

Gender Pay Gap Analysis Report

Sandwell and West Birmingham NHS Trust (2023 - 2024)

Snapshot at 31 March 2024

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1.0a the gender pay gap indicators

The Trust must publish six calculations showing our:

- Average gender pay gap as a mean average
- Average gender pay gap as a median average
- Average bonus gender pay gap as a mean average
- Average bonus gender pay gap as a median average
- Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
- Proportion of males and females when divided into four groups ordered from lowest to highest pay.

As you see the calculations use two types of averages;

The **Mean**, commonly known as the average, is calculated when you add up the wages of all employees and divide the figure by the number of employees. The mean gender pay gap is the difference between mean male pay and mean female pay. For example, if the hourly gender pay gap at a company is 32%, then for every £100 earned by a man a woman would earn £68.

The **Median** is the figure that falls in the middle of a range when everyone's wages are lined up from smallest to largest. The median gap is the difference between the employee in the middle of the range of male wages and the middle employee in the range of female wages.

The **Median** is typically a more representative figure as the mean can be skewed by outlying figures. A large difference between the mean and the median can be indicative of inequality at either end of the pay spectrum.

The results from the above calculations must be displayed on the Trust's website and be maintained for a minimum of three years, although the Trust could decide to maintain it for longer than this in order to demonstrate long-term progress.

This report sets out the above calculations as at the snapshot date of 31st March 2022. In line with the Trust's ongoing commitment to equality, diversity and inclusion, the pay gap has also been analysed by the protected characteristics; age, ethnicity, disability and sexuality.

2.0 Our Workforce Context

2.1 Gender split: 2021/22 | 2022/23 | 2023/24

Three years of data is analysed and presented within this report.

The three years data representation covers the below dates:

- 31st March 2022 (shown as 21/22)
- 31st March 2023 (shown as 22/23)
- 31st March 2024 (shown as 23/24)

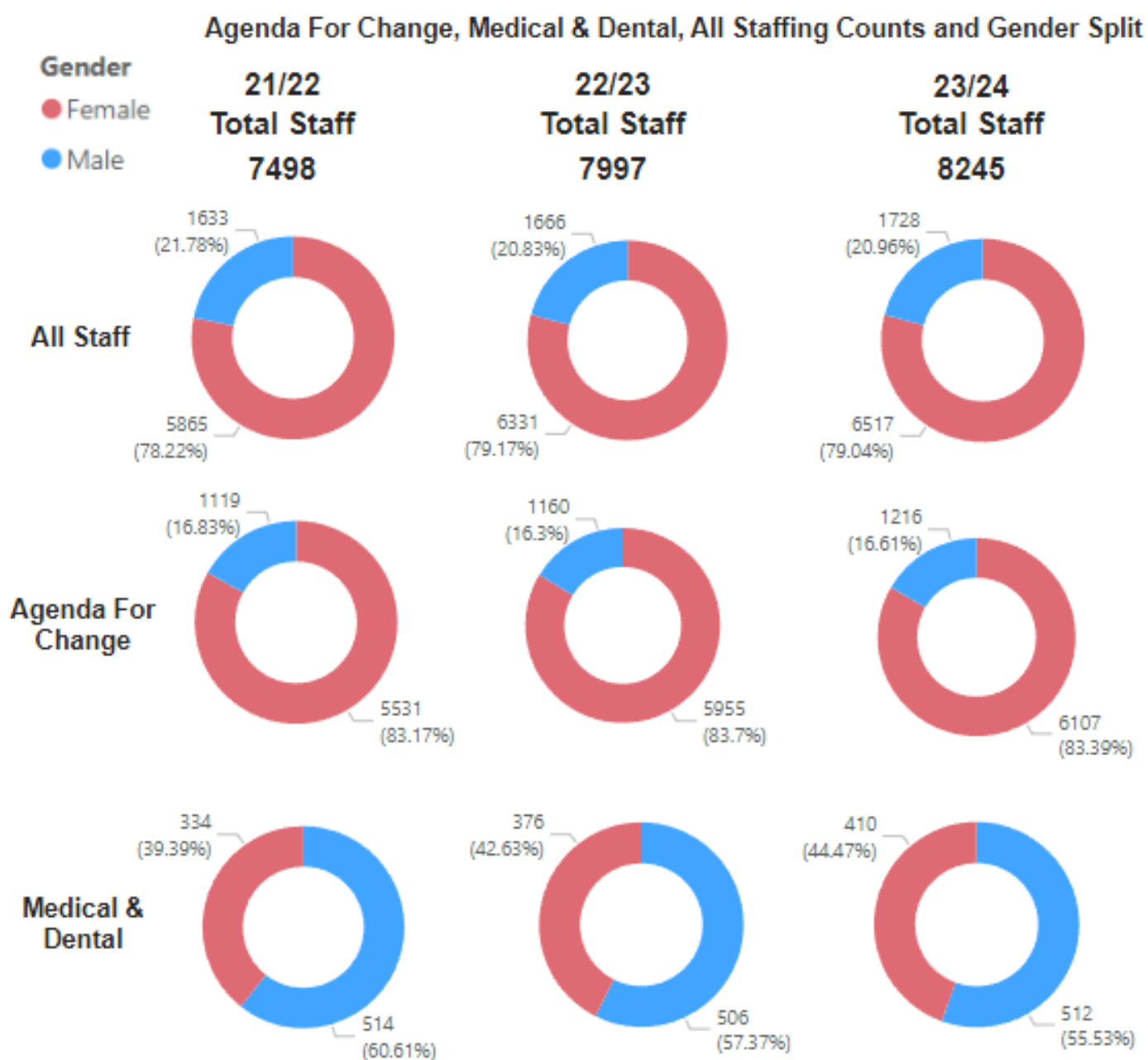


Figure 1: Gender split 2021/2022, 2022/2023, 2023/2024

The charts show an increase in employees across the three years. There has been an increase for each gender regardless of the role they have.

When looking at Agenda for Change we see a female dominance. When looking at Medical and Dental there is a male dominance.

3.0 Our Results using 31st March 2024 as a snapshot.

3.1. Mean and Median Pay Gap for 2021/2022 | 2022/2023 | 2023/2024

Mean & Median Pay Gap %: 2021/2022, 2022/2023, 2023/2024

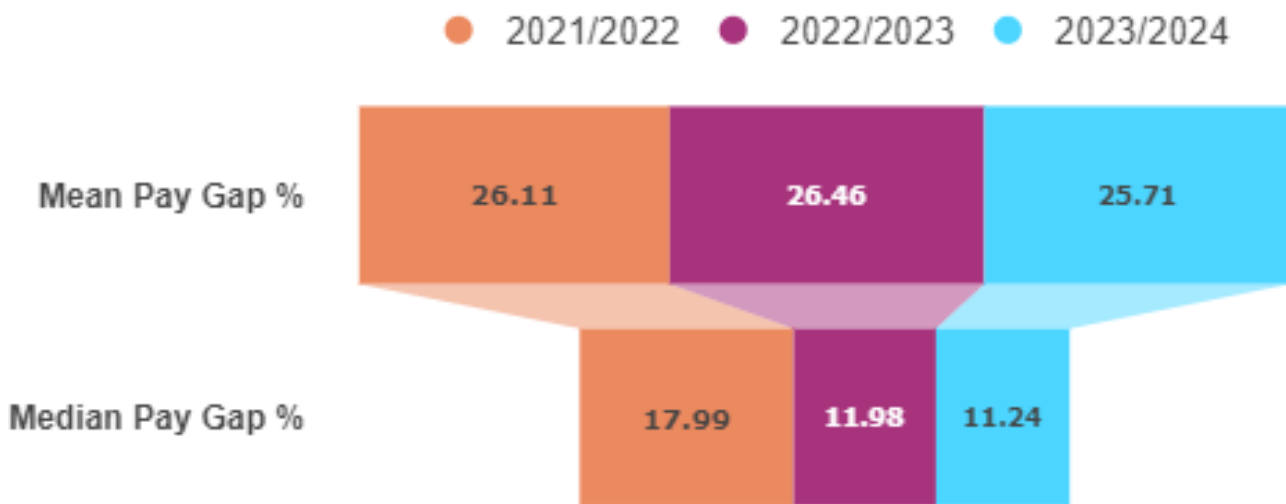


Figure 2: Pay Gap % across the three years.

Across the three years we see a slight decrease in regard to the mean pay gap. When looking across the three years for the median pay gap, we see a decrease of 6.75%.

3.2. Quartile Data

Pay Quartile Analysis - Mean pay



Figure 3: Quartiles stacked bar chart view.

The charts above show there is a similar split when looking at lower middle, lower and higher middle quartiles. When viewing the higher quartile, the figures increase considerably for male colleagues, when comparing against the other three quartiles.

3.3 Mean and Median All staff, Agenda for Change staff, Medical Staff -2021/2022 |2022/2023 | 2023/2024

Mean Rates														
	2021/2022		2022/2023		2023/2024									
Criteria	Male	Female	Difference	Pay Gap %	Criteria	Male	Female	Difference	Pay Gap %	Criteria	Male	Female	Difference	Pay Gap %
All Staff	24.32	17.97	6.35	26.11	All Staff	24.78	18.26	6.52	26.33	All Staff	26.04	19.34	6.69	25.71
AfC	18.44	19.08	-0.65	-3.51	AfC	18.02	18.04	-0.03	-0.14	AfC	18.83	18.68	0.15	0.80
Medical & Dental	38.33	32.27	6.06	15.81	Medical & Dental	40.04	32.16	7.88	19.68	Medical & Dental	42.51	34.33	8.17	19.23
Median Rates														
Criteria	Male	Female	Difference	Pay Gap %	Criteria	Male	Female	Difference	Pay Gap %	Criteria	Male	Female	Difference	Pay Gap %
All Staff	19.66	16.13	3.54	17.99	All Staff	19.06	16.81	2.24	11.77	All Staff	19.92	17.68	2.24	11.24
AfC	15.30	16.13	-0.82	-5.37	AfC	15.61	16.84	-1.24	-7.92	AfC	16.61	17.68	-1.07	-6.46
Medical & Dental	36.85	28.14	8.71	23.64	Medical & Dental	39.61	27.28	11.83	29.87	Medical & Dental	41.26	29.59	11.67	28.28

Figure 4: Table showing Mean/Median Rates

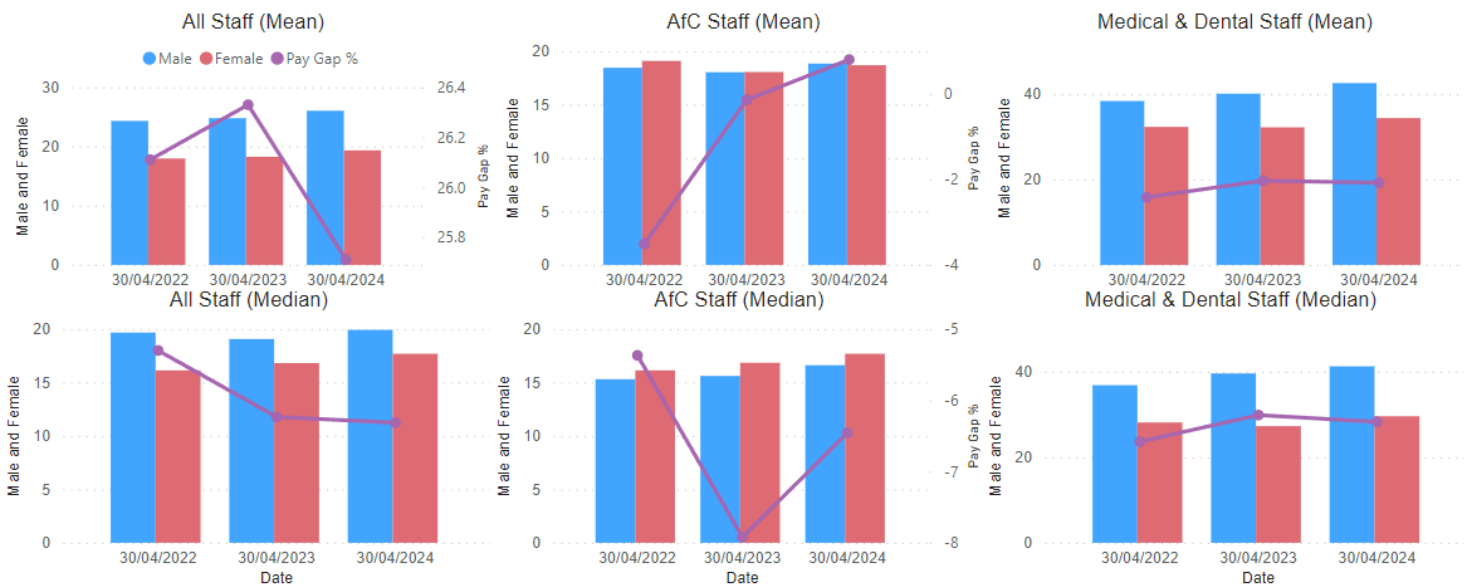


Figure 5: Chart view of Mean & Median Rates

Looking at all staff we have reduced the pay gap by 0.62% since 2023. Agenda for Change shows similarities for 2023/2024 for male and female colleagues. Medical and Dental shows male dominance. Despite this we note a slight improvement for both mean and median rates when comparing 2022/2023 with 2023/2024.

3.4 Pay Gap Trend – Line Charts

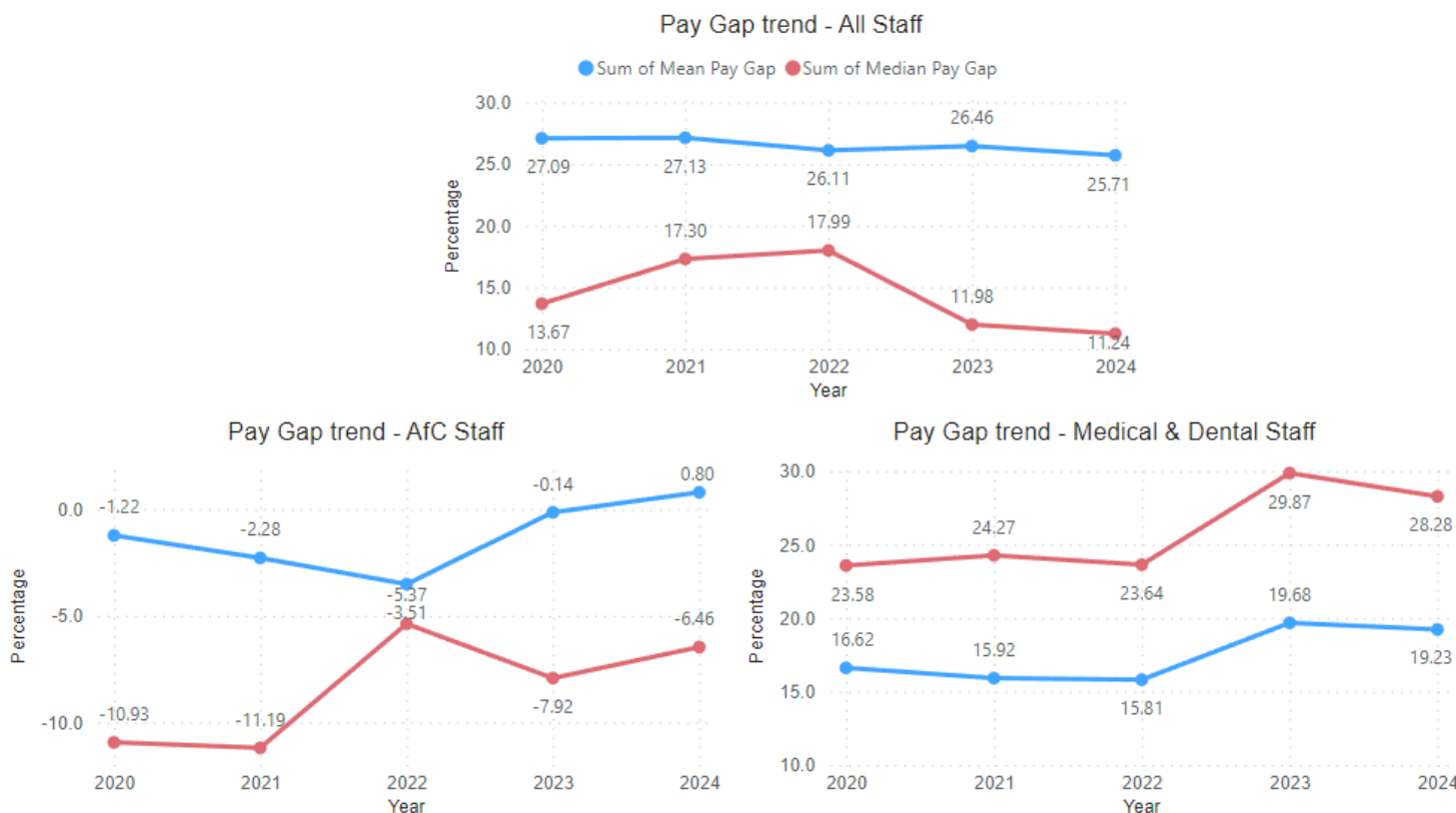


Figure 6: Pay Gap Trend Line Charts (Last 5 Years)

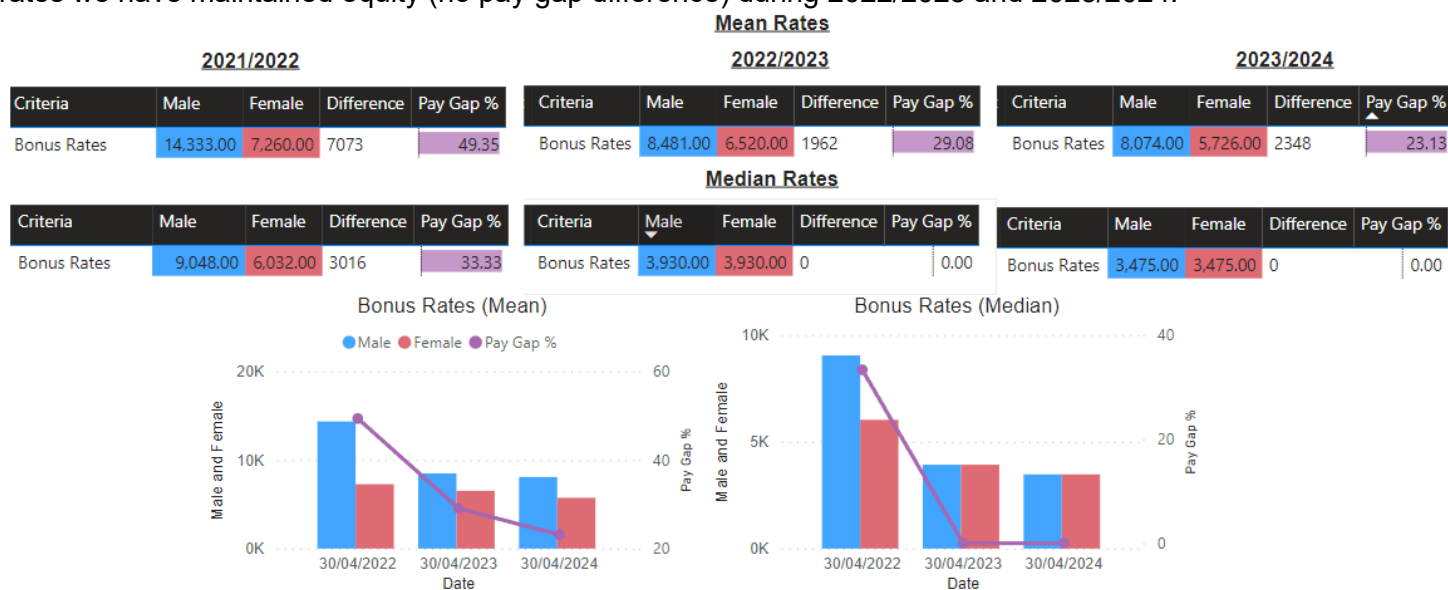
When looking at all staff these charts show steady improvement for both mean and median gaps over the last 5 years.

There has been an increase in 2023/2024 when viewing pay gaps for medical and dental staff.

3.5 Bonus Pay Rates for 2021/22 | 2022/23 | 2023/24 these relate to the Clinical Excellence Awards

Figure 7: Bonus Rates

Mean rates show a 5.95% improvement when comparing 2022/2023 to 2023/2024. In relation to median rates we have maintained equity (no pay gap difference) during 2022/2023 and 2023/2024.



4.0 Pay Gap by Age

4.1 Pay Gap by Age Groups

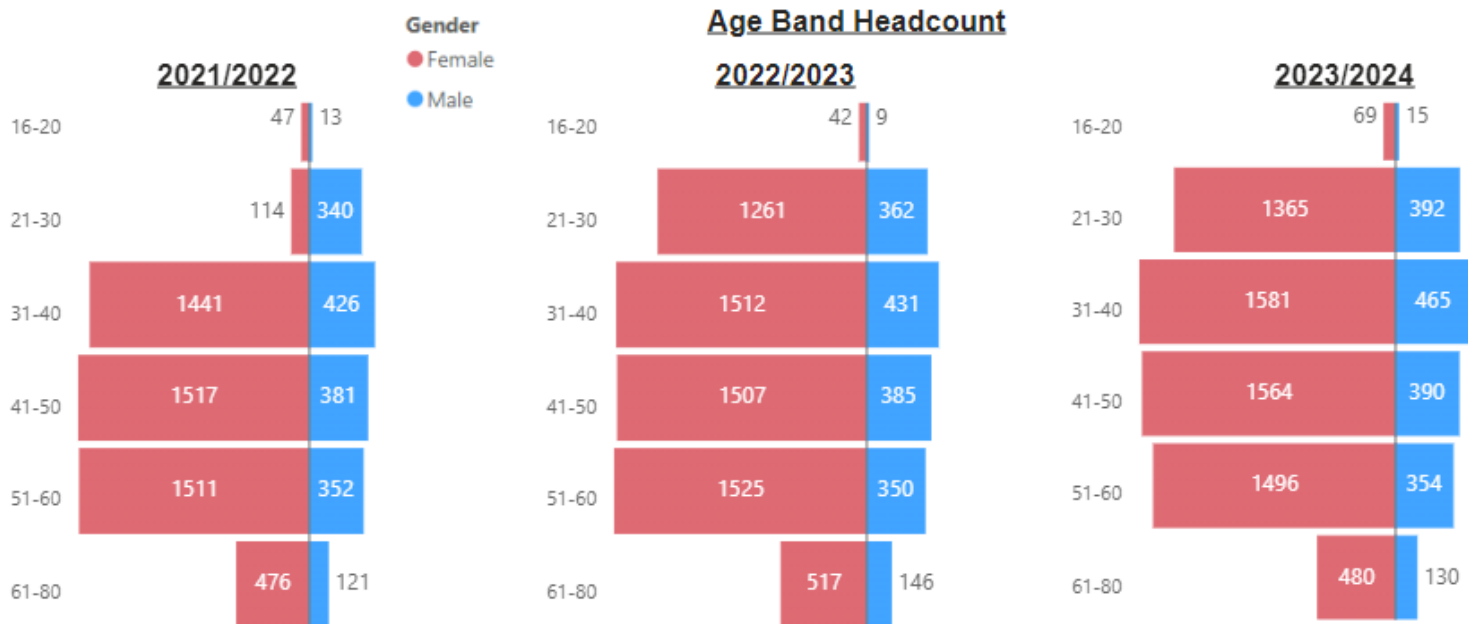


Figure 8: Age Band – Headcounts

We see similar numbers when looking at headcounts by age over the last three years. The majority of our employees fall within the 31- 40 age group. Females dominate in every age group.

4.2 Pay data by Gender – Age Groups

2021/2022						2022/2023						2023/2024					
Age band	Male	Female	Difference	Pay Gap %		Age band	Male	Female	Difference	Pay Gap %		Age band	Male	Female	Difference	Pay Gap %	
16-20	12.48	10.81	1.68	0.13		16-20	16.94	15.77	1.77	0.07		16-20	14.15	13.40	0.75	0.05	
21-30	16.94	15.77	1.77	0.07		21-30	17.14	16.31	0.83	0.05		21-30	18.07	17.52	0.55	0.03	
31-40	22.84	19.02	3.81	0.17		31-40	22.94	19.07	3.87	0.17		31-40	24.23	20.45	3.78	0.16	
41-50	27.40	19.18	8.22	0.30		41-50	28.43	18.53	8.90	0.31		41-50	29.86	20.60	9.26	0.31	
51-60	27.97	17.96	10.01	0.36		51-60	29.01	18.33	10.68	0.37		51-60	30.42	19.17	11.24	0.37	
61-80	31.20	16.81	14.39	0.46		61-80	30.15	17.23	12.92	0.43		61-80	34.51	18.18	16.33	0.47	

2021/2022						2022/2023						2023/2024					
Age band	Male	Female	Difference	Pay Gap %		Age band	Male	Female	Difference	Pay Gap %		Age band	Male	Female	Difference	Pay Gap %	
16-20	12.90	10.46	2.44	0.19		16-20	15.73	15.04	0.69	0.04		16-20	13.95	13.95	0.00	0.00	
21-30	15.73	15.04	0.69	0.04		21-30	16.15	15.80	0.36	0.02		21-30	17.67	16.95	0.72	0.04	
31-40	20.50	17.27	3.23	0.16		31-40	20.76	17.39	3.36	0.16		31-40	21.78	18.96	2.82	0.13	
41-50	22.95	17.37	5.58	0.24		41-50	24.38	17.58	6.80	0.28		41-50	25.23	18.60	6.64	0.26	
51-60	20.40	14.21	6.28	0.31		51-60	21.25	15.08	6.17	0.29		51-60	21.80	15.67	6.13	0.28	
61-80	19.96	12.94	7.02	0.35		61-80	19.82	13.91	5.92	0.30		61-80	21.87	14.91	6.97	0.32	

Figure 9: Table of Age Band Mean/Median Rates

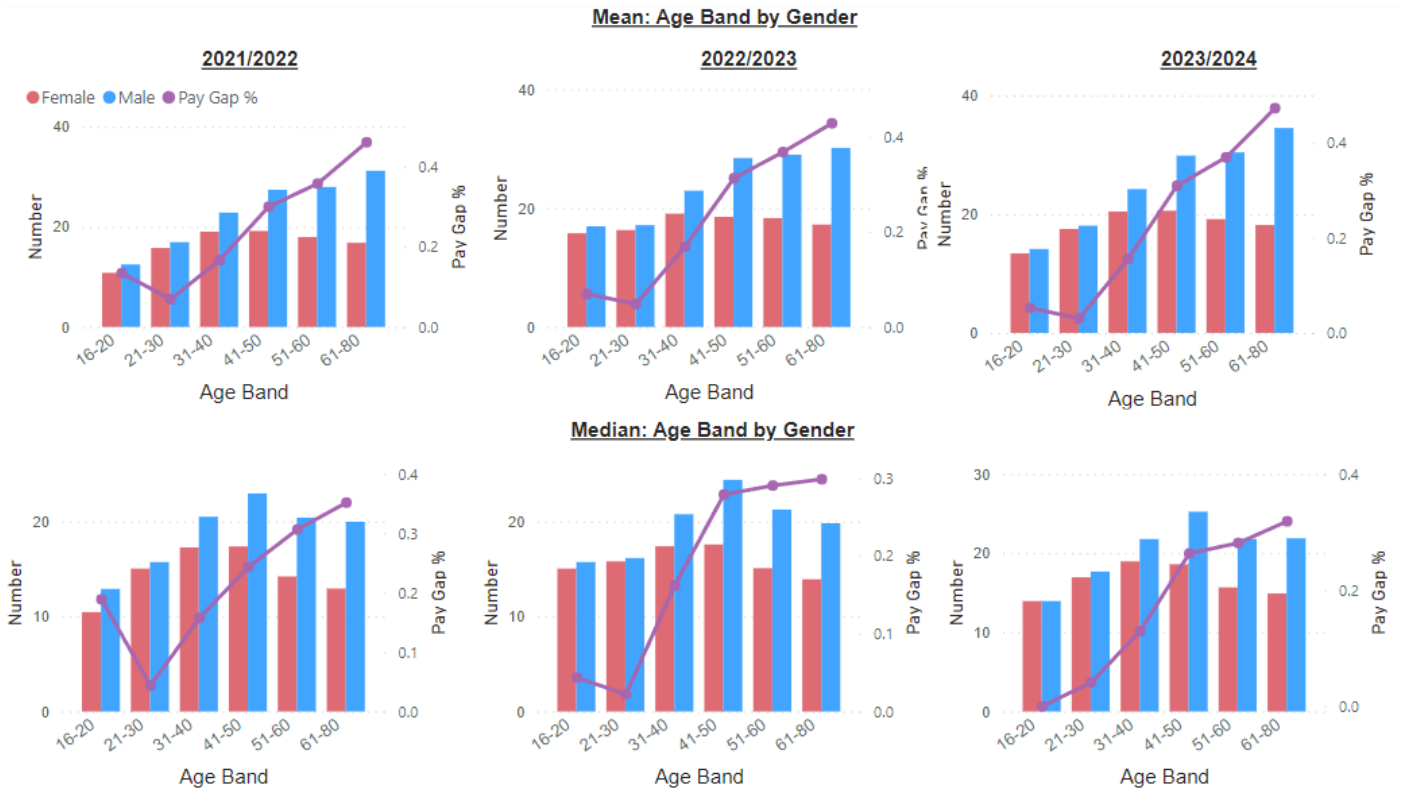


Figure 10: Charts of Age band Mean/Median Rates

The trend for hourly rates has been similar over the last three years. In 2023/2024 mean shows the highest difference in the 61 – 80 age group. In 2023/2024 median shows that male staff in the 41 – 50 age group earn the highest hourly rate.

Age Band: Mean Rates: Pay Gap %				Age Band: Median Rates: Pay Gap %			
Age band	2022 Pay Gap %	2023 Pay Gap %	2024 Pay Gap %	Age band	2022 Pay Gap %	2023 Pay Gap %	2024 Pay Gap %
16-20	13.43	6.93	5.28	16-20	18.89	4.37	0.00
21-30	6.93	4.82	3.05	21-30	4.37	2.21	4.09
31-40	16.70	16.88	15.60	31-40	15.76	16.21	12.96
41-50	30.01	31.31	31.02	41-50	24.33	27.88	26.30
51-60	35.79	36.80	36.97	51-60	30.65	29.04	28.11
61-80	46.12	42.86	47.32	61-80	35.17	29.85	31.84

Figure 11: Pay Gap % Mean/Median by Age band.

6.0 Pay Gap by Ethnicity

6.1 Ethnicity by 2021/22 | 2022/23 | 2023/24

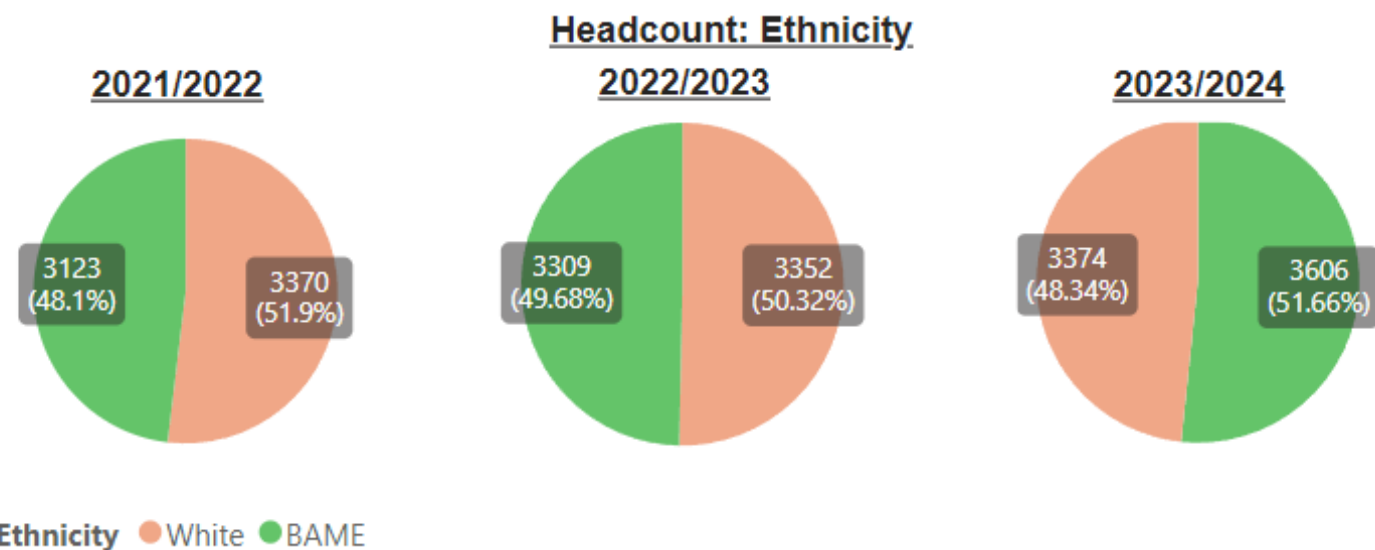


Figure 12: Ethnicity Headcount

The number of staff by ethnicity is almost a 50/50 split. This has been the case over the last three years.

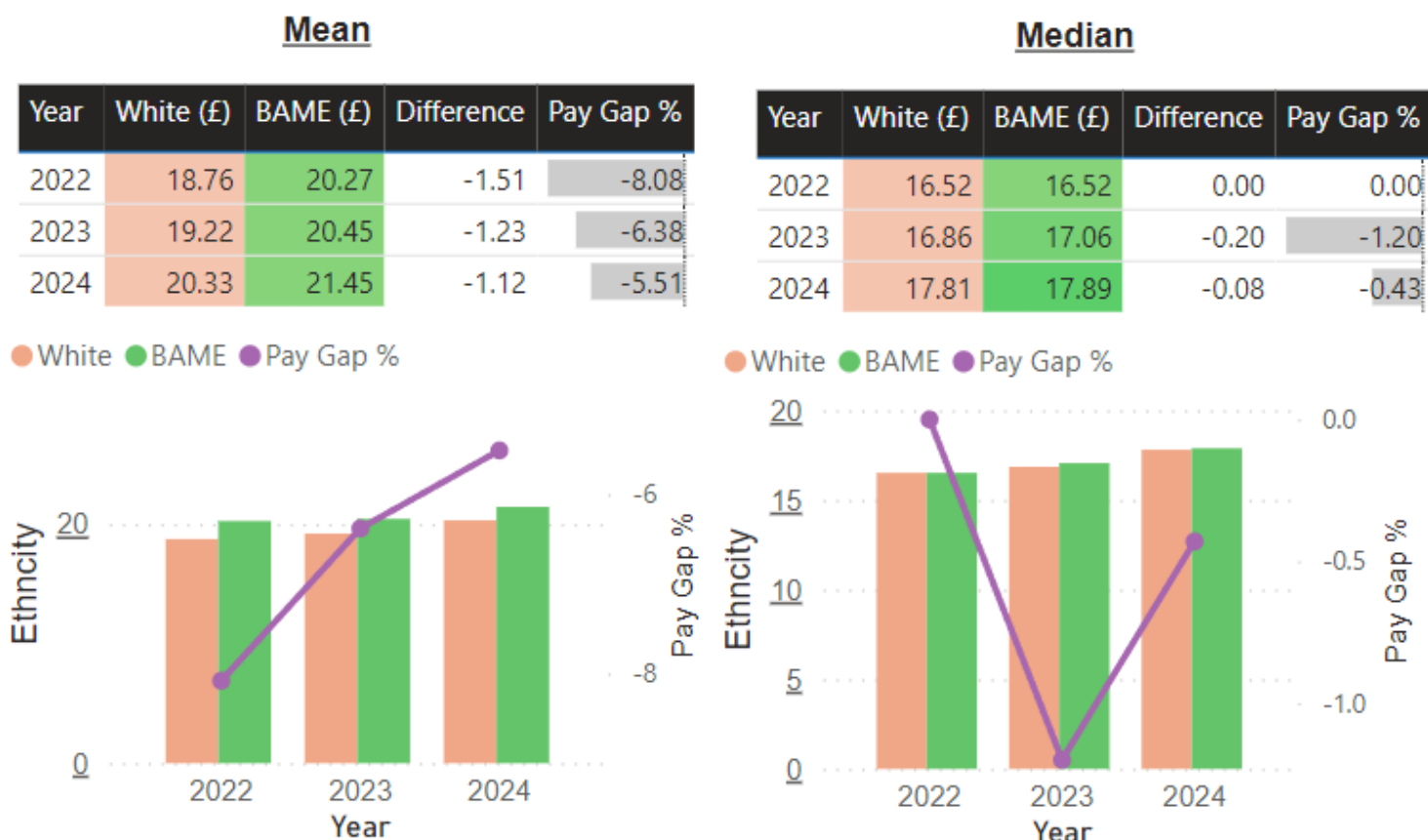


Figure 13: Ethnicity Mean/Median Hourly Rates

Since 2022, for both mean and median we can see an increase in hourly rates for white and BME colleagues. The pay difference for mean and median is in favour of BME colleagues.

7.0 Pay Gap by Disability

7.1 Disability by 2021/22 | 2022/23 | 2023/24

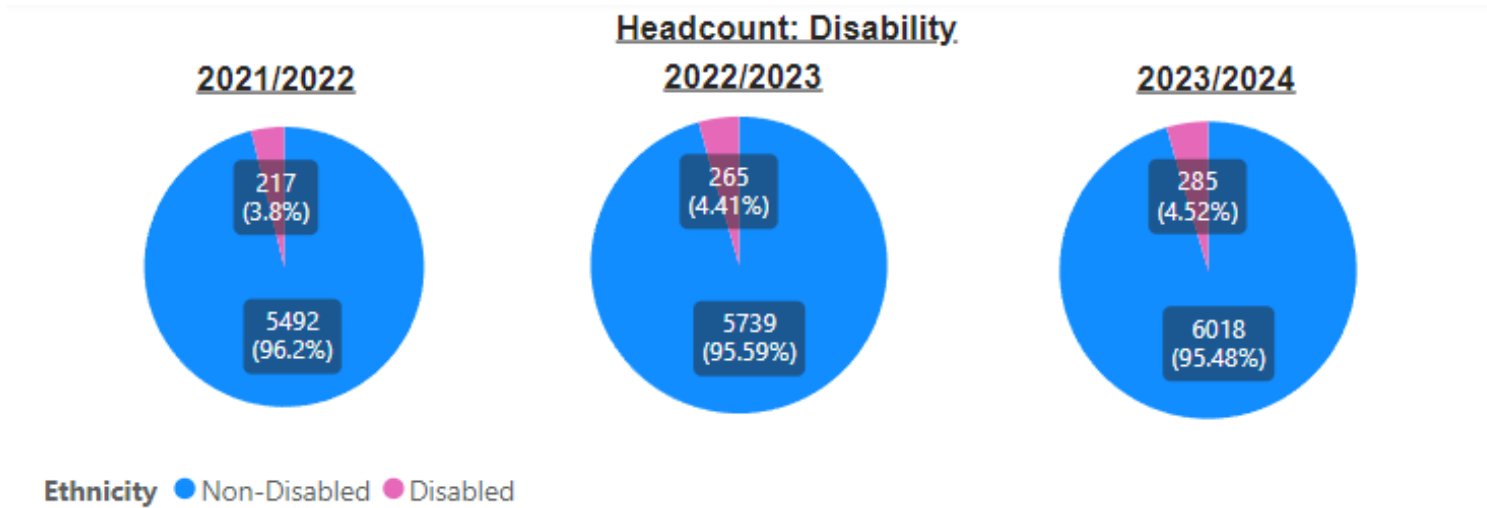


Figure 14: Disability Headcounts

We can see a steady improvement in the number of disabled staff employed by our Trust over the last three years.

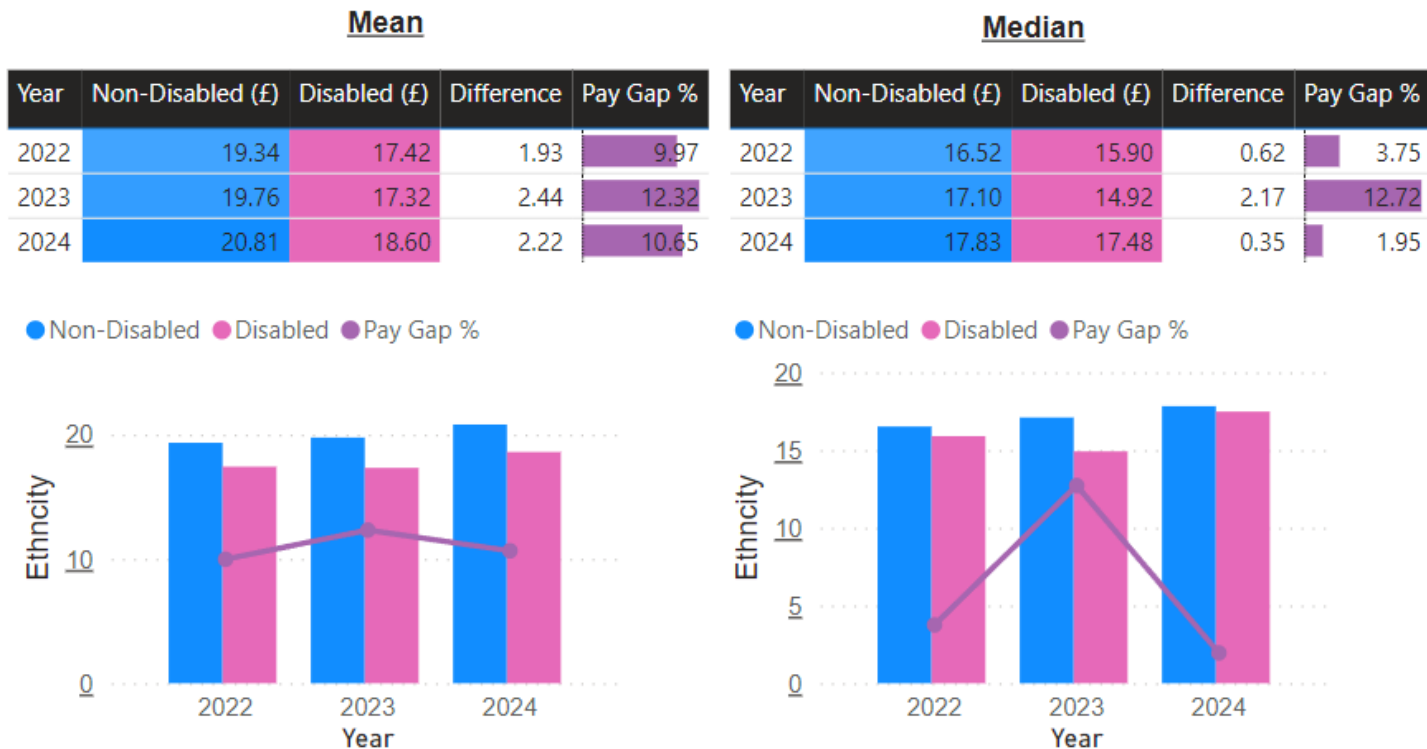


Figure 15: Disability Mean/Median Hourly Rates

When looking at 2024 mean hourly rates, disabled staff are paid £2.21 less compared to non-disabled staff. When looking at 2024 median hourly rates, disabled staff are paid 35 pence less compared to non-disabled staff.

8.0 Pay Gap by Sexuality

8.1 Sexuality by 2021/22 | 2022/23 | 2023/24

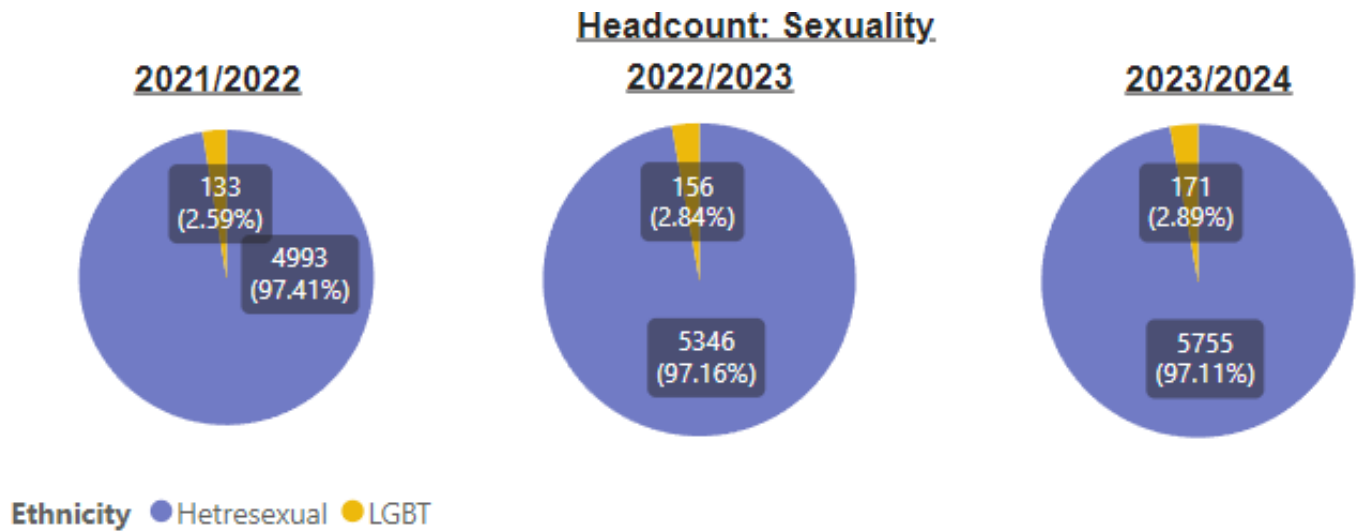


Figure 16: Sexuality Headcounts

We can see a steady improvement in the number of LGBTQ+ staff employed by our Trust over the last three years.

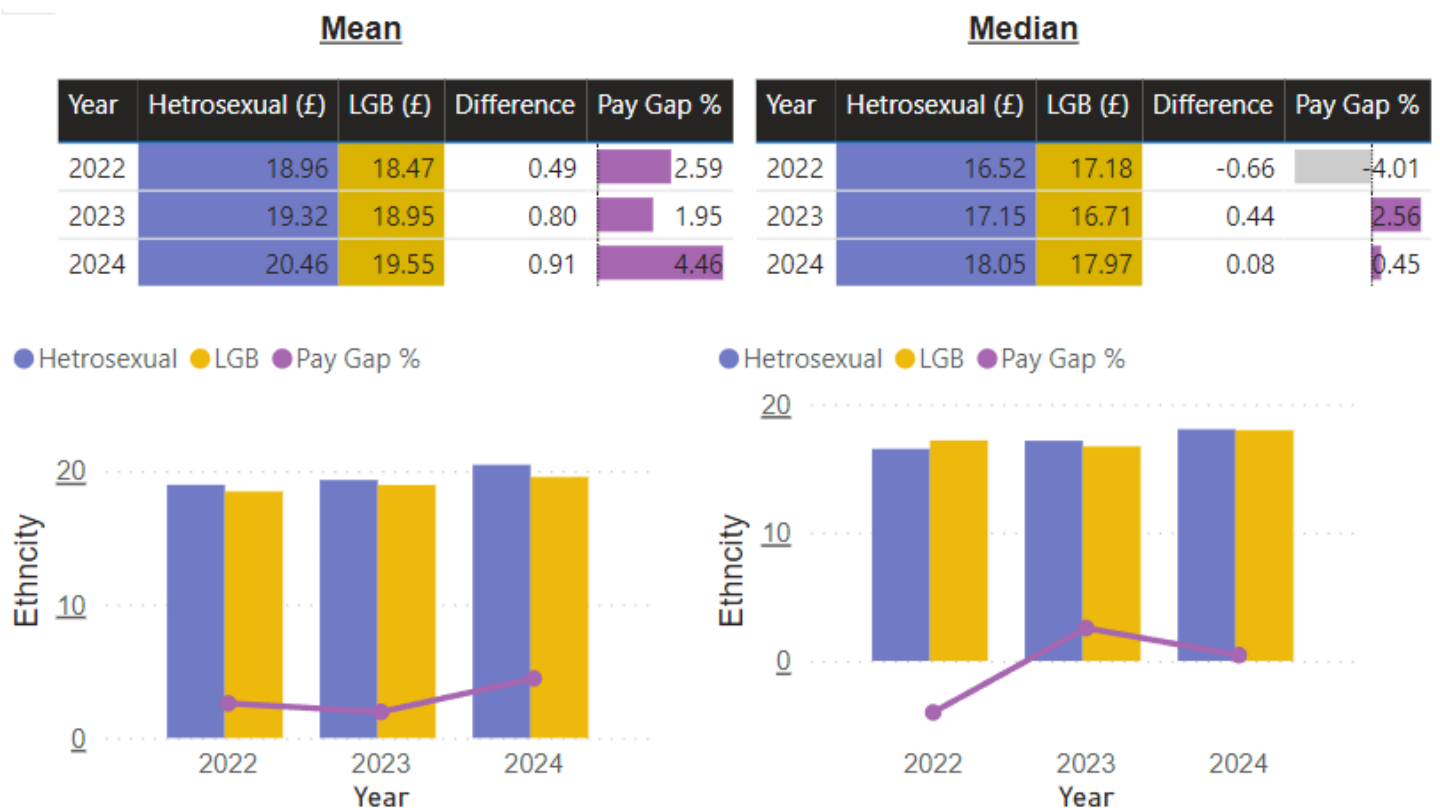


Figure 17: Sexuality Mean/Median Hourly Rates

When looking at 2024 mean hourly rates, LGBTQ+ staff are paid 91 pence less compared to heterosexual staff. When looking at 2024 median hourly rates, LGBTQ+ staff are paid 8 pence less compared to heterosexual staff.

Appendix 1 - Our Gender Pay Gap Report Data 2021/2022 | 2022/2023 | 2023/2024.

Our Trust Gender Pay Gap Data	Difference in mean hourly rate of pay	Difference in median rate of pay	Difference in mean bonus pay	Difference in median bonus pay	Employees by pay quartile	Upper Qaurtile %	Upper Middle Qaurtile %	Lower Middle Qaurtile %	Lower Qaurtile %	Size of your organisation	Number of employees within your organisation
					2022/23 Female	66.05	86.04	82.15	82.15		6364
					2023/24 Female	65.49	84.84	82.90	81.81		6517
					2023/24 Male	34.51	15.16	17.10	18.19		1728
2021/22	26.11	17.99	49.35	33.30	2021/22 Male	34.45	15.46	17.42	17.06		1610
2022/23	26.46	11.98	23.13	0.00	2021/22 Female	65.55	84.54	82.58	82.94		6005
2023/24	25.71	11.24	29.08	0.00	2022/23 Male	33.95	13.96	17.85	17.85		1683

Figure 18: Appendix1: Gender pay gap report data (2021,2023,2024)