females in each quartile.



Analysis

This shows that compared to the gender split across the workforce, where males represent 20% of the workforce there are more males in the highest pay quartile (26.86%). This however is a reduction of 1.46% in comparison with 2022/23 highlighting a positive trajectory.

Although females make up 80% of the overall workforce, there are fewer females in the upper pay quartile (73.14%). Females are representative across all other pay quartiles above 80%.

In comparison to 2022/23 the largest shift in growth remains in the 'lower middle quartile' where males have increased, and females have decreased by 1.41%. This presents a more accurate split in comparison to the workforce gender profile.

Enhanced work is required in the 'upper middle quartile' and 'upper quartile' to ensure work is completed to remove the pay gap identified.

This will be supported through the Trust action plan.

Gender Pay Gap 2023/24

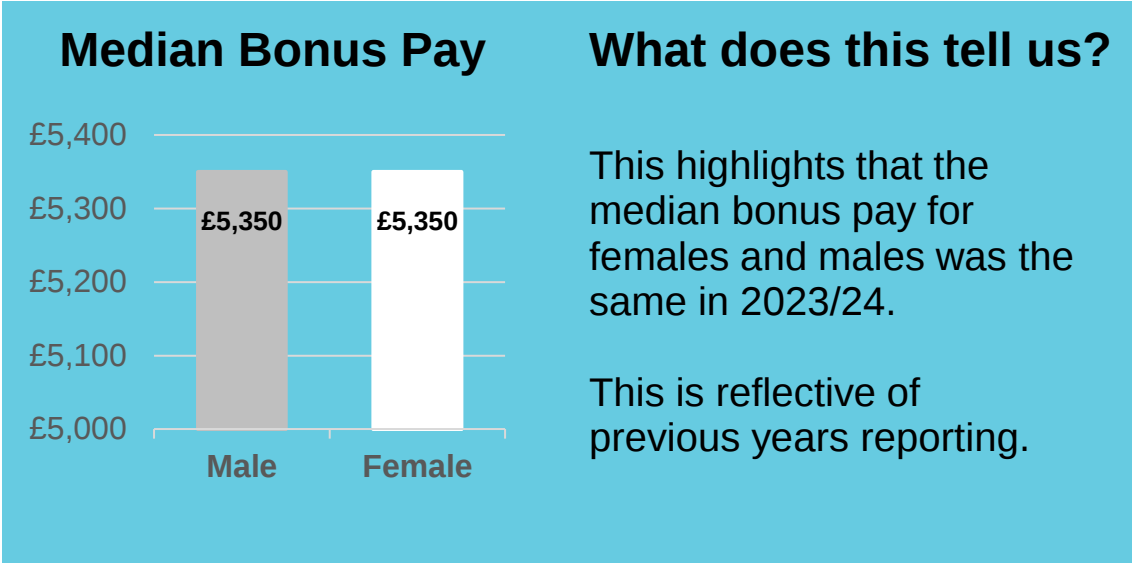
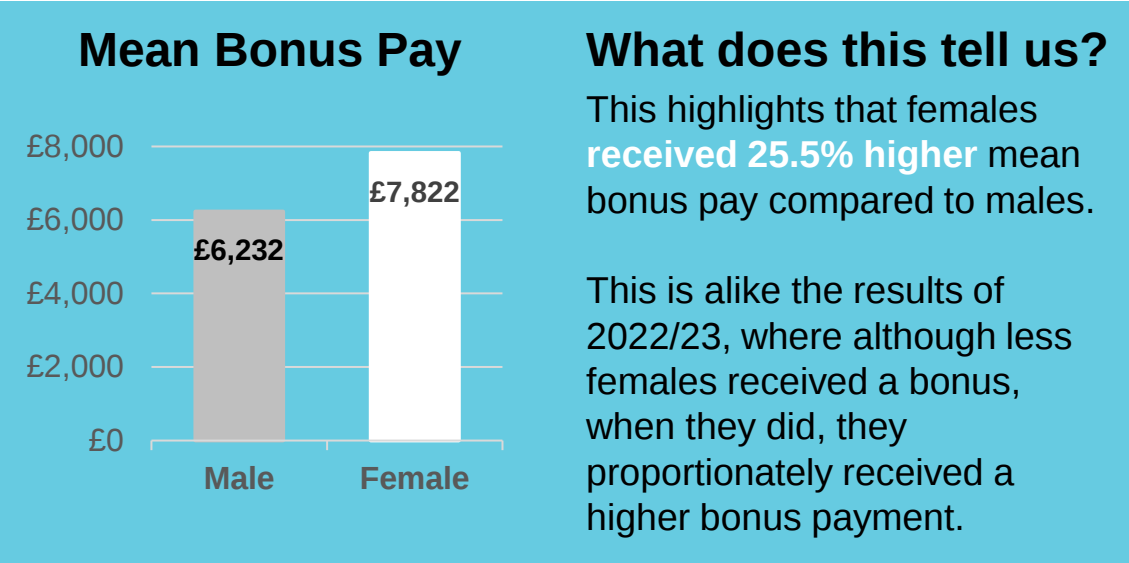
Bonus pay

Bonus pay for the Trust refers to Clinical Excellence Awards, a scheme that recognises and rewards consultants who contribute to the delivery of safe and high-quality care to patients, and to continuous improvement of NHS services.

Clinical Excellence Awards are split by national and local awards, the data in this report provides a combined bonus ‘mean’ and ‘median’ calculation.

Data for bonuses are calculated for the 2023/24 financial year period (1 April 2023 to 31 March 2024), of which 153 of the Trust workforce received a local award and 41 received a national award in this snapshot period.

This relates to 1.5% of females and 13.6% of males in the workforce awarded a bonus.



Appendix Two: Gender Pay Gap Action Plan 2024-25 – Warrington and Halton Teaching Hospitals NHS Foundation Trust

Trust Name:	Warrington and Halton Teaching Hospitals NHS Foundation Trust	Trust Chief People Officer:	Michelle Cloney	Trust EDI Lead:	Adam Harrison-Moran, Head of Culture and Inclusion
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The Gender Pay Gap report for 2022/23 included a Trust wide Gender Pay Gap Action Plan for 2023/24. This has been enhanced by the data sets analysed in the 2023/24 financial year and updated actions can be found below:

#	Key Action	Steps to achieve action	Progress Updates Due by
1.	Continue the implementation of the inclusive recruitment programme, aligned to the Workforce Equality, Diversity and Inclusion Strategy people promises, taking account of ED&I considerations and be responsive to individual circumstances.	- Enhance, monitor, redesign and initiate training and support packages for recruiting managers that focus on equality, diversity and inclusion, unconscious bias and the Trust Values: - Include specific references to and mitigations against gender inequalities. - Complete an audit review for advertising jobs as flexible, by default – linked to the NHS EDI improvement plan. - Review Trust approach to recruiting returners – those who have been off work for caring responsibilities, etc. - Review opportunities to support staff absent from work for long periods of time, e.g. family leave to support them in accessing recruitment opportunities.	December 2024
2.	Triangulate data from the Gender pay gap and Ethnicity / Disability pay gap reporting to identify opportunities for best practice improvements.	- Split data by gender and grade and review against other protected groups: - Determine if differences in scores by gender within grades. - Cross-reference with self-assessment scores. - Review professional development support offered to assess if men and women have equal access to support.	March 2025

#	Key Action	Steps to achieve action	Progress Updates Due by
3.	Review opportunities to identify and remove barriers to career progression for females in our workforce.	- Encourage up take of aspiring individuals to attend the Trust Reciprocal Mentoring programme – launching September 2024. - Enhance the support provided by the Women's Staff Network in relation to women's health – reviewing scope for the introduction of Culture Retention Champion support. - Complete a review of equality, diversity and inclusion training programmes to promote gender inclusivity and apply learnings from lived experience into practice.	September 2024
4.	Promote flexible working for men and women who have caring responsibilities.	- Trust wide review for the take up of shared parental leave by men and women at WHH – linked to the national policy best practice review. - Promote shared parental leave and other policies that support caring responsibilities as part of Culture Corners programme. - Annually review part time working in the Trust, aligned to the "We work flexibly" People Promise to identify: - any actual or perceived barriers to part time working at senior levels. - any actual or perceived barriers to part time workers progressing through the Trust.	July 2024 – aligned to recruitment of the People Promise Manager
5.	Work with the Women's Staff Network to develop specific plans associated with analysis of the 2023 Staff Survey results.	- Assess data to determine specific inequalities for women. - Assess data to identify any barriers to promotion or appointment at a senior level. - Publish a network improvement plan based on findings.	June 2024
6.	Development of the Bumps and Babies programme	- Develop a family friendly networking programme focused on supporting career progression on return of family friendly leave. - Develop learning opportunities to engage with the workforce during periods of absence, supporting retention in roles. - Align the return of flexible working to "stay" conversations across the Trust – linked to professional legacy programmes.	To launch July 2024