

GENDER PAY GAP REPORT 2022

1. Introduction and Background

- 1.1 The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 (the Regulations) require public sector organisations with over 250 employees to report on and publish their gender pay gap on a yearly basis. This is based on a snapshot from 31 March of each year, and each organisation is duty bound to publish information on their website. The snapshot date for this report is based on **31 March 2021**.
- 1.2 The term gender pay gap means the difference between the average hourly earnings of men and those of women. This is not the same as equal pay, which is concerned with men and women earning equal pay for the same jobs, similar jobs or work of equal value. It is unlawful to pay people inequitably because of gender. Instead the gender pay gap highlights any imbalance of average pay across an organisation. For example, if an organisation's workforce is predominantly female yet the majority of senior positions are held by men, the average female salary would be lower than the average male salary.

2. Scope of the Report

- 2.1 The report includes all 'full pay relevant employees' who were employed by York Teaching Hospital Facilities Management (YTHFM) (including bank staff on shift) as at the snapshot date of 31 March 2021. This equates to circa. 997 employees in a number of disciplines, including: Property & Asset Management, Resources and Facilities Management.
- 2.2 Employees who were absent on nil pay and agency workers are not included. All calculations exclude overtime pay and expenses.
- 2.3 The majority of staff are on Agenda for Change, which provides a clear process of paying employees equally, irrespective of their gender or ethnicity. There are 2 individuals who are on personal salaries.

3. What Do We Have to Report On?

- 3.1 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

4. Definitions of Gender Pay Gap

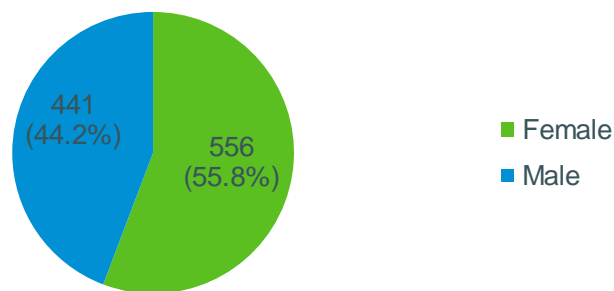
4.1 The mean pay gap is the difference between the pay of all male and all female employees when added up separately and divided respectively by the total number of males, and the total number of females in the workforce.

4.2 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.

5. YTHFM Gender Profile

5.1 YTHFM employs a higher number of females than males. Of the 997 staff counted as part of the gender pay gap reporting, 556 were female compared to 441 male (percentages in the below chart have been rounded to the nearest whole number):

Gender breakdown



5.2 The below charts show the mean and median hourly rate for all YTHFM staff as at 31 March 2021:



- 5.3 The above charts show that the mean hourly rate of pay for males is **£1.69** higher than that of females, a gender pay gap of **14.7%**. They also show that median pay for males is **£0.68** higher than females, a gender pay gap of **6.9%**.
- 5.4 YTHFM 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 (% has been rounded off):

Quartile	Female headcount	Female % of whole workforce	Female % of quartile	Male headcount	Male % of whole workforce	Male % of quartile
1	146	14.6%	77.66%	42	4.2%	22.34%
2	145	14.5%	55.98%	114	11.4%	44.02%
3	176	17.7%	59.06%	122	12.2%	40.94%
4	89	8.9%	35.32%	163	16.3%	64.68%
Totals	556	56%		441	44%	
Headcount total (total 'Full Pay Relevant Employees')	997					

6. What Does This Mean?

- 6.1 The figure for the median pay gap is usually considered to be more representative of gender pay gap across the workforce. However, what it does not take account of is a small number of higher paid employees that could be skewing the data, therefore we have examined this in more detail, looking at gender composition and pay gaps in each individual band, and in the very senior manager category.

7. Summary

- 7.1 YTHFM has identified some areas where a gender pay gap is evident. It should be acknowledged that some elements of our gender pay gap have a historical and national context which will take a period of time to resolve.
- 7.2 We have compared the mean and median gender pay gap since the forming of York Teaching Hospital Facilities Management LLP.

Year	Mean gender pay	Medium gender pay gap
2019	4.13%	3.15%
2020	14.3%	6.13%
2021	14.7%	6.9%

- 7.3 There are some challenges comparing the year on year position due to the variation in the headcount based on the snap shot data and the who falls in to the definitions of 'full pay relevant employees'.
- 7.4 We have not looked in detail at any specific impact of the NHS Agenda for Change contract refresh which included the removal of band 1 for new entrants (from December 2018) and the reduction in the number of incremental steps within the bands.
- 7.5 Section 9 details progress to date and our continuous improvement in line with the NHS People Promise to reduce our gender pay gap.

8. Reducing the Gender Pay Gap

It is important that longer terms solutions are being explored to reduce the gender pay gap.

Our People Promise: We are Compassionate and Inclusive

Development of the Carer's network

- 8.1 A Carers network was implemented in June 2021. They convene on a monthly basis. Two videos have been developed and were launched on social media in November 2021 to help promote the network. The network are currently working on a Carers Passport and are linking in with the review of the special leave policy and procedure to give an increased allocation of special leave for individuals with caring responsibilities. These will be completed in 2022.

Equality and Diversity Training

- 8.2 In December 2021 an Equality, Diversity and Inclusion masterclass was delivered to the Management Group. In 2022 ED&I Training will become part of mandatory training for every staff member. The Leadership and Management Development Programme will be released in 2022 which will, modules will highlight ED&I considerations and unconscious bias.

Review of recruitment adverts

- 8.3 A review is underway through recruitment and selection to reduce unconscious bias wording within adverts, we are committed to ensuring that gender biased job titles are stopped for all new vacancies in 2022.

Leadership & Management Development

- 8.4 The current leadership training has been reviewed as part of the 'New Start Programme' and has been replaced by a new leadership development programme; the aim is to ensure that women in the organisation have the support and confidence to continue to apply for senior roles.

Our People Promise: We are recognised and rewarded

Starting salaries guidance

- 8.5 The starting salaries guidance for all staff on Agenda for Change has been updated to ensure starting salaries are agreed based on number of years' experience in line with the National Terms and Conditions.

Our People Promise: We Work Flexibly

Flexible Working

- 8.6 The five work streams that were set up to scope the modernisation of Trusts/YTHFM working practices during and beyond the pandemic have all come to a natural conclusion.

The remits of these work streams included: scoping the practical and technological issues relating to implementing effective hybrid working options (whereby individuals can work a combination of onsite and remotely); developing appropriate guidance and training to support a change in working practices (and managing teams that are working differently); the legal / information governance / health & safety issues; and how best to engage both staff and managers with this work.

The Trust has signed up to be part of the 'Flex for the Future' programme jointly delivered by NHSEI and Timewise. This project will set the direction of travel for further expansion of the Flexible and Agile working agenda. This will specifically look to pilot flexible and agile working initiatives in historically hard to access areas for flexible working. The previous years' work has provided a sound footing in relation to the practicalities of agile and flexible working. The next year will focus on tackling cultural issues.

Review of the family leave policy

- 8.7 The policy review is ongoing, due consideration has been given to ensure inclusivity of language and approach. The policy has been to the Employment Policy Review Group where feedback is obtained from our trade union colleagues. This policy will be going for ratification to the Employment Policy Review Group and the Joint Negotiating Consultative Committee.

Retention Strategy

- 8.8 The gender pay gap and the findings from this report will play a key part in informing the YTHFM retention strategy. These actions should be read alongside our annual Equality Action Plan which is developed to improve the working lives and provide equal opportunities for all our employees.