

APPENDIX 1

GENDER PAY GAP DATA ANALYSIS – (As at 31 March 2021)

The key themes to note from the gender pay gap data are as follows:-

As at 31 March 2021, 82% of the Trust's workforce was female and 18% of the Trust's workforce was male.

The gender pay gap (difference in hourly rate of) as a mean is 30.2% and a median of 19.2%.

Calderdale and Huddersfield Solutions Ltd (CHS) colleagues are excluded from this analysis.

Appendix 2 shows the comparison with the submitted position for 31 March 2020 both with and without CHS employees included. This shows that the mean gender pay gap has decreased by 0.7% and the median by 0.9%.

The Medical and Dental staff group has a major impact on the gender pay gap. Excluding Medical and Dental staff from the calculation significantly decreases the pay gap, to the extent that the overall mean pay gap changes from 30.2% in favour of men to 6.3%, and the median from 19.2% to 3.6%.

The mean bonus pay gap between men and women is 30.8%, and the median is 4.9%. 7.1% of males received a bonus payment compared to 1.1% of females.

Long service awards have again been included in the bonus payment calculation as per the guidance for the 31 March 2020 submission.

Fewer long service awards were given during the 2020-21 reporting year (21 vs 55 in 2019-20), this reduced number of lower value bonus payments has caused a large drop in the difference in bonus pay by both mean (18.8% reduction) and median (91.8% reduction).

The table below outlines the numbers of employees, broken down by gender, who received Long Service Awards in 2020-2021. 95.2% of Long Service Awards went to female colleagues in 2020-21.

	25 Years	40 Years
Male	0	1
Female	12	8

The payments for Clinical Excellence Awards have a much higher value than Long Service Awards. Only 31.9% of the higher value CEA payments went to females.

To note, Clinical Excellence Awards are limited to Consultant employees within the Medical and Dental staff group.