

**Board of Directors Meeting
20 December 2022**

Title:	Gender Pay Gap Report
Responsible Director:	Director of Workforce and OD
Author:	XXXXXXXXXX

<p>Purpose of the report and summary of key issues:</p>	<p>Equal pay is a legal principle and relates to men and women receiving different pay for work of equal value, whereas gender pay analyses the differences in average pay for men and women within an organisation. It is entirely possible to have a significant gender pay gap whilst having complete pay equality. Company is reporting a 3.88% gender pay gap, meaning that based on an average hourly rate men are paid 3.88% more than women. This gap is a decrease on 2021, which was 4.82%.</p> <p>The figures also demonstrate that the Company has a -0.87% median gender pay gap in 2022, which means that the median rate is lower for males. In contrast, the median gender pay gap in 2021 was 1.02%, which was disadvantageous to females.</p> <p>The company profile shows the percentage of females has decreased in 2022 compared to 2021, effectively moving away from a balance between the male and female workforce.</p> <p>To review the shadow scale annually to ensure that the total reward package is comparable for all staff and is bias free in its application.</p> <p>Raise awareness and be more responsive to flexible working opportunities through internal communications and training.</p> <p>Evaluate current recruitment practices, to ensure that the company does all it can to encourage applications to achieve a more even gender balance at all levels.</p> <p>Consider the use of additional training, e.g. unconscious bias training.</p>
---	---

BAF Risk:	AIM 1: To be an outstanding place to work	
	BAF1.1 to be an outstanding place to work	x
	BAF1.2 To be an inclusive employer where diversity is celebrated and valued	x
	AIM 2: To work with partners to deliver integrated care	
	BAF2.1 To improve population health and wellbeing, provide integrated care and to support primary care	
	BAF2.2 To be an active partner in population health and the transformation of health inequalities	
	AIM 3: To deliver high quality care	
	BAF3.1 and 3.4 To provide outstanding care and outstanding patient experience	
	BAF3.2 To provide a high quality service	
	BAF3.3 To provide high quality care to children and young people in adults community services	
	BAF3.5 To provide high quality public health 0-19 services	
	AIM 4: To ensure clinical and financial sustainability	
	BAF4.1 To continually improve services we provide to our population in a way that are more efficient	
	BAF4.2 and 4.3 To provide high quality care and to be a financially sustainable organisation	
	BAF4.4 To be financially stable to provide outstanding quality of care	
Corporate Risks	None	
Report History:	None	
Recommendation:	<i>Board is recommended to review the content and approve the report</i>	

Gender Pay Gap at Harrogate Integrated Facilities

1. Introduction and Background

New regulations enacted in 2017 now require the Company to undertake detailed analysis relating to gender pay. The Company is required to publicise a specific data set relating to a snapshot date of 31 March 2022.

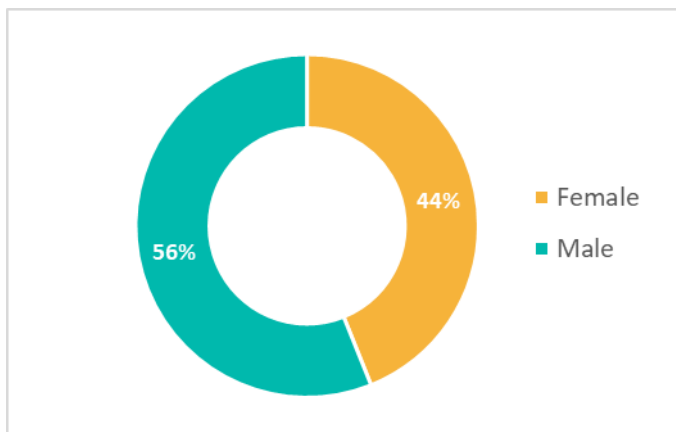
It is important to highlight the difference between equal pay and a gender pay gap. Equal pay is a legal principle and relates to men and women receiving different pay for work of equal value, whereas gender pay analyses the differences in average pay for men and women within an organisation. It is entirely possible to have a significant gender pay gap whilst having complete pay equality.

The Company pays the majority of staff who transferred on the 1 March 2018 on the Agenda for Change scale, any staff engaged in post since 1 March 2018 are paid on a scale comparable to Agenda for Change. Added to which all staff who fall below the Living Wage are in receipt of a top up payment. By using Agenda for Change and the HIF shadow scale provides assurance that equal pay for equal work is recognised i.e. someone entering the band 3 scale with the same level of qualification and experience would be paid the same irrespective of gender, they would then have the opportunity to progress up the pay scale annually.

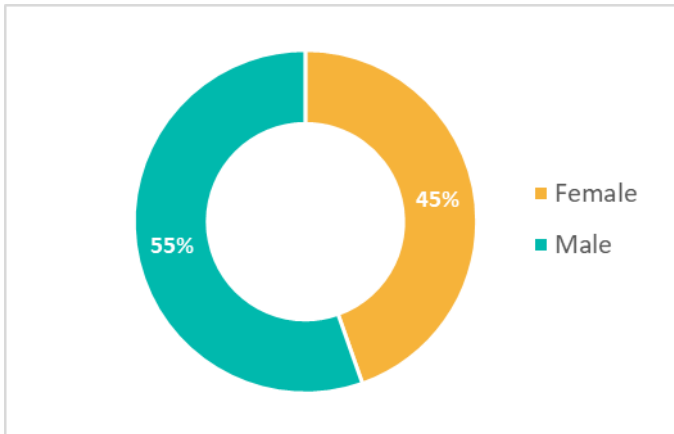
2. Company Position

Staff eligible for inclusion in the report as at the 31st March 2022 was 334 (excludes those on career break, maternity, adoption leave) The workforce gender split at the time was as follows, females – 148 and males – 189.

2022



2021



3. Gender Pay Information

All organisations with over 250 employees are required to publish six key metrics, the outcomes of which are summarised in the next two sections of this report.

The mean and median gender pay gap in hourly pay between males and females:

Gender	Mean Hourly Rate 2022	Median Hourly Rate 2022	Mean Hourly Rate 2021	Median Hourly Rate 2021
Male (£)	12.74	11.58	12.20	11.20
Female (£)	12.25	11.68	11.61	11.08
Difference (£)	0.49	-0.10	0.59	0.11
Pay Gap %	3.88	-0.87	4.82	1.02

As shown the Company is reporting a 3.88% gender pay gap, meaning that based on an average hourly rate men are paid 3.88% more than women. This gap is a decrease on 2021, which was 4.82%.

The figures also demonstrate that the Company has a -0.87% median gender pay gap in 2022, which means that the median rate is lower for males. In contrast, the median gender pay gap in 2021 was 1.02%, which was disadvantageous to females.

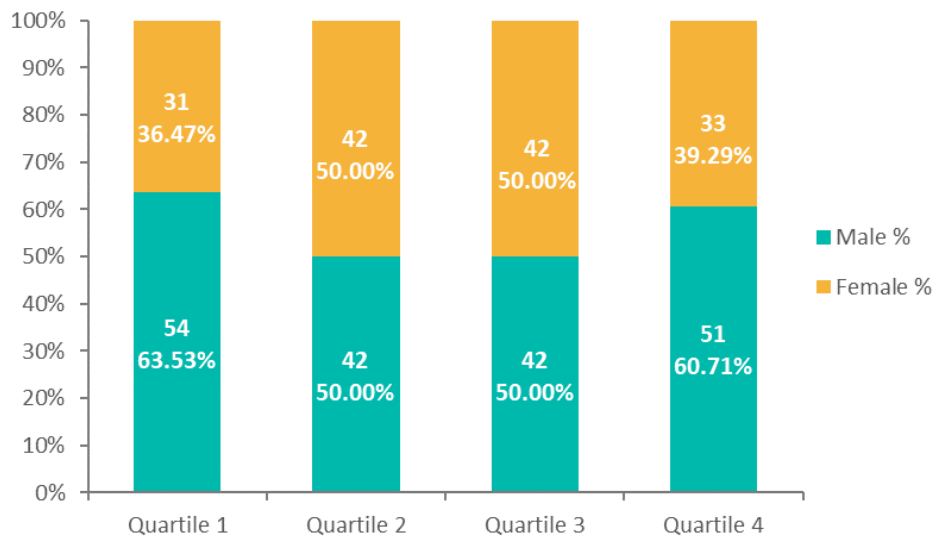
The company profile shows the percentage of females has decreased in 2022 compared to 2021, effectively moving away from a balance between the male and female workforce.

It should be noted the company also has higher banded men than women at band 6 and above which will have an impact.

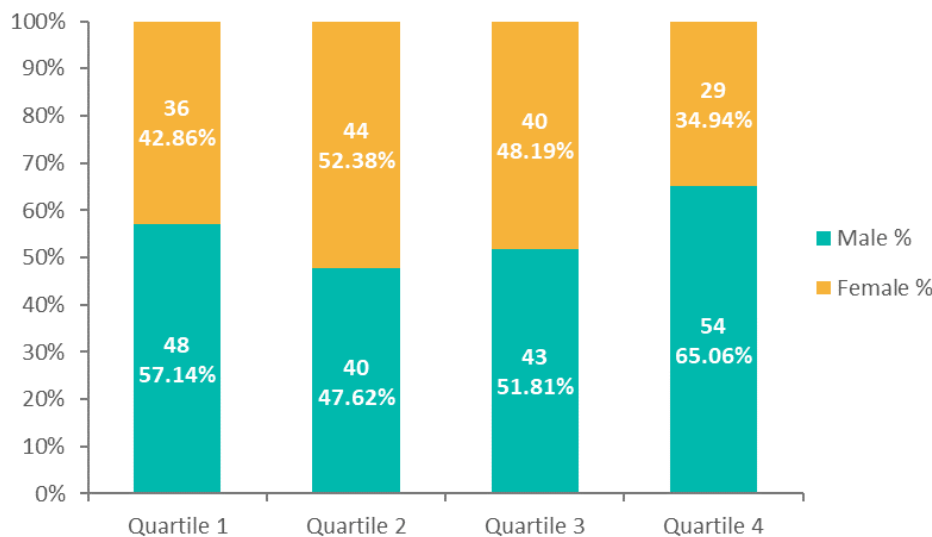
4. Proportion of males and females in each pay quartile (1 is low, 4 is high):

The graph below shows that the highest proportion of males is found in the lower and upper quartiles. Compared to the previous year, the proportion of males in the upper quartile has decreased from 65.06% to 60.71% in 2022 and increased in the lower quartile from 57.14% to 63.53%. In contrast, the highest proportion of females is found in the middle quartiles, where the proportions are 50% male and female for both quartiles.

2022



2021



5. Mean and median bonus gender pay gap across 12 months to the 31 March 2021

The Company currently only pays a bonus in the form of long service awards which is a £40 bonus paid to both males and females in recognition of 25, 30, 35, 40 and 50 years' service. As the Company has been in existence for 4 years as at 31st March 2022, this will account for staff who have continuous service from their service with HDFT. As this bonus is paid out at an equal level to all employees it has no influence on the figures.

The Long Service Awards were postponed in 2021/22 due to Covid and are to be awarded to employees in November 2022, along with the Long Service Awards for 2022/23. The two consecutive years will therefore be reported on in the 31 March 2023 Gender Pay Gap report.

6. Recommendations regarding the Gender Pay Gap

- To review the shadow scale annually to ensure that the total reward package is comparable for all staff and is bias free in its application.
- Raise awareness and be more responsive to flexible working opportunities through internal communications and training.
- Evaluate current recruitment practices, to ensure that the company does all it can to encourage applications to achieve a more even gender balance at all levels.
- Consider the use of additional training, e.g. unconscious bias training.