



Pay Gap Report for Gender, Disability & Ethnicity

Reporting Period 01 April 2021 - 31 March 2022

www.hywelddahb.wales.nhs.uk

Introduction

Hywel Dda University Health Board is committed to providing outstanding patient care and we do this by ensuring we have a diverse, talented and high performing workforce.

We are working hard to create an inclusive and compassionate culture and to ensure that equality is considered throughout the employee life cycle.

This report provides an overview of our data but should be read alongside our Strategic Equality Plan Annual Report which includes information on the actions that we have taken to promote diversity and inclusion in the workplace.

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 came into force on 06 April 2017, and requires employers with more than 250 employees to publish annual data on their gender pay gap. Although public sector organisations in Wales are exempt from these regulations, NHS Wales has agreed to work to publish its own gender pay data in line with the regulations using a report designed to meet the requirements in Electronic Staff Register Business Intelligence (ESRBI).

Alongside our Gender Pay Gap, we are publishing our first Ethnicity and Disability Pay Gap. Hywel Dda University Health Board is committed to ensuring that our pay practices are transparent, fair and equitable.

It should be noted that the data within this report is based on staff who have earned money during the reporting period. The figures may vary from those reported within the Workforce Equality Data chapter of our Strategic Equality Plan Annual Report which includes all staff engaged as workers and employees and will include bank and locum staff.

What is the Pay Gap?

The pay gap is the difference in average earnings between group of colleagues within the organisation, regardless of what role they are in.

The pay gap is useful in measuring pay equality due to its simple calculation, however, it does not measure the pay difference between people at the same pay grade, doing the same job, with the same working pattern. It also does not include any of the personal characteristics that may determine a person's pay, such as age.

Within this report we look at the pay differences between men and women, our ethnically diverse and white colleagues, and those identified as having a disability and those who do not.

Gathering the Information

The following data was produced using the ESRBI report. *The report includes all employees (those with a contract of employment) who have earned money in the reporting period whereby an hourly rate can be calculated.* Agency workers and contractors are excluded from the report on the basis that they will form part of the headcount of the agency/company that provides them, and not the employer to which they are on assignment.

All pay gap data provided in this report was obtained through the national Pay Gap dashboards via the ESR Business Intelligence report as of 31 March 2022. The data includes staff on Agenda for Change, staff on non-Agenda for Change terms and conditions. Clinical Excellence Awards for medical staff are included in both ordinary and bonus pay calculations.

Regulatory Requirements for Gender Pay Gap

In accordance with the Regulations, this report presents the following:

1. Average gender pay gap as a mean average
2. Average gender pay gap as a median average
3. Proportion of males/females when divided into four groups, ordered from lowest to highest pay
4. Average bonus gender pay gap as a mean average
5. Average bonus gender pay gap as a median average
6. Proportion (ratio) of males/females receiving a bonus payment

Gender Pay Gap

Our Workforce

Agenda for Change and Medical and Dental pay evaluation ensures that jobs are evaluated and not the post holder, it makes no reference to gender of existing or potential job holders. Some of our employees are appointed on a fixed rate salary such as our apprentices, whilst other staff groups are employed on a band which includes salary progression through a national scale.

The calculations used within this report are based on a total of 11,191 employees as at 31 March 2022. Analysis of our internal equality data indicates our gender split is:



Yearly Comparison of our Mean Gender Pay Gap

Our first Gender Pay Gap report was published in 2019, where there was a difference of 22.90% between the average earnings of male and females. Due to the Covid pandemic in 2020, we were unable to report on our gender pay gap, however in 2021 we saw a decrease of around 5% in the average pay gap compared to 2019. This year we have seen an increase in the pay gap as illustrated by the trend data in the table below.

Year	Average Hourly Rate (Male)	Average Hourly Rate (Female)	Average Pay Gap	% Average Pay Gap
2019	£20.09	£15.48	£4.61	22.90%
2021	£20.63	£17.01	£3.62	17.60%
2022	£21.67	£17.56	£4.11	18.95%

Rates of Pay

The gender pay gap is defined as the difference between the mean or median hourly rate of pay of females and males.

The mean gender pay gap is the difference between the average hourly earnings of females and males.

Gender	Average Hourly Rate
Male	£21.67
Female	£17.56
Difference	£4.11
% Difference	18.95%

The average hourly rate of pay is calculated from a specific pay period, in this case March 2022. The hourly rate is calculated for each employee based on 'ordinary pay' which includes basic pay, allowances and shift premium pay.

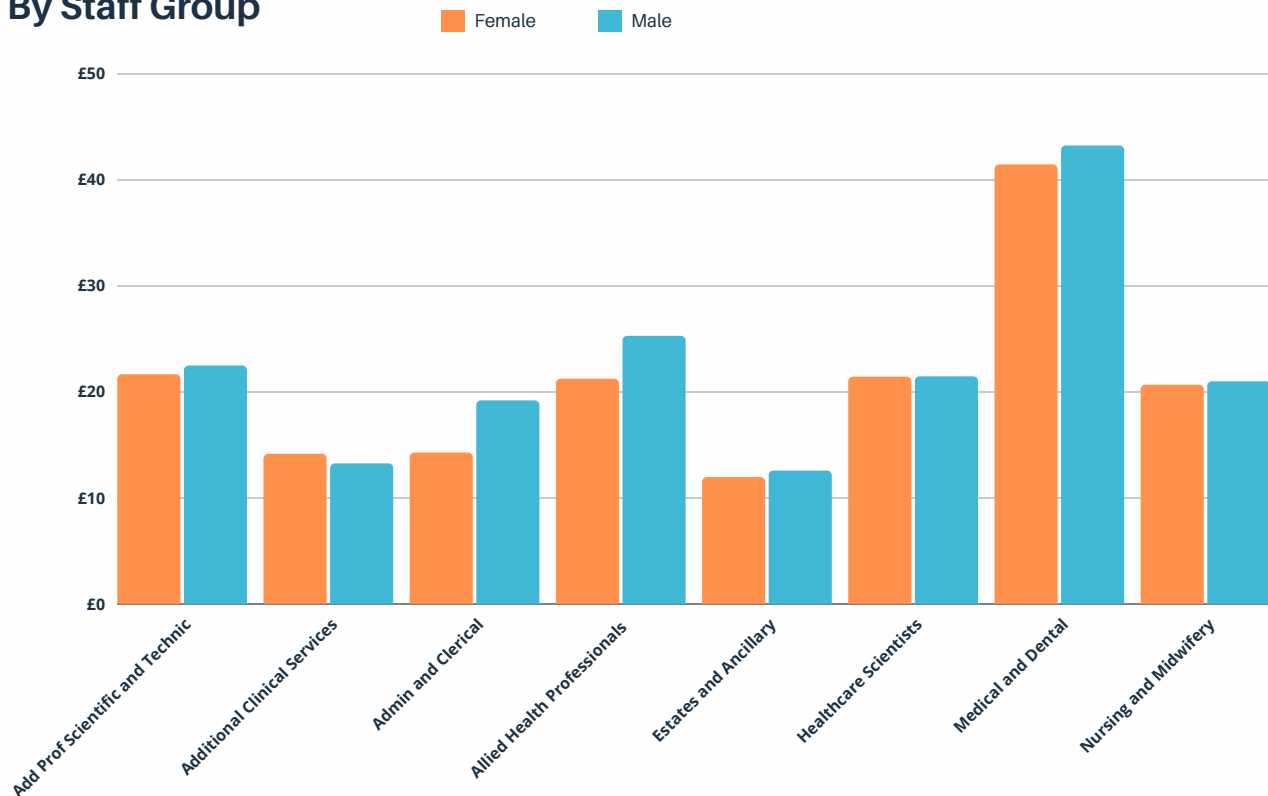
The figures above shows that the mean hourly rate for a male is £21.67 compared to £17.56 for female staff members; males received on average £4.11/hour more than females, a pay gap as a mean average of 18.95% (the 2021 figure was 17.6%).

The median hourly pay gap is the difference between the midpoints in the ranges of hourly earnings between men and women and excludes payments of overtime but includes enhancements for shifts and weekend working.

Gender	Median Hourly Rate
Male	£16.27
Female	£16.13
Difference	£0.14
% Difference	0.86%

As a median average, males received £0.14/hour more than females, a pay gap at a median of 0.86% (the 2021 figure was 0.69%).

By Staff Group



Males have a higher average hourly rate in the following staff groups:

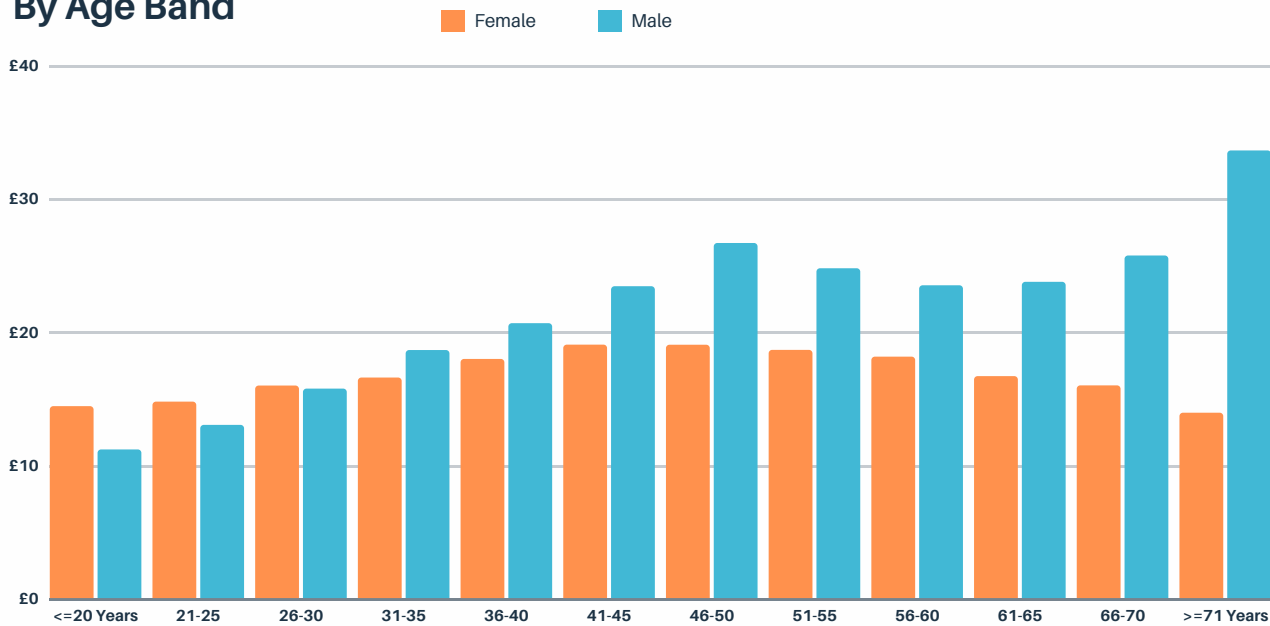
- Additional Professional Scientific and Technical
- Admin and Clerical
- Allied Health Professionals
- Estates and Ancillary
- Healthcare Scientists
- Medical and Dental
- Nursing and Midwifery

Administration and Clerical have the highest gender pay gap of 25.6% (£4.90 per hour), followed by Allied Healthcare Professions with a pay gap of 16% (£4.03 per hour).

Additional Clinical Services is the only staff group whereby females have a higher average hourly rate than their male colleagues.

The male average hourly rate for Medical and Dental was £1.78 higher than females (the 2021 figure was £2.72). This is an average hourly pay gap of 4.1%, which is lower than the previous year (2021 figure was 6.7%).

By Age Band



Females aged up to 30 years of age have a higher average hourly rate than males of the same age. Males aged 31 and over have a higher average hourly rate than females of the same age.

There is a pay gap of 58.6% (£19.68 per hour) for those aged 71 years and over, followed by a pay gap of 37.9% (£9.74 per hour) for those aged 66 - 70 years old.

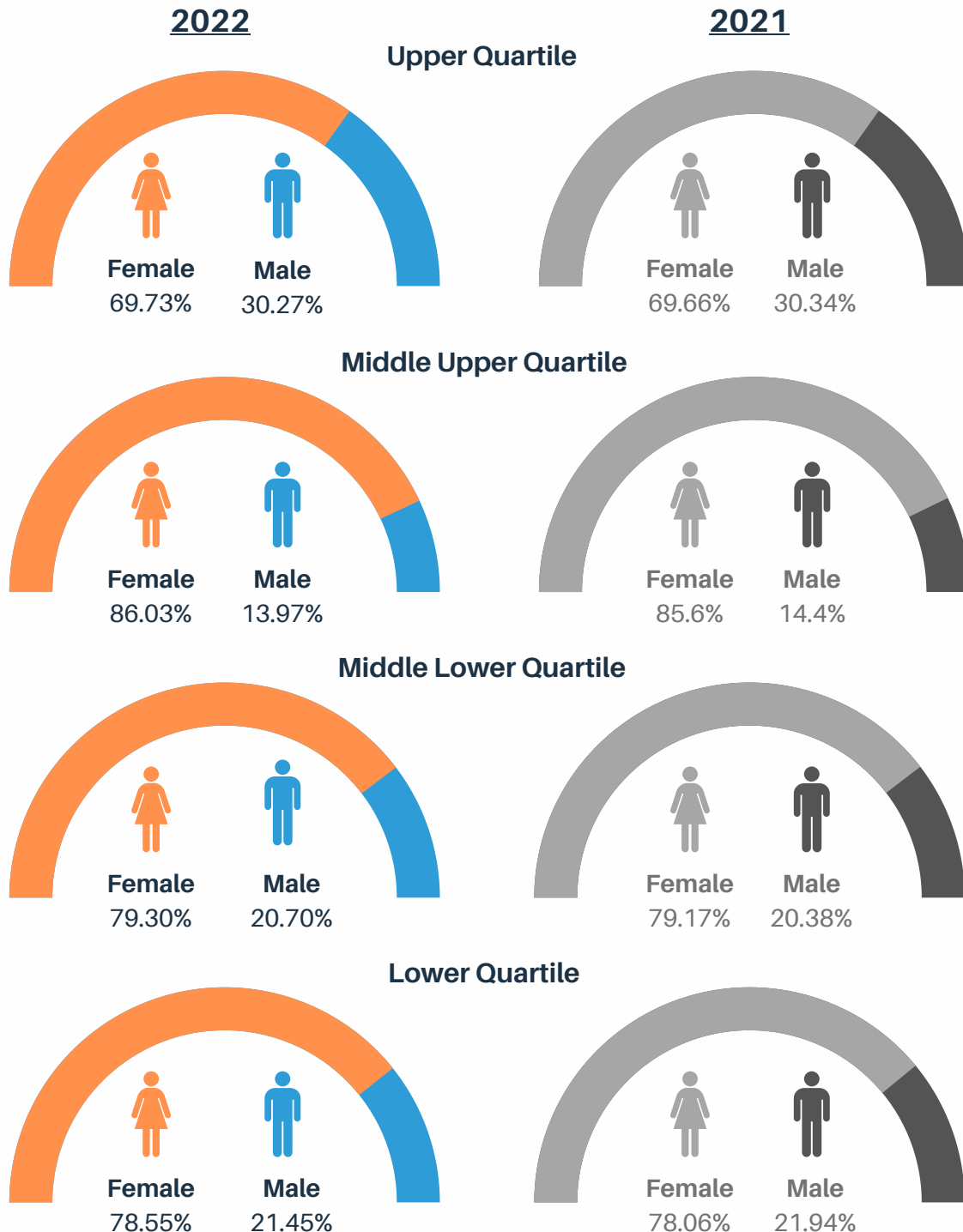
Pay Quartiles

Quartiles are calculated by ranking pay for all colleagues from lowest to highest, and splitting into four groups, showing the percentage of males and females in each group.

	Hourly Rate Range (From)	Hourly Rate Range (To)
Upper Quartile	£21.14	and over
Middle Upper Quartile	£16.13	£21.14
Middle Lower Quartile	£11.65	£16.13
Lower Quartile	up to	£11.65

Pay Quartiles Split

The infographics below shows the proportion of males and females divided into four pay band quartiles.



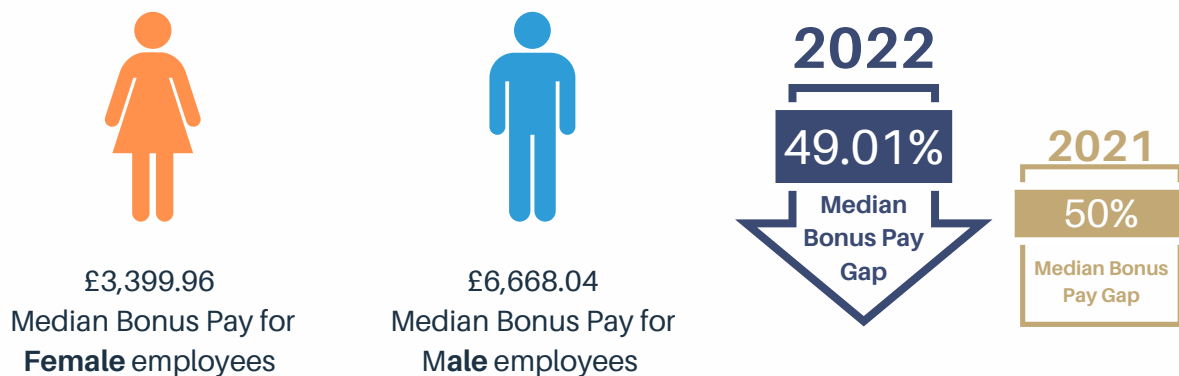
Females were over-represented in the first three quartiles (79%, 79% and 86%), and underrepresented in the upper quartile (70%), compared to the proportion of women in the workforce (78%).

Bonus Payments

Consultants receive payments called 'Clinical Excellence Awards'. Although contractual, these are classed as a bonus.

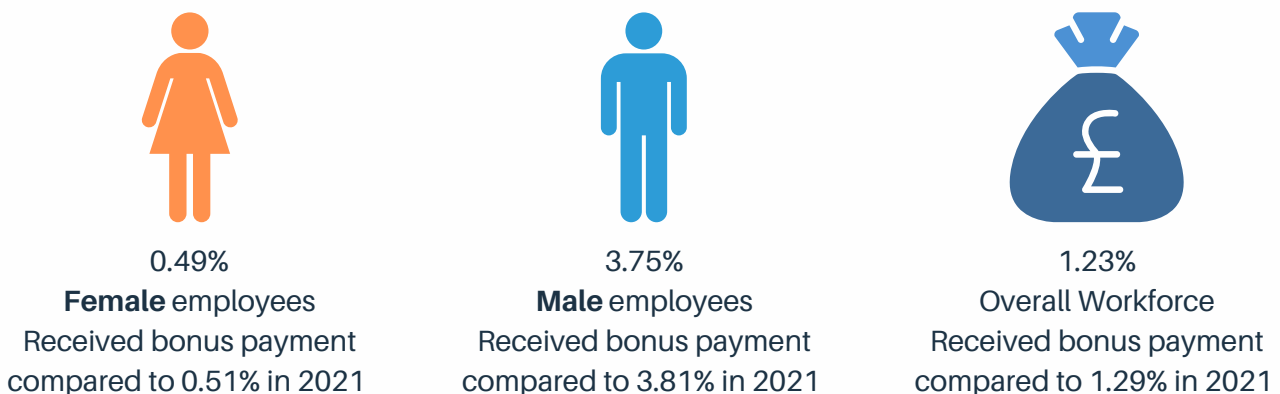


Male bonus pay as an average was £3,207.55 higher than females (the 2021 figure was £3,118.29). This equates to a 36.63% average bonus pay gap, which is lower than the previous year.



Male median bonus pay was £3,268.08 higher than females (the 2021 figure was £3,334.08). This equates to a 49.01% median bonus pay gap, which is lower than the previous year.

Staff Receiving a Bonus



Actions to support an Inclusive Workplace

We continue to make efforts to achieve a gender balance within our workforce. Although a gender pay gap is still present in the Health Board, and has increased slightly since last year, the pay gap is smaller than in 2019, whereby the average pay gap was £4.61 per hour (around 23%) compared to £4.11 per hour (18.95%) this year. The median pay gap was £1.27 per hour (8.37%) in 2019 compared to £0.14 per hour (0.86% this year).

Our Strategic Equality Plan and Objectives 2020 - 2024 for the Health Board, states that we *"will work closely to identify and resolve issues and will work collaboratively to create a fair and inclusive working environment. Within the theme of being employer of choice and the associated objective, we will include actions to identify and address Gender Pay Gap issues. Over time, we will also seek to identify and address pay gap issues relating to additional single or multiple protected characteristics where they might exist."*

In addition, we are committed to taking the following actions:

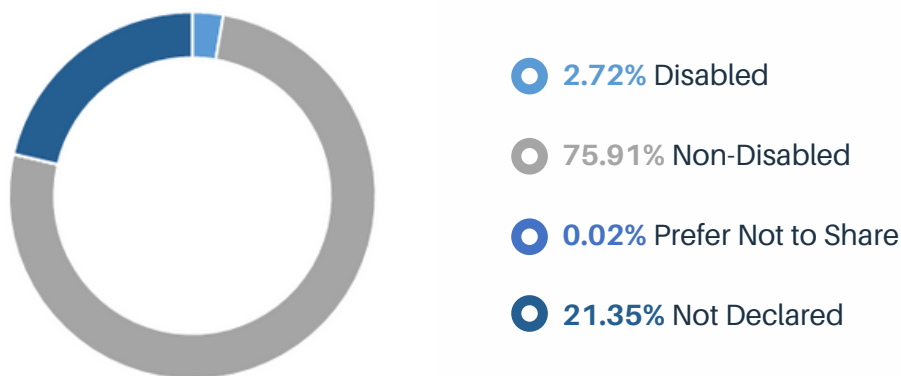
- Implementing inclusive recruitment practices which include ensuring mixed gender panels for selection and remuneration purposes.
- Exploring how we can better support female employees and encourage the next generation of female leaders.
- Exploring opportunities for more flexible or alternative shift working across the organisation and how this could be introduced into a wider range of roles.
- Working with other NHS organisations and partners to learn from best practice and explore opportunities to develop joint activities.
- Review the recruitment policy and processes to ensure there is no gender bias in the starting salaries of new employees and regularly monitor.

Disability Pay Gap

This is the first year that we are voluntarily publishing our information on our disability pay gap. This helps us to be more open and transparent about our people.

We hope that it will also encourage more people to share their disability information in order for us to better understand our workforce and remove barriers that may be impacting their day-to-day lives.

According to the Office for National Statistics, around 22% of people in Wales have some form of disability that affects their daily lives. Analysis of our internal equality data indicates our workforce profile as:



Only 2.72% of our workforce have shared with us that they have a disability which is considerably lower than the Wales average. The percentage of people that preferred not to share this information was 0.02%, and 21.35% of people have not declared this information on ESR.

To get a more accurate understanding of our disability pay gap, we need more colleagues to share their diversity data and this continues to be an organisational aim. As a result, our pay gap is likely to fluctuate as more people share this information.

Rates of Pay

The mean disability pay gap is defined as the difference between the average hourly rate of pay of our disabled and non-disabled colleagues.

The average hourly rate of pay is calculated from a specific pay period, in this case March 2022. The hourly rate is calculated for each employee based on 'ordinary pay' which includes basic pay, allowances and shift premium pay.

Gender	Average Hourly Rate
Any Declared Disability	£16.76
Non-Disabled	£18.50
Difference	£1.74
% Difference	9.41%

The figures above shows that the mean hourly rate for colleagues identifying as having a disability is £16.76 compared to £18.50 for non-disabled colleagues; our colleagues identifying as having a disability received on average £1.74/hour less than non-disabled colleagues, a pay gap as a mean average of 9.41%.

Actions to support an Inclusive Workplace

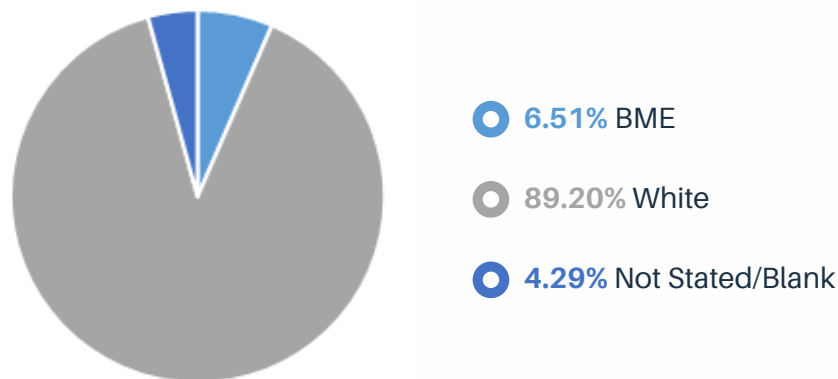
In a bid to become a more inclusive employer, we recognise that we need to ensure that we are providing equal opportunities and show support to employees and individuals within our communities who identify as having a disability. In order to do this, we aim to:

- Progress our evidence towards achieving 'Disability Confident Leader - Level 3' whereby the Health Board will actively promote and show disabled people that we are leading the way in getting businesses to become a more inclusive workplace.
- Increase our understanding of the characteristics of work people with a disability look for when applying for roles to help attract, recruit and retain individuals to the Health Board.
- Continue to reinforce our health board values through senior leaders and managers, to develop a working environment that fosters diversity and does not tolerate bias towards people with a disability, even if its unconscious.
- Source/develop programmes to raise awareness of individual needs including learning disabilities, disability, dyslexia, dyspraxia, dyscalculia, ASD, ADD/ADHD.
- Explore with staff the potential of establishing a staff network to support employees with disabilities.
- Support a climate of disclosure, whereby employees feel comfortable to disclose their disability and request any additional organisation support they may need.

Ethnicity Pay Gap

Unequal pay between males and females has been illegal in the UK since 1975, however that is not the case for people from ethnic minority backgrounds. Although not required, reporting pay differences between ethnically diverse colleagues is encouraged as a means of improving inclusion and to tackle inequality in the workplace.

According to the Office for National Statistics, around 2.79% of the Hywel Dda population identify as being from a Black, Asian and minority ethnic background. Analysis of our internal equality data indicates our workforce profile as:



6.51% of our workforce identify as being from a Black, Asian and minority ethnic background, which is significantly higher than the percentage of the Hywel Dda population. 4.29% of employees have not provided this information on ESR or have left this section blank.

Rates of Pay

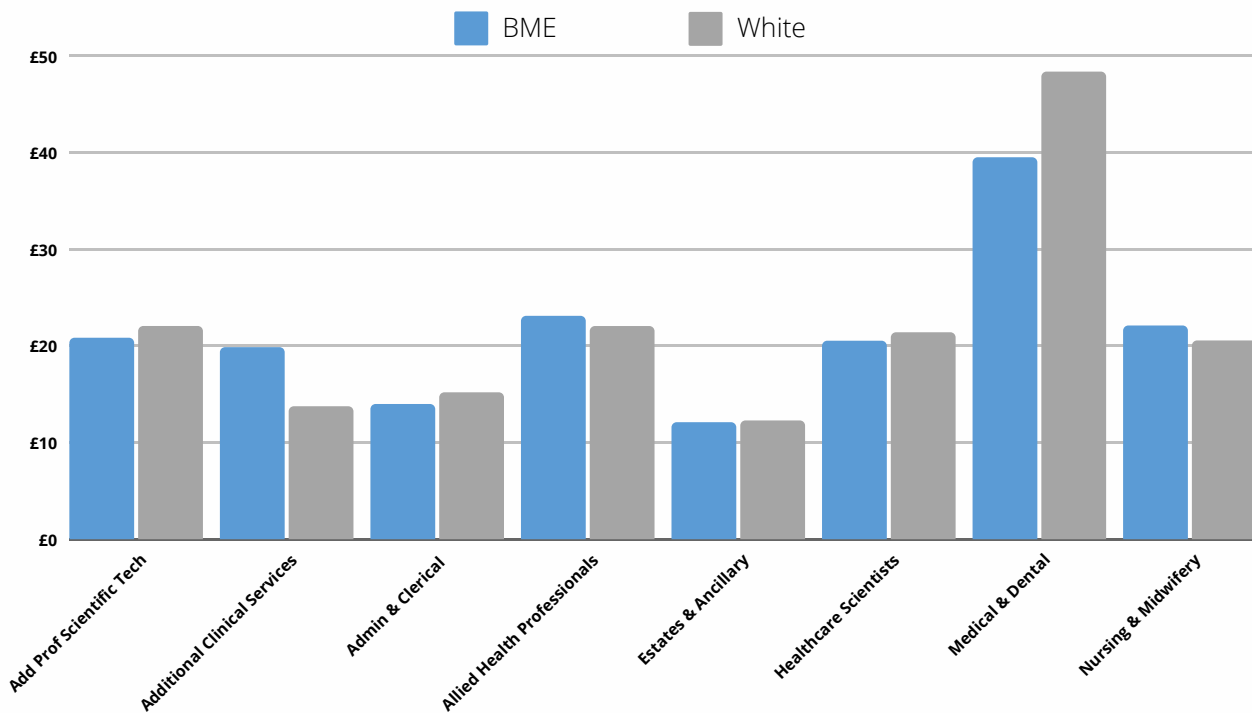
The mean ethnicity pay gap is defined as the difference between the average hourly rate of pay of our ethnically diverse and white colleagues.

Gender	Average Hourly Rate
BME	£28.01
White	£17.63
Difference	£10.38
% Difference	-58.84%

The average hourly rate of pay is calculated from a specific pay period, in this case March 2022. The hourly rate is calculated for each employee based on 'ordinary pay' which includes basic pay, allowances and shift premium pay.

The figures above shows that the mean hourly rate for our ethnically diverse colleagues is £28.01 compared to £17.63 for white colleagues; our ethnically diverse colleagues received on average £10.38/hour more than white colleagues, a negative pay gap as a mean average of 58.84%.

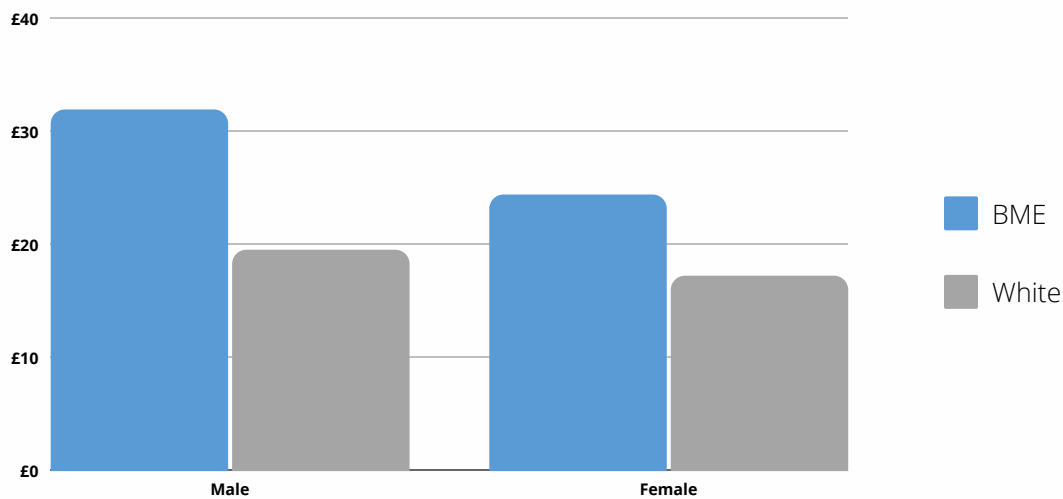
By Staff Group



Further analysis of the information by staff group has highlighted that there is a negative pay gap for ethnically diverse colleagues working in Additional Clinical Services, Allied Health Professionals and Nursing & Midwifery. This means that ethnically diverse colleagues within these staff groups earn more than white colleagues.

In all other staff groups, there is a pay gap whereby white colleagues earn more than ethnically diverse colleagues. This is most significant in the Medical and Dental staff group with a pay gap of £8.84 per hour (18.32%).

By Gender



The figures show that the mean hourly rate for our ethnically diverse male colleagues is £31.84 compared to £19.49 for white male colleagues; our ethnically diverse colleagues received on average £12.35/hour more than white colleagues, a negative pay gap as a mean average of 63.37%.

The mean hourly rate for our ethnically diverse female colleagues is £24.33 compared to £17.19 for white female colleagues; our ethnically diverse colleagues received on average £7.14/hour more than white colleagues, a negative pay gap as a mean average of 41.54%.

Actions to support an Inclusive Workplace

According to the data, the Health Board has a negative ethnicity pay gap as on average, our ethnically diverse colleagues earn more than our white colleagues, although as illustrated there are variations within staff groups. Moving forward, we will look to:

- Undertaking further analysis to understand the reasons why a higher proportion of ethnically diverse/white colleagues apply for roles within a specific sector of the Health Board.
- Identify how we can encourage people to apply for roles and development opportunities in sectors where there are greater pay gaps.
- Work in conjunction with the BAME Staff Network to enhance our understanding of the experiences of staff and the actions which could be taken to support them to enhance and develop their careers.
- Increase promotion and recognition of the Health Board's BAME staff network internally and externally.
- Review, develop and raise awareness of the Buddy Scheme.
- Continue to explore and understand the reasons why our ethnically diverse employees consider leaving / leave the organisation by using the exit interview process.