



The Dudley Group
NHS Foundation Trust

Gender Pay Gap Report 2021/2022

The Dudley Group NHS Foundation Trust

(Snapshot of March 2021)

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Equality, Diversity, and Inclusion Team

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1. Introduction

Organisations with 250 or more employees are mandated by the government to report annually on their gender pay gap. The requirements of the mandate within the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, are to publish information relating to pay for six specific measures as detailed in this report.

The report is based on the Government's methodology for calculating difference in pay between female and male employees, considering full pay relevant employees of The Dudley Group NHS Foundation Trust (The Dudley Group).

51% of the population of England are Female. As of the 31 March 2021, The Dudley Group NHS Foundation Trust employed 6900 people, 79% women and 21% men. This shows an increase in our Male workforce of 2.5% compared to the previous reported year.

2. What is our gender pay gap?

The data shows a mean gender pay gap of 35.4% in March 2021, representing a 0.3 percentage points increase since March 2020. The Median gender pay gap was 23.3% in March 2021, representing a reduction since March 2020 of 1.1 percentage points.

Although some improvement has been made; the data does still present a gender pay gap within our organisation. It is important to highlight the difference in terminology, as this is not the same as saying women and men are paid differently for doing the same work, as this would be an equal pay issue.

The following pages set out the analysis of the pay gap and the drivers for the gender pay gap.

3. What is our bonus gender pay gap?

The Dudley Group does not have a bonus gender pay gap. Since its inception, NHS England has had no scope for bonus payments within the Agenda for Change terms and conditions of service.

Within The Dudley Group we follow the national guidance and award local clinical excellence awards (LCEAs). LCEAs recognise and reward NHS consultants in England who perform over and above the standard expected of their role. Awards are given for quality and excellence, acknowledging exceptional personal contributions.

In light of the ongoing effects of the pandemic, and requirement to focus resources on recovery efforts, NHS employers are required to equally distribute the LCEA funds (among all eligible consultants as agreed with NHS England and NHS Improvement (NHSEI) and the Department for Health and Social Care (DHSC)).

1Excludes staff who did not receive full pay, e.g., volunteers.

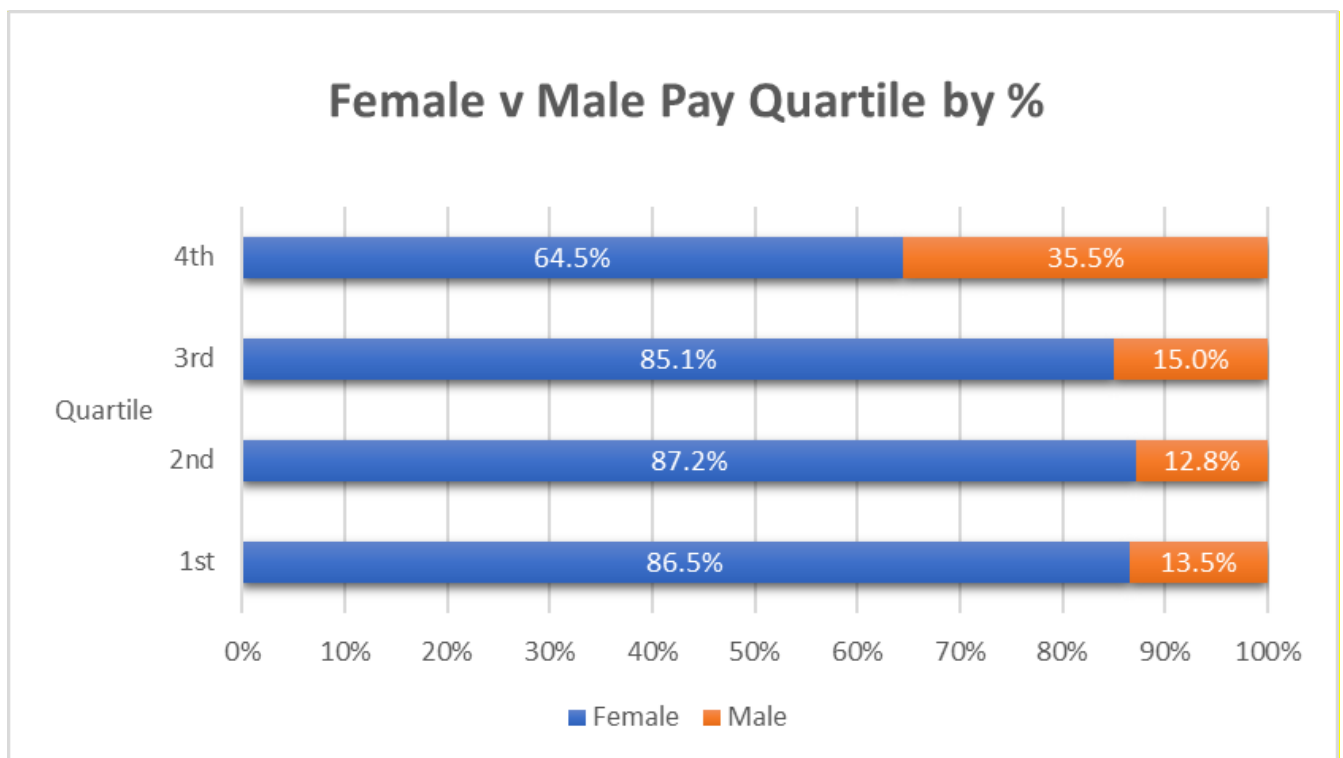
In 2021, 145 Consultants were awarded a LCEA award, 25% of those were women and 75% were men, as the funds were distributed equally there is no mean or median percentages for LCEA Awards for 2021.

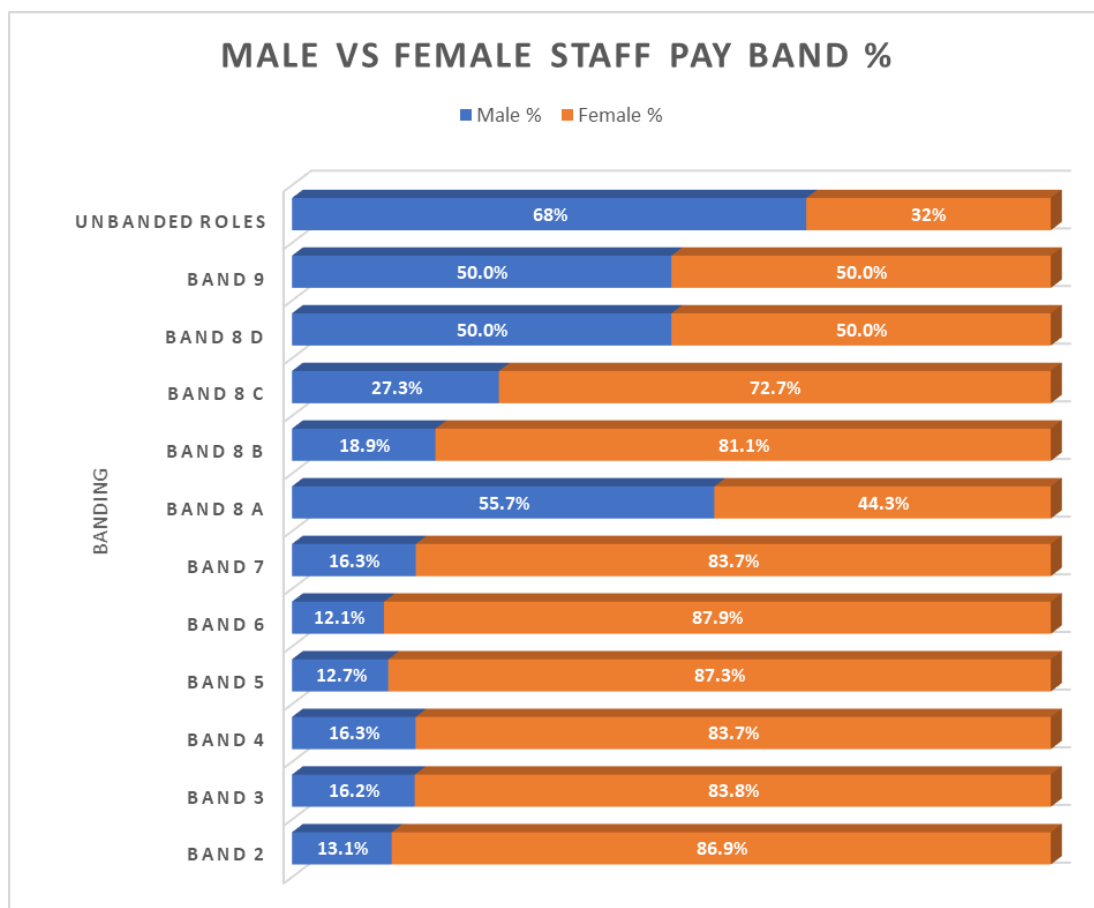
4. What is the proportion of men and women in each pay quartile?

Overall, in The Dudley Group, women occupy 64.5% of the highest paid jobs (upper quartile). However, the majority (86%) of employees in lower quartile (lowest paid) jobs were women meaning men are more highly represented in higher paid jobs. The comparison of these quartiles suggests that the lower proportion of men in lower pay bands relative to their share of the population (13.5%) is a key driver of the gender pay gap in The Dudley Group.

For further context, comparatively speaking only 8% of the female workforce are bands 8a or above, whereas 39% of male colleagues are bands 8a or above, meaning the overwhelming majority of roles under band 8 are occupied by females.

A graphic is also included that illustrates that proportion of males and females in each pay band males are represented in orange and females in blue.





Number of Female to Male Staff by Bands 2-7 and Bands 8a and above

	No. of Female Staff	No. of Male Staff	Female %	Male %
Band 2-7	5255	722	88%	12%
Bands 8a and above	429	470	48%	52%

5. Addressing the gender pay gap

Reducing our gender pay gap implies either increasing the proportion of men in lower grades or increasing the proportion of women occupying the more senior roles in The Dudley Group NHS Foundation Trust.

Effective policies for closing the gender pay gap not only seek to address factors and barriers common to all women but they also target the inequalities faced by women belonging to specific groups, based on characteristics such as ethnicity, age and profession.

We have implemented several actions that will support the organisation to reduce our pay gap:

- Expanding our inclusive approaches to our recruitment and talent management and building on existing management training programmes.
- Introducing a Remote Working Policy & Guidance which provides staff with greater flexibility to carry out their role whilst managing their personal commitments at home.

- Promoting and updating our Flexible Working Policy and Shared Parental Leave Policy.
- Introduced and launched a Women's Staff Network to encourage networking and peer support for women in the workplace.
- Targeted career conversations with women from areas where our pay gap has been generated. This has supported us to understand lived experience and implement recommended actions.

We propose to take further action in 2022 and 2023 to reduce our pay gap:

No.	Action	When	Review
1	Continue to grow and strengthen our staff networks to ensure they are providing rich and deep engagement across all protected characteristics, to provide a voice within the organisation of lived experience and insight that will help us to make The Dudley Group more inclusive for every individual person.	Ongoing	Annually
2	Work with leadership teams in areas where the gender pay gap is driven from to improve staff experience and provide opportunities for women to progress.	Ongoing	Annually
3	Develop an Equality, Diversity, and Inclusion strategy underpinned by our action plans ensuring they are robust and stretching to improve staff experiences in the organisation and reflect our local communities.	By June 2022	Annually
4	Work with local Trusts and the Integrated Care System within the Black Country to provide the opportunity to access vacancies and build a sustainable and representative workforce within The Dudley Group.	Ongoing	Quarterly
5	Develop line manager capability in compassionate leadership to support belonging and retention of colleagues.	Ongoing	Quarterly

6. Definitions, assumptions, and scope

All employee data contained in this report is extracted from The Dudley Group Electronic Staff Record system (ESR), snapshot as of 31 March 2021. The reporting period covers 2021/2022.

Hourly rate is calculated using base pay, allowances and bonus pay (where applicable).

Table 1: Definitions

Pay gap	Difference in the average pay between two groups
Mean gap	Difference between the mean ² hourly rate for female and male employees
Median gap	Difference between the median ³ hourly rate of pay for female and male employees
Mean bonus gap	Difference between the mean bonus paid to female and male employees
Median bonus gap	Difference between the median bonus pay paid to female and male employees
Bonus proportions	Proportions of female employees who were paid a bonus and the proportion of male employees who were paid a bonus
Quartile pay bands	Proportions of female and male employees in the lower; lower middle; upper middle; and upper quartile ⁴ pay bands
Equal pay	Being paid equally for the same/similar work

2 Mean is the sum of the values divided by the number of values.

3 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.

4 Quartile is the value that divide a list of numbers into quarters.