



The Dudley Group
NHS Foundation Trust

Gender Pay Gap Report 2023/2024 The Dudley Group NHS Foundation Trust (Snapshot of March 2023)

Contact Details: The Dudley Group NHS Foundation Trust
Equality, Diversity, and Inclusion Team

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1. Introduction

The government mandates organisations with 250 or more employees 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 the 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 is female. As of 31st March 2023, The Dudley Group NHS Foundation Trust employed circa 6000 people, 81% women and 19% men. This shows a decrease of 1% in our male workforce compared to the previously reported year.

2. What is our gender pay gap?

The data shows a mean gender pay gap of 39.5% in March 2023, representing a 6.9 percentage points increase since March 2022, when the gap was 32.6%. The Median gender pay gap was 23.4% in March 2023, representing a decrease since March 2022 of 1.5 percentage points, when the gap was 24.9%.

Although some improvements have been made in the median gap, the data presents an increase in the mean gender pay gap within our organisation. The difference between the mean and median pay supports the organisation in understanding what is driving the gap. The presence of low earners can make the mean smaller than the median. However, high earners can increase the mean to be larger than the median. 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.

Following the pandemic and the requirement to focus resources on recovery efforts, NHS employers were required to equally distribute the LCEA funds among all eligible consultants. It has since been agreed by NHS Employers and the British Medical Association (BMA) that employers in negotiation with their Local Negotiating Committee (LNC) are able to decide how to distribute the funds. The Dudley Group NHS Foundation Trust have agreed equal distribution with enhanced criteria.

1Excludes staff who did not receive full pay, e.g., volunteers. It also excludes Bank staff, reported in 2021 within the total headcount.

In 2022/2023, 195 Consultants were awarded an LCEA award, 27% women, and 73% men; as the funds were distributed equally, there are no mean or median percentages for LCEA Awards for 2023.

4. What is the proportion of men and women in the highest and lowest-paid staff groups?

Overall gender representation across the staff groups is 81% female and 19% male; however, in the lowest-paid staff group, females are overrepresented at 87%. In the highest-paid staff group, males are significantly overrepresented at 36%. This imbalance alone accounts for the majority of the GPG favouring males.

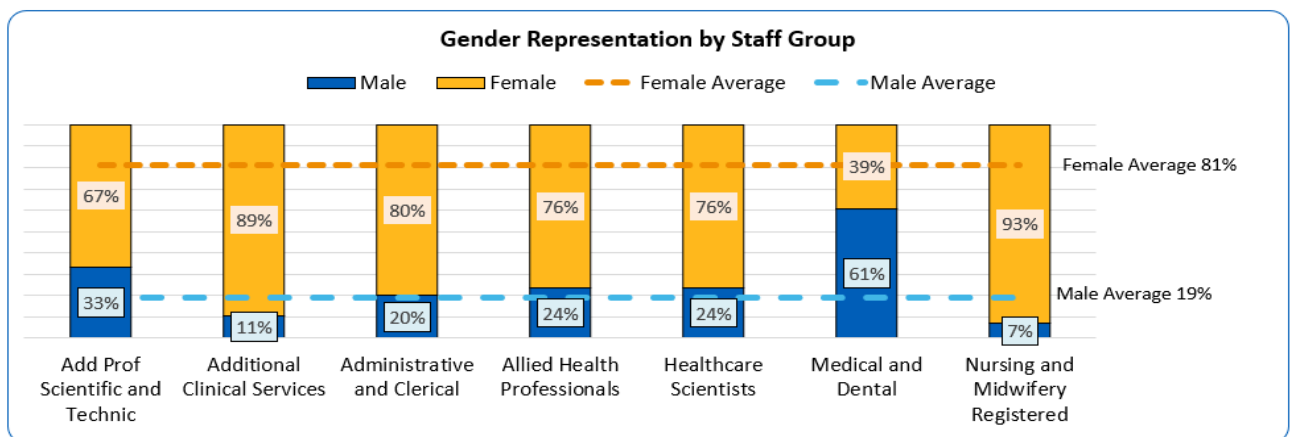
The Highest-paid staff group contains:

- 48% of all male employees**
- 20% of all female employees**

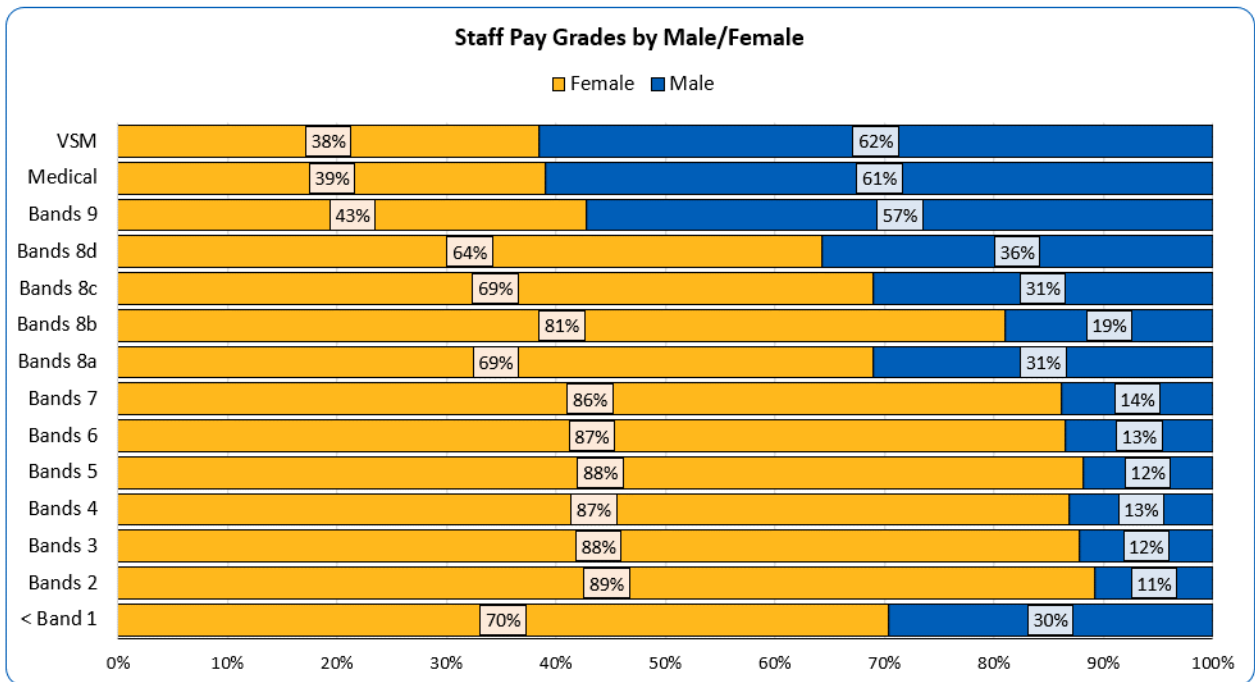
The lowest-paid staff group contains:

- 27% of all female employees**
- 18% of all male employees**

The graphic below illustrates the proportion of males and females in each staff group compared to the overall average; males are represented in grey and females in green.



The graphic below illustrates the proportion of males and females in each pay band.



VSM = Very Senior Manager; Band 1 is our Apprentices.

	Female Staff	% Female
Band 2-7	4265	88%
Band 8a and above	227	69%
Band 8a and above, and Medical & Dental	484	49%

5. Addressing the gender pay gap

Reducing our gender pay gap implies that we either need to increase 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 address factors and barriers familiar to most women but also target the inequalities faced by women belonging to specific groups based on characteristics such as ethnicity, age, and profession.

We continue to review and implement actions that will support the organisation in reducing our pay gap:

- Career fairs introduced targeting women in areas where the Gender Pay Gap is driven, such as medical and dental.
- Continue promoting policies such as Flexible Working, Shared Parental Leave and Remote Working.
- Launch of a working group focused on the talent and promotional processes and improving career conversation as part of the appraisal process.

- Career conversations continue with women across the Trust, supporting us in understanding lived experience and implementing recommended actions.

We propose to take further action in 2024/25 to reduce our pay gap:

No.	Action	When	Review
1	Continue to focus on the Equality, Diversity, and Inclusion Journey, working on actions within the employee lifecycle to improve experience and opportunities for all.	Jan 2024 – March 2025	Bi-monthly
2	Continue the work to grow and strengthen our staff networks to ensure they provide rich and deep engagement across all protected characteristics, to provide a voice within the organisation of lived experience and insight that will help us make The Dudley Group more inclusive for everyone.	March 2024 – March 2025	Annually
3	Continue to work with leadership teams in areas where the gender pay gap is driven to improve staff experience and provide opportunities for women to progress. Focusing on flexible working options and development opportunities identified at career conversations through our appraisal process.	Jan 24 – Dec 2024	Annually
4	Continue to 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. Implement and expand on actions within the Equality, Diversity, and Inclusion system-level strategy.	Jan 2024 – March 2025	Quarterly
5	Continue to develop line manager capability in compassionate leadership to support the belonging and retention of colleagues. Use Trust leadership programmes: Manager Essentials, Developing Leaders, and the new Flexible Working training and the new recruitment training entitled The Candidate Journey.	Jan 2024 – March 25	Quarterly
6	Continue to attend career events and recruitment and retention events internally and externally to promote careers within healthcare. Use male role models to promote careers in nursing and administration roles where males are significantly underrepresented.	Throughout 2024	Annually

6. Definitions, assumptions, and scope

All employee data in this report is extracted from The Dudley Group Electronic Staff Record system (ESR) snapshot as of 31 March 2022. Therefore, the reporting period covers 2022/2023.

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

We do not directly employ estates or facilities staff groups. This differs within NHS organisations, making comparisons between organisations challenging.

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 the sum of the values divided by the number of values.

3 Median is the middle value in a sorted list of values. For example, 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 divides a list of numbers into quarters.