



The Royal Wolverhampton  
NHS Trust

# GENDER PAY GAP REPORT

March 2024



Safe & Effective | Kind & Caring | Exceeding Expectation

# Background

This is the first gender pay gap report for The Royal Wolverhampton NHS Trust. Gender pay reporting legislation requires employers with 250 or more employees from April 2017 to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

This report presents the following gender pay gap indicators which have been calculated for:

- 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

The data analysis snapshot for this report is as at **31<sup>st</sup> March 2024** and is taken from the Electronic Staff Record System (ESR). The total number of employees was 14,290, of which 76.62% were female, and 23.38% male, and includes all employees holding an employment contract with the Trust. For the purposes of this report staff who work bank shifts have been included.

Agenda for Change (AFC) was introduced to the NHS in 2004 to ensure fair pay is delivered. The Trust uses this national job evaluation framework to determine appropriate pay bandings providing a clear process of paying employees equally for the same or equivalent work.

These results can also be accessed on the UK Government website: <https://gender-pay-gap.service.gov.uk/>

# Overall Trust Results

Overall Mean Gender Ordinary Pay Gap
27.07%
£6.13
Overall Median Gender Ordinary Pay Gap
19.65%
£3.45
Medical Staff Ordinary Pay (Mean)
12.13%
£4.80
Non-Medical Staff (Mean)
6.10%
£1.00

This data shows that on average there is a mean average difference in favour of male employees of 27.07% with men earning on average £6.13 more an hour.

This data shows that on average there is a median average difference in favour of male employees of 19.65% with men earning on average £3.45 more an hour.

When calculating the average mean difference between medical and non medical employee average earnings, both are in favour of men.

The mean gender pay gap for the Public Sector economy (Office for National Statistics Annual Survey of Hours and Earnings, October 2017) is 17.7%. In comparison RWT's mean gender pay gap is above this average at 27.07%. NHS has had a higher female workforce due to the range of caring roles in the workforce, which tend to be in the lower bandings, and a predominantly male workforce in the higher banded Medical & Dental professions.



# Average Bonus Gender Pay Gap

The Trust operates an annual Local Clinical Excellence Award (CEA) round for eligible consultants. This recognises and rewards individuals who demonstrate achievements in developing and delivering high quality patient care over and above the standard expected of their role, with a commitment to the continuous improvement of the NHS.

The Trust employs 534 substantive consultants of which 36.33% are female. Of the total number of eligible consultants, 150 are in receipt of a local Clinical Excellence Award, of which 26.67% are awarded to female consultants. Of eligible female consultants, 20.62% are in receipt of CEAs compared to 32.35% of eligible male consultants.

	Mean	Median
Gender Bonus Gap (%)	9.91%	0.00%

The table above shows there is a mean average difference in favour of male employees of 9.91% with men receiving on average £1014.47 more per year than female award receipts. The median average difference in favour of male employees is 0.00% with men receiving on average £0.00 more per year than female award receipts.



# Analysis by Pay Grade

As part of the analysis, RWT are required to show the proportions of male and female across four quartile pay bands: the Lower, Lower Middle, Upper Middle, and Upper Quartiles of earnings as shown below.

*Table 3. Proportion of gender in each quartile pay band*

Quartile	Male	Female	Male %	Female %
Lower	565.00	2431.00	18.86%	81.14%
Lower Middle	444.00	2553.00	14.81%	85.19%
Upper Middle	589.00	2410.00	19.64%	80.36%
Upper	1010.00	1990.00	33.67%	66.33%

When ranking the pay relevant employees as of 31 March 2024 according to their average hourly earnings it is clear that females are less well represented in the Upper Quartile.

