

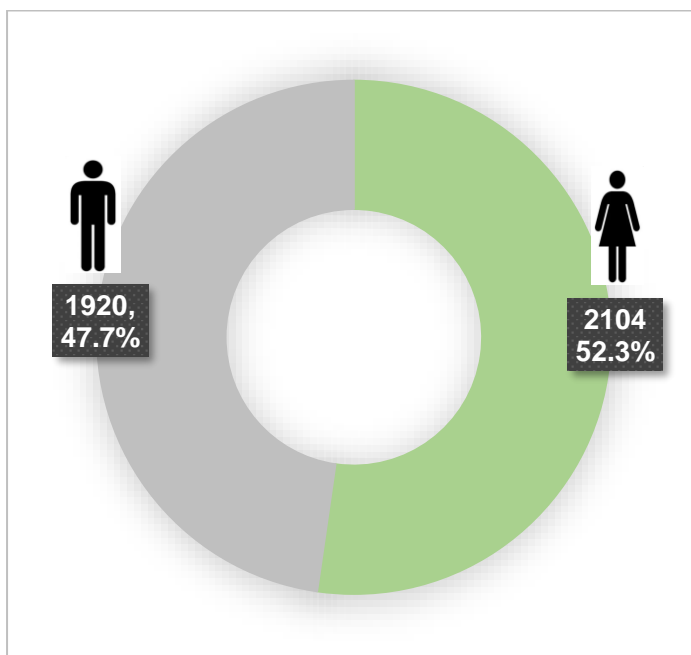
Gender Pay Gap

As a public sector organisation, we are required by law to publish the difference between the average (mean) and median earnings of our male and female staff. It also looks at the distribution of men and women across four equal quartiles within the organisation. The pay gap information is published a year in arrears and so the data available at present is for 2019/20.

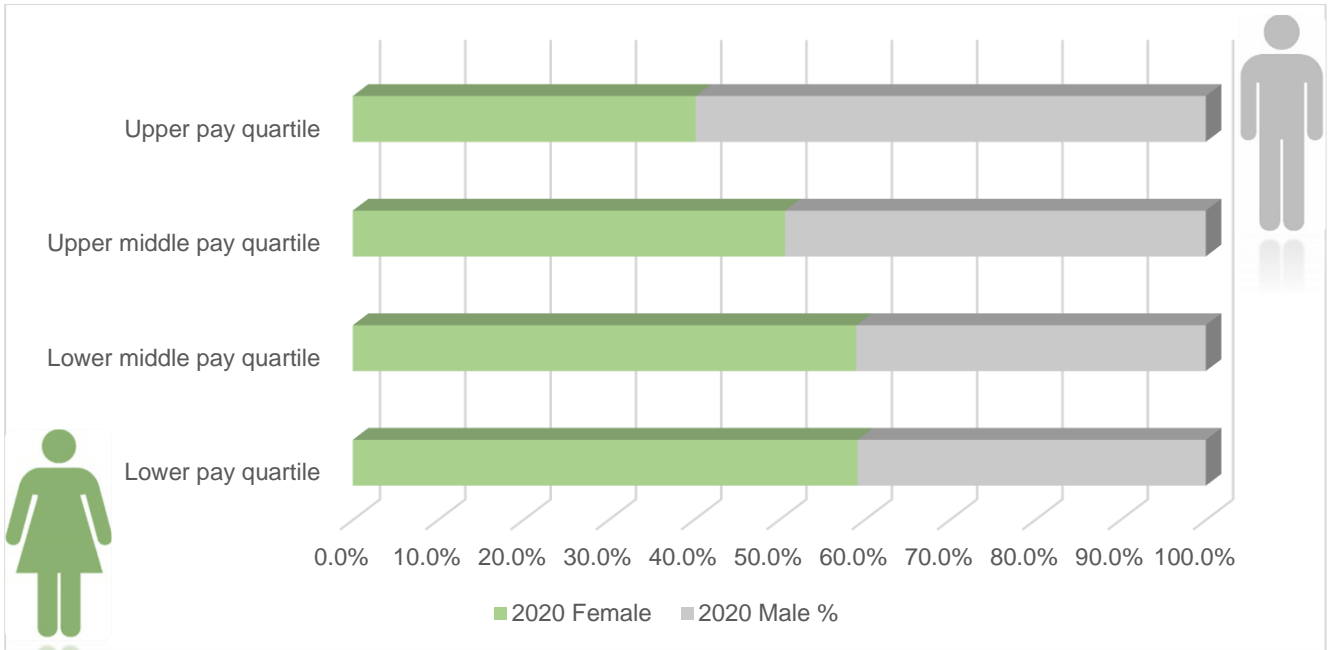
The gender pay gap is different to equal pay. Equal pay looks at the pay differences between men and women carrying out the same jobs, similar jobs or work of equal value. Any equal pay issues are addressed by our adherence to Agenda for Change terms and conditions and pay framework, and our robust and objective job evaluation process. The gender pay gap figures are affected by differences in the gender composition across our job grades and roles.

In 2021, we published a small increase in our mean hourly pay gap for women (1 April 2019-31 March 2020) but a decrease in the median pay gap, however, it is unknown whether either change is statistically significant overall. Within this period, there was a 7.8% increase in our workforce overall and an 11.2% increase in the number of women in the organisation overall compared to 4.2% increase for men. An increase in the female workforce in the lower two quartiles is likely to have contributed to the increasing pay gap. We recognise that action to reduce our pay gap and to increase the representation of women at the higher pay bands must be taken. Workstreams to support this are in progress.

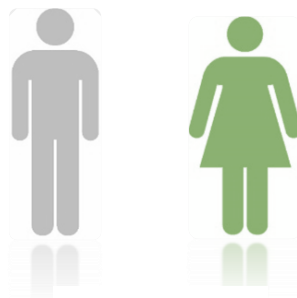
Our workforce 2019-20



All Trust Staff - Proportion of males and females in each pay quartile - 31/03/2020



Mean average hourly rate



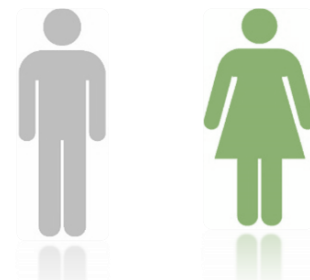
8.99% difference

£15.78

£14.37

This means that in 2020 **women earned 91p** for every **£1** that men earnt when comparing mean hourly wages.

Median average hourly rate



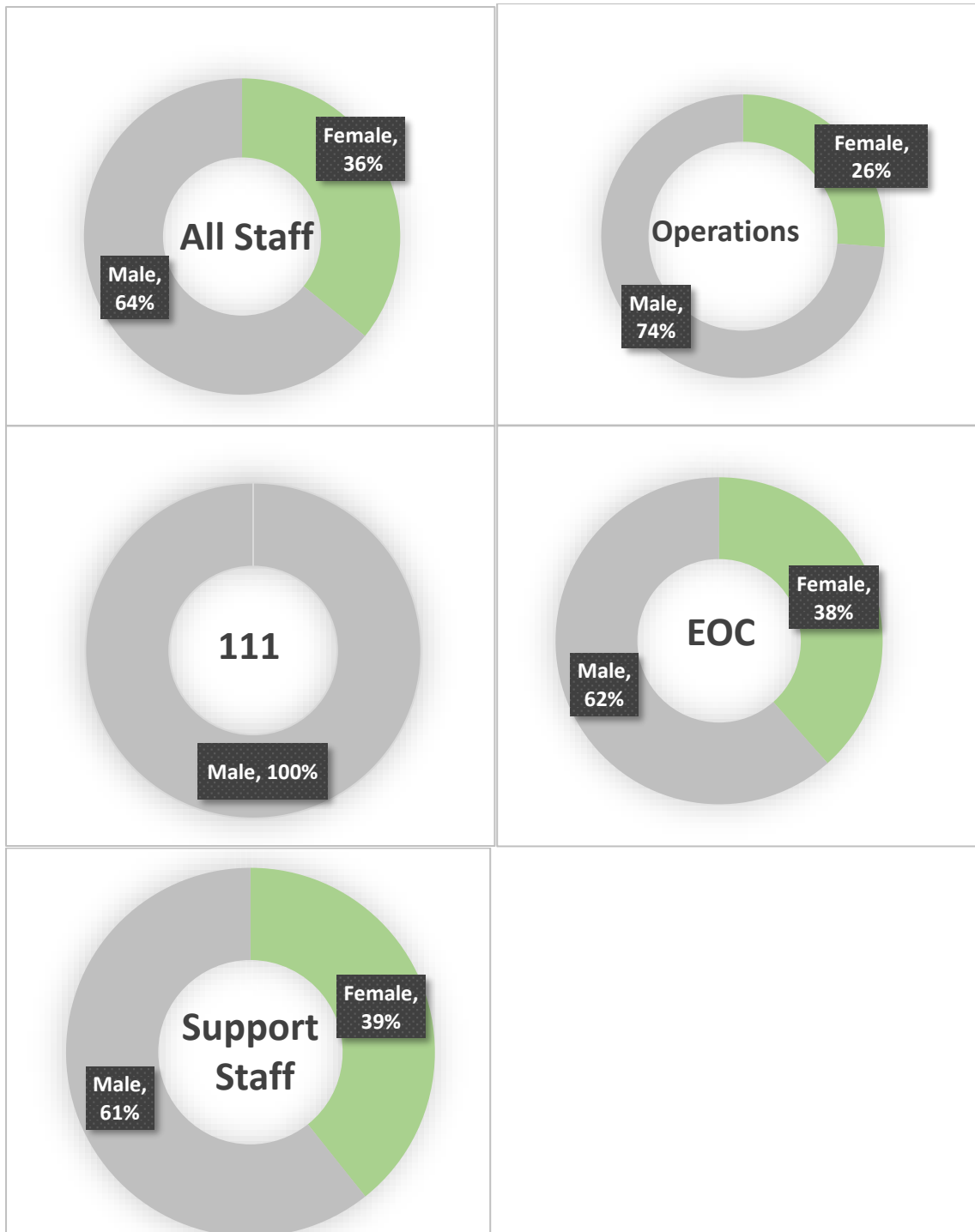
11.30% difference

£14.85

£13.17

This means **women earned 89p** for every **£1** that men earnt when comparing median hourly wages.

Gender breakdown by service area for Agenda for Change band 8 and above



Steps to be taken to improve the gender pay gap

- Improve promotion vacancies for senior positions to women;
- Work with our Gender Equality Network to identify barriers and promote good practice.
- Extending our commitment to having gender diverse interview panels to **all roles at band 7 and above from April 2021** and aim to have gender diverse panels for all interviews as best practice.

- To provide access to support in conjunction with Learning and Organisation Development to colleagues applying for a promotion within the organisation or preparing for interview.
- Continue to explore opportunities for more flexible or alternative shift working across the organisation, including how this could be introduced into a wider range of operational roles.

Full details of our gender pay gap report for the workforce as at 31st March 2020 can be found on our Trust website via <https://www.secamb.nhs.uk/what-we-do/inclusion-equality-and-diversity/ethnicity-and-gender-pay-gap/>

The Cabinet Office submission can be accessed via <https://gender-pay-gap.service.gov.uk/employer/QO7QK2sO>