



Liverpool Women's
NHS Foundation Trust

Gender Pay Gap Report

Data at March 2023
Published March 2024

1. What is the Gender Pay Gap?

The gender pay gap is a measure of labour market or workplace disadvantage, expressed in terms of a comparison between men's and women's average (median) hourly rates of pay.

Gender pay gap reporting doesn't specifically ask who earns what, but what women earn compared with men. It provides a framework within which gender pay gaps can be surfaced, enabling organisations to constructively consider why they exist and what to do about them.

Gender pay gap reporting regulations require UK employers with 250+ employees to disclose their gender pay gap. The gender pay gap gives a snapshot of the gender balance within an organisation. It measures the difference between the average earnings of all male and female employees, irrespective of their role or seniority.

The gender pay gap measures the difference between average hourly earnings (excluding overtime) of men and women as a proportion of men's average hourly earnings (excluding overtime).

A gender pay gap can be expressed as:

- A positive measure, for example, a gap of 13.9% – this indicates the extent to which women earn, on average, less per hour than their male counterparts.
- A negative measure, for example, a gap of -9.2% – this indicates the extent to which women earn, on average, more per hour than their male counterparts. This may happen, for example, if you employ a high proportion of men in low-paid, part-time work, and/or your senior and higher-paid employees are women.

The gender pay gap is often confused with equal pay. However, whilst both deal with the disparity of pay that women receive in the workplace compared to men, they tackle two different issues:

1. Equal pay means that men and women must be paid the same for carrying out work of equal value for the same employer, as set out in the Equality Act 2010.
2. The gender pay gap gives a snapshot of the gender balance within a hierarchy. It measures the difference between the average earnings of all men and women across an organisation or the labour market, irrespective of their role. It is expressed as a percentage of men's average earnings.

2. The National Picture on the Gender Pay Gap (Source- Office of National Statistics)

- The gender pay gap has been declining slowly over time; over the last decade it has fallen by approximately a quarter among full-time employees, and in April 2023 it stands at 7.7%.
- There remains a large difference in the gender pay gap between employees aged 40 years and over and those aged under 40 years.
- Compared with lower-paid employees, the gender pay gap among higher earners is much larger, however this difference has decreased in recent years.
- The gender pay gap has decreased across all major occupational groups between 2022 and 2023.

- The gender pay gap in skilled trades occupations remains the largest of the major occupational groups, however, it has also decreased by the largest amount over the past years.
- The gender pay gap among full-time employees is higher in every English region than in Wales, Scotland or Northern Ireland.

3. The Gender Pay Gap Indicators

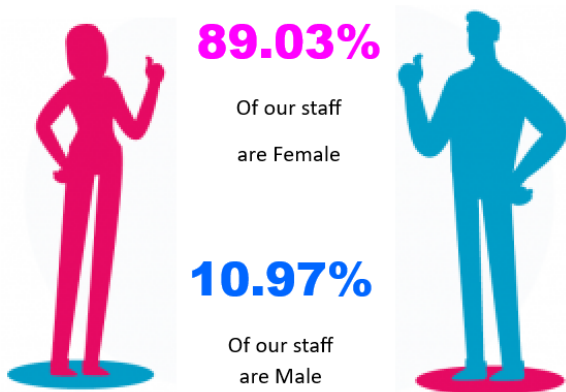
The legislation requires LWH as a public sector employer to publish six calculations:

- 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 potation of females receiving a bonus payment
- Proportion or males and females divided into four groups ordered from lowest to highest pay

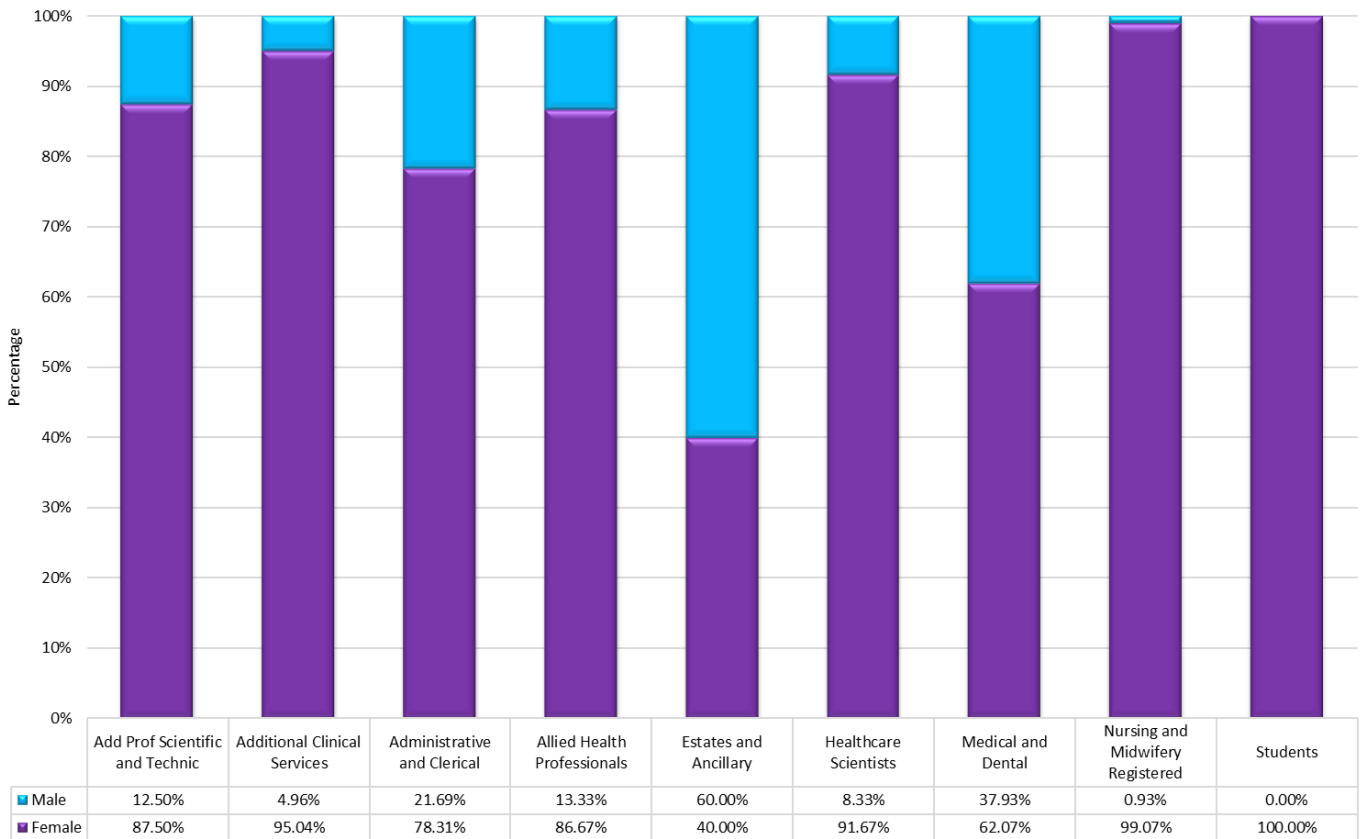
Mean gender pay gap	The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
Median gender pay gap	The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
Mean bonus gap	The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
Median bonus gap	The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
Bonus proportions	The proportions of male and female relevant employees who were paid bonus pay during the relevant period
Quartile pay bands	The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands

(Source: CIPD)

4. Gender Pay at Liverpool Women's

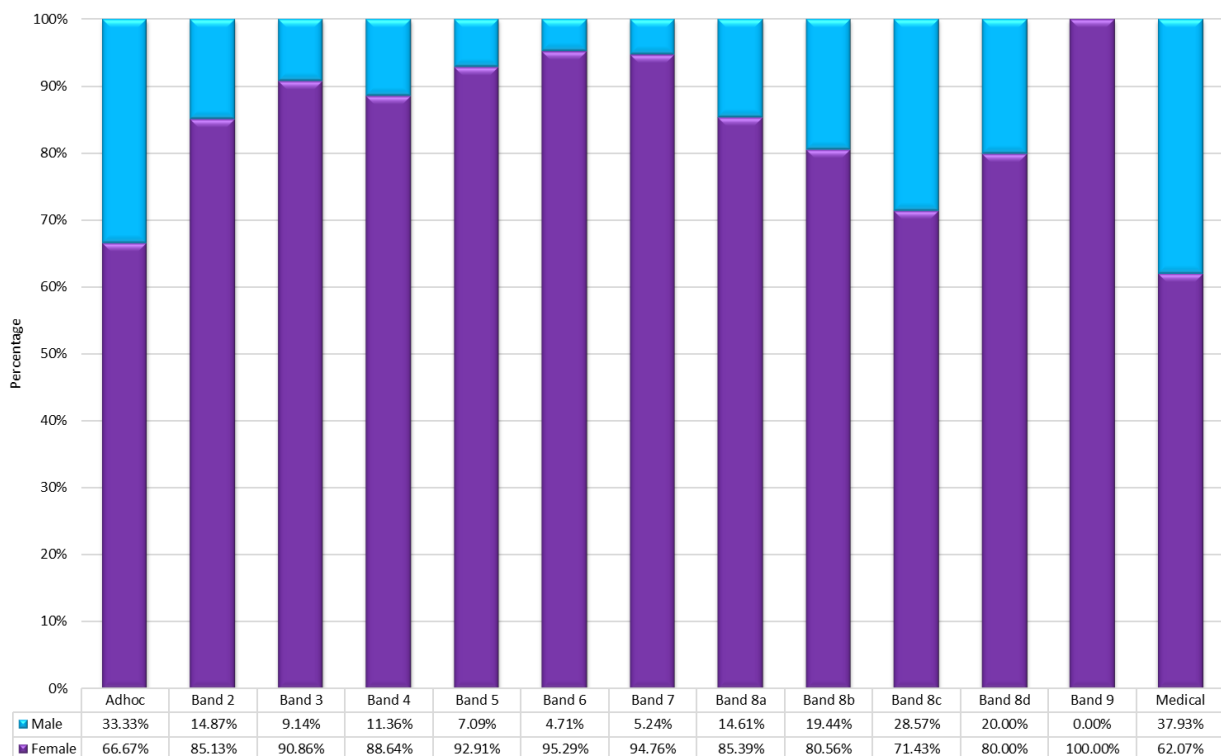


Liverpool Women's NHS Foundation Trust Make-up by Staff Group



Grouped by Payscale	Female		Male		Total Headcount
	Headcount	%	Headcount	%	
Adhoc	10	66.67%	5	33.33%	15
Band 2	166	85.13%	29	14.87%	195
Band 3	169	90.86%	17	9.14%	186
Band 4	117	88.64%	15	11.36%	132
Band 5	262	92.91%	20	7.09%	282
Band 6	384	95.29%	19	4.71%	403
Band 7	199	94.76%	11	5.24%	210
Band 8a	76	85.39%	13	14.61%	89
Band 8b	29	80.56%	7	19.44%	36
Band 8c	10	71.43%	4	28.57%	14
Band 8d	4	80.00%	1	20.00%	5
Band 9	4	100.00%	0	0.00%	4
Medical	72	62.07%	44	37.93%	116
Grand Total	1502	89.03%	185	10.97%	1687

Liverpool Women's NHS Foundation Trust by Payscale



Key Points:

- Liverpool Women's NHS Foundation Trust staff comprise 89.73% Women and 10.27% Men
- The trust has 751 Nursing and Midwifery Registered staff of which 54.59% are Midwives.
- The staffing of Liverpool Women's is reflective of the small numbers of men working as midwives, Gynaecology or neonatal nurses at a national level.

- Women make up the majority of staff in every single pay band. A higher number of men can be seen in medical, ad-hoc and Band 8c groups, although women remain in the majority.

Average Hourly Rates

Gender	Avg. Hourly Rate	Median Hourly Rate
Male	£25.20	£19.94
Female	£19.91	£18.23
Difference	£5.29	£1.72

Average Hourly Rate of Gender Pay as a Mean Average

20.99% Mean Gender Pay Gap



Average Hourly Rate of Gender Pay as a Median Average

8.60% Median Gender Pay Gap



Key Points:

- The average hourly rate is calculated for each employee based on 'ordinary pay' which includes basic pay, allowances and shift premium pay.
- The median rate is calculated by selecting the hourly rate at the mid-point for each gender group.
- The percentage variance for the average hourly (mean) rate of pay is 20.99%. This calculation is based on the average (mean) hourly rate of female staff compared to male staff.
- The percentage variance for the median hourly rate of pay is 8.60%. This calculation is based on the average hourly rate at the mid-point for each gender group.

- The fact the median percentage is lower than the mean percentage, indicates there is likely to be some higher banded male staff which impacts on the average pay differential but not the median.

Average Bonus Rates

Bonuses payments at LWH only relate to Clinical Excellence Awards for Consultant Medical Staff. Depending on the outcome of consultant contract negotiations they may be ceased in future years. CEA awards are based on consultants delivering contribution over and above their job plan across a range of categories. Looking at this in the context of gender pay it may be the case that female consultants have additional childcare responsibilities and are therefore less able to take on extra-curricular work.

Gender	Avg. Pay	Median Pay
Male	£9,498.30	£4,660.58
Female	£6,734.46	£4,660.58
Difference	£2,763.84	£0.00

Proportion of Males & Females receiving a bonus payment

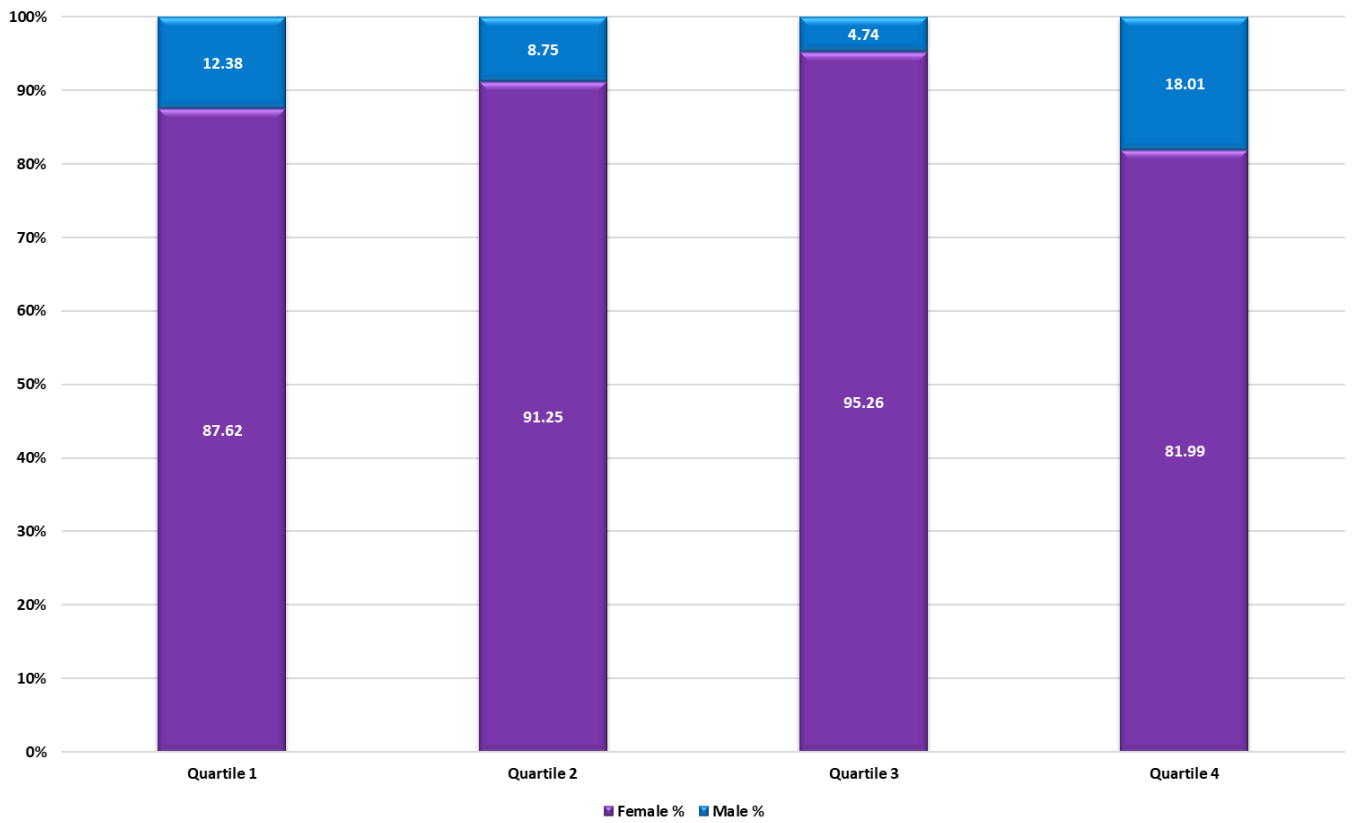
Proportion Receiving Bonus	
Female	Male
2.62% (44 Staff)	13.39% (30 Staff)
3.88% of Total Employees	

Mean Gender Bonus		Median Gender Bonus	
Female	Male	Female	Male
£6,734.46	£9,498.30	£4,660.58	£4,660.58
Pay Gap		Pay Gap	
29.10%		0.00%	
£2,763.84		£0.00	

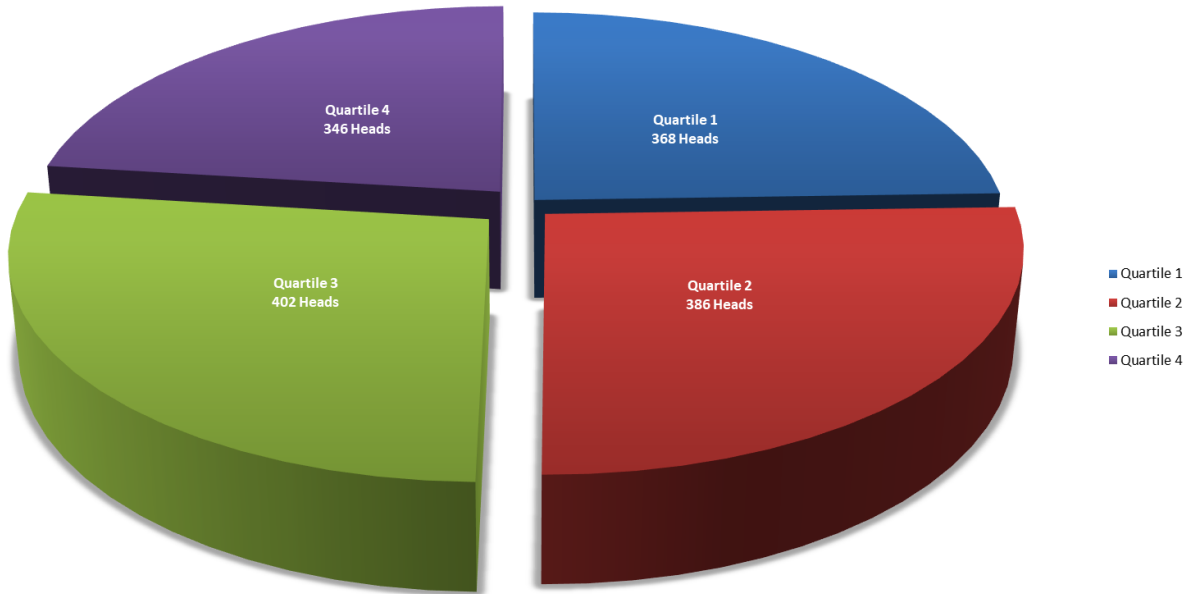
Proportion of Males and Females divided into four groups ordered from lowest to highest pay.

	2021		2022		2023	
	Female	Male	Female	Male	Female	Male
Upper Quartile	84.87%	15.13%	87.50%	12.50%	81.99%	18.01%
Upper Middle Quartile	95.13%	4.87%	93.43%	6.57%	95.26%	4.74%
Lower Middle Quartile	93.81%	6.19%	94.76%	5.24%	91.25%	8.75%
Lower Quartile	87.53%	12.47%	82.98%	17.02%	87.62%	12.38%

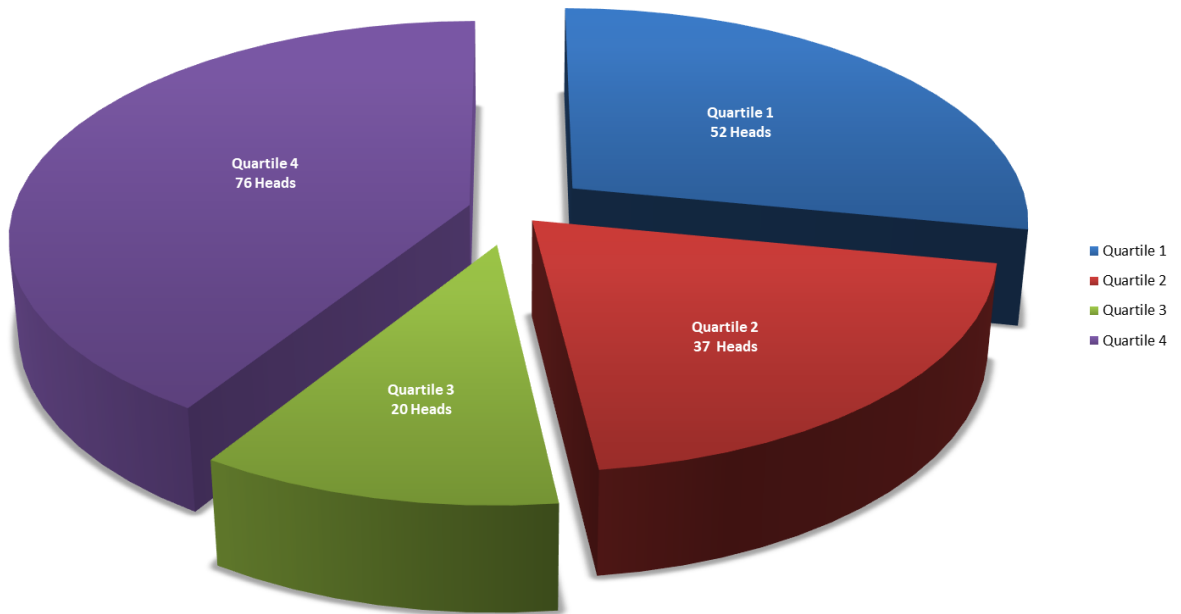
Percentage of Employees (2023) - Q1 = Low, Q4 = High



Number of Female Employees
Q1 = Low, Q4 = High



Number of Male Employees
Q1 = Low, Q4 = High



Key Points:

- In order to create the quartile information all staff are sorted by their hourly rate of pay, this list is then split into 4 equal parts
- The middle quartiles are occupied primarily by nursing and midwifery, AHP and scientific female staff, the largest proportion of our workforce
- For the previous 3 years it is clear that male staff are predominantly represented in the upper quartile, followed by the lower quartile. This is explained by the number of males in medical posts and senior management / operational posts. The lower quartile is explained by the number of men in roles such as estates and facilities.

5. Conclusion and Recommendations

There are societal and structural factors which go some way to explaining the gender pay gap at Liverpool Women's. Over-representation of women in the traditionally care-giving professions of nursing and midwifery is a major factor common to all NHS Trusts and given the number of males entering nursing / midwifery training, LWH as an employer has a limited influence in this regard.

Supporting women to succeed in leadership roles is a key focus for the Trust and our two leadership programmes have been attended for more than 100 staff. Our next area of focus is our 'mid-career' nurses, midwives and AHPs, offering bespoke development opportunities for those staff who wish to develop in their careers either through linear progression or career enrichment.

We recognise that a diverse board and executive team has a positive effect on organisational performance and our board selection processes reflect this commitment.

We recognise that flexible working is a critical part of enabling women to maintain their careers and offer a wide range of flexible working options for clinical and non-clinical staff.

We will continue to listen to our female colleagues through our variety of listening mechanisms and be open to considering any proposals to further gender equality in the workplace.