

Liverpool Women's Hospital

Gender Pay Gap Report

2024



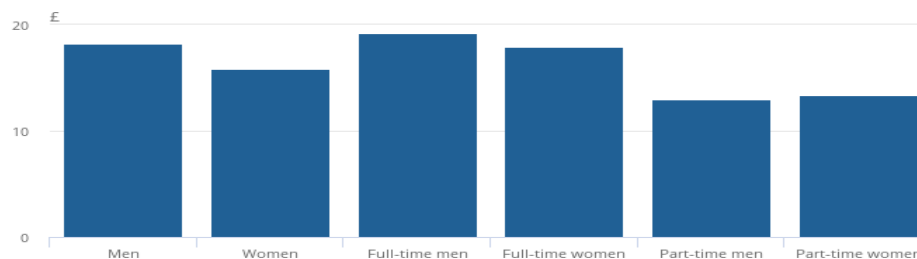
Introduction

At Liverpool Women's Hospital, we are committed to fostering inclusion, equity and equality and we want to understand how our culture and actions impact how people feel they belong in our organisation. We pledge to keep listening to our people to shape our behaviours, knowing that creating an inclusive culture helps us to be the best. This is our 2024 Gender Pay Gap Report (GPGR) in which we can make comparisons to our previous years report and data. This comparison will guide us to and help ensure we continue to monitor gender equity at LWH.

According to the Office for National Statistics (ONS), the 2024 UK median hourly earnings for Women overall was £17.88 compared to £19.24 for Men. Its interesting to note that full-time men earn more than full time women, yet part-time men earn slightly less. We know from their data that a larger proportion of women work part time compared to men.

Figure 1: Full-time median hourly earnings excluding overtime were £19.24 for men and £17.88 for women in April 2024

Gross median hourly earnings, excluding overtime, by employment type and sex, UK, April 2024



Source: Annual Survey of Hours and Earnings (ASHE) from the Office for National Statistics

Publishing the Gender Pay Gap Report is an important step in understanding any disparities in pay, this enables us to gain specific insights and to take appropriate action to ensure equality of opportunity and equity in pay. At Liverpool Women's Hospital, we are committed to supporting our people to reach their full potential.

Rachel London – Director of People

We empower and promote Women and Equality through our employment practices and through the services we deliver. With regards to pay, whilst we have equal pay in the NHS, we acknowledge that achieving equity is more complex, and in publishing this report we regularly evaluate our current position and plan opportunities for further improvement.

Diane Martin - Culture and Inclusion Lead

Background

GPGR 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 employees by gender, Women compared to Men irrespective of their role or seniority.

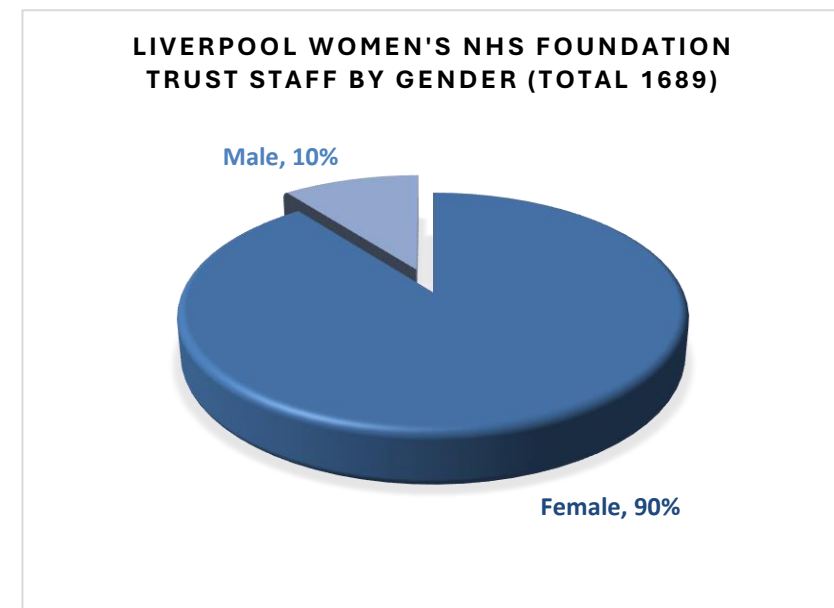
Our ambition is to be the most Inclusive NHS Employer, and one of the ways we do this is by reporting our equality pay gap data. Reporting annually is an important way to track how recruitment, reward, and progression decisions impact the achievement of a diverse, inclusive workforce. We're committed to fostering inclusion, equity and equality, and we want to understand how our culture and actions help us do this. As a Women's Hospital we want to lead by example.

Our Approach

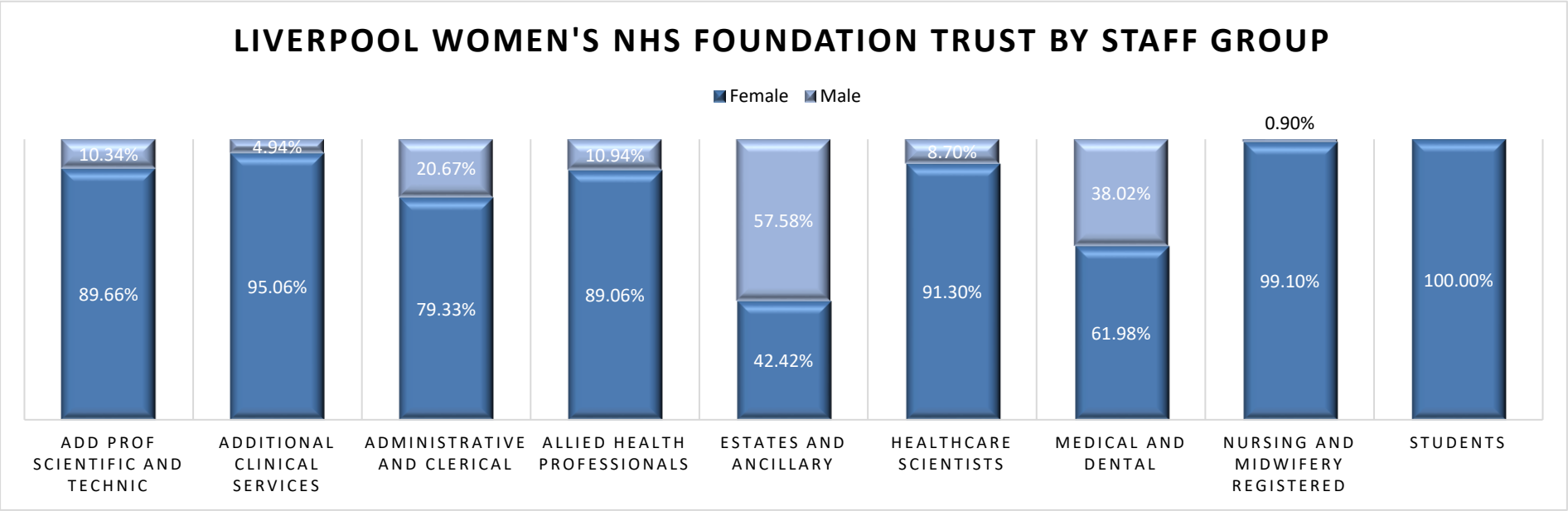
Our GPGR provides a comprehensive analysis of the hourly rate of pay of women compared to men in the workforce. We used data from our Electronic Staff Record (ESR) as of 31st March 2024 which is segmented by Women and Men groups, Job Families and Job Bands/Grade. We will show the Mean and Median hourly rates of pay for both groups, job families and job bands or grades and identify any pay gaps.

Our People

Most of our staff make up our Clinical Workforce, specifically Medical, Nursing & Midwifery, Scientific and Professional and Technical, the remainder of the workforce deliver our various Clinical Support and Administrative & Clerical functions. This graph shows our rounded breakdown of Men in our workforce compared to Women.

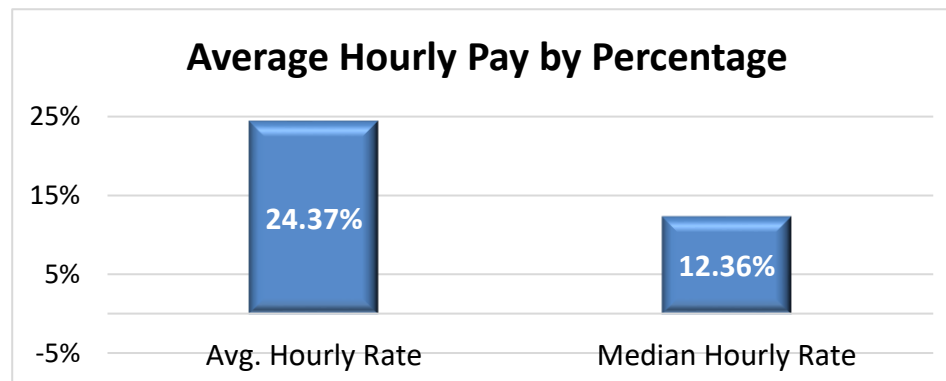
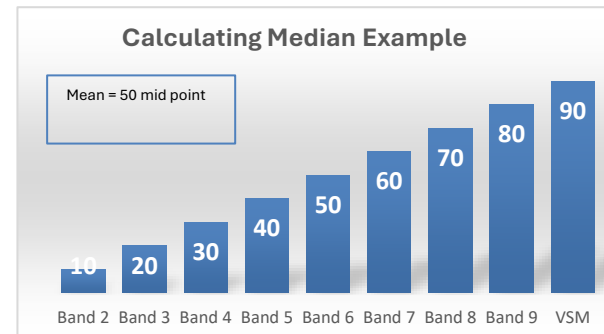
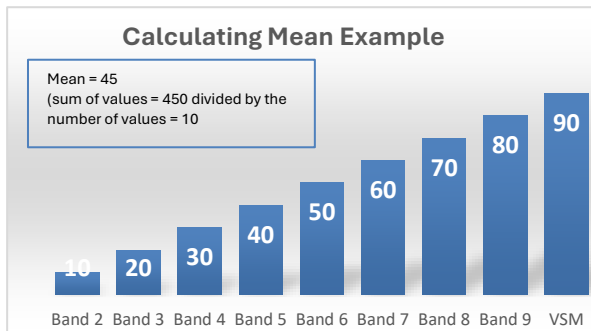


The graph below shows the breakdown by staff group highlighting most men are employed in Estates/Ancillary or Medical roles. Typically for the NHS, we see nursing and other clinical and admin roles are predominantly occupied by Women.



How we Calculate the Pay Gap

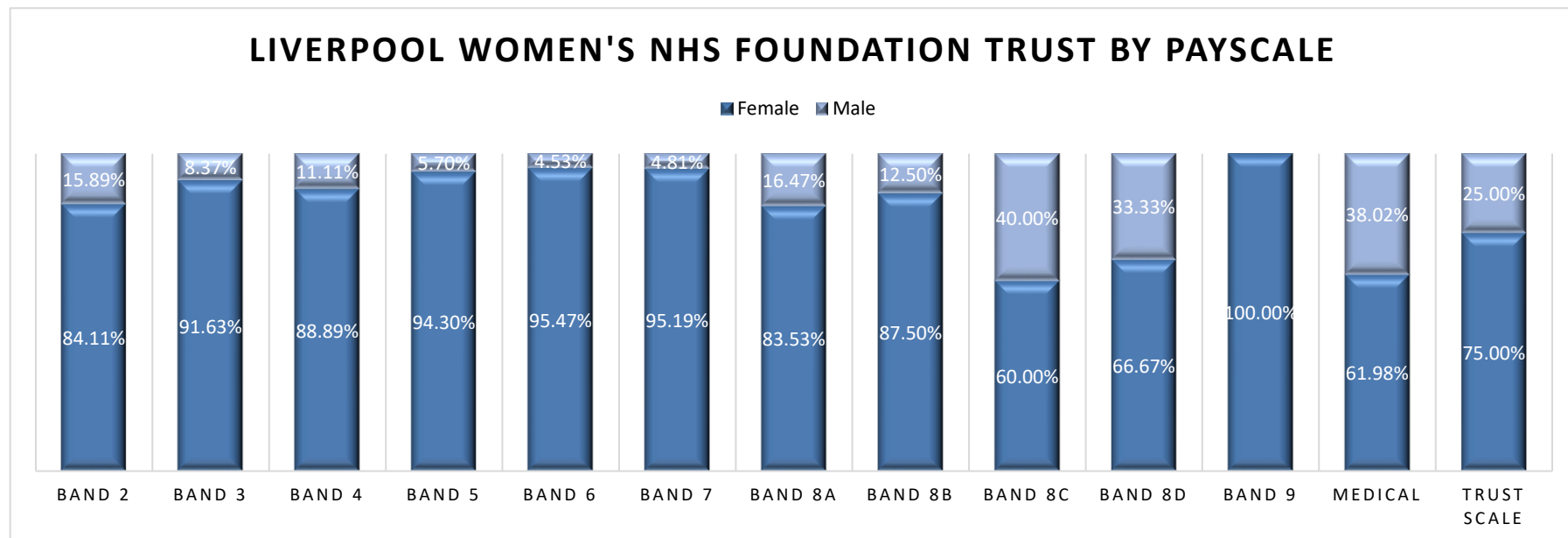
The **Mean** difference is the difference in average hourly pay which is calculated by adding all pay rates together and dividing by the total number of people. This is calculated for women and men and compared to establish the difference. Whereas the **Median** pay gap is the difference in hourly pay between the staff at the mid-point of the total group for women compared to the mid-point of that for women.



Pay Gap

The Gender Pay Gap is the difference between the average hourly earnings excluding overtime of Women compared to Men. Whilst the NHS has clear, evaluated salary ranges in place for all job roles which ensures that everyone is paid fairly for undertaking the same or a similar role. The gender pay gap looks at the distribution of our people by gender across all job levels of the organisation and identifies how this translates into the average salary and bonus payments made as a result.

At LWH our workforce is structured by job bands and comprises 89.58% Women. Our pay gap is **24.37%** which means that on average our Men are earning **24%+** higher than Women. However, as we analyse the data further, we see this is because the highest proportion of our Men are employed in higher grade positions. There are significantly fewer men in the organisation (10.42%) and therefore this impacts the pay gap calculation. The median pay gap is **12.36%** which shows the mid-point for Men is higher than the mid-point for Women.



2024 compared to 2023

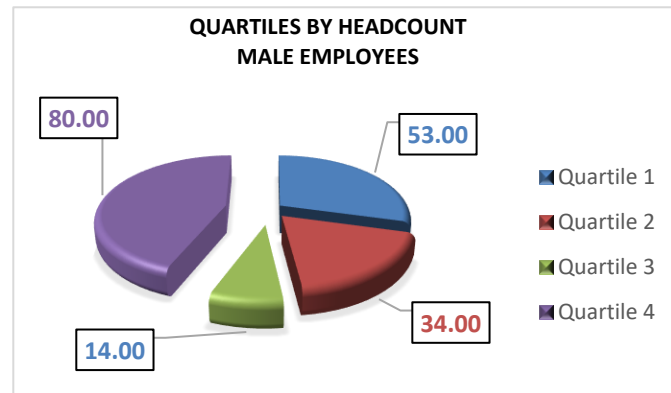
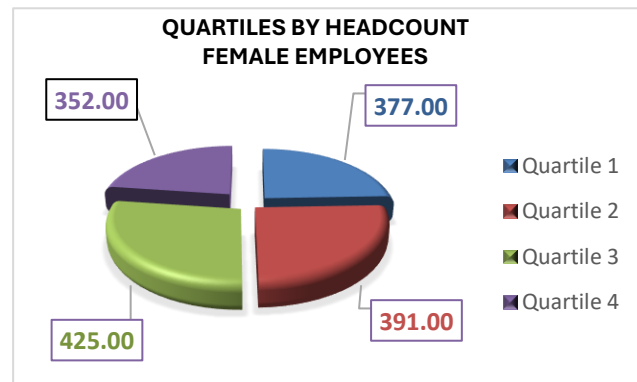
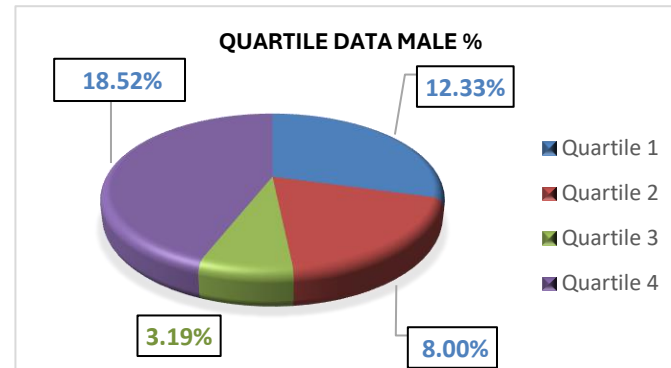
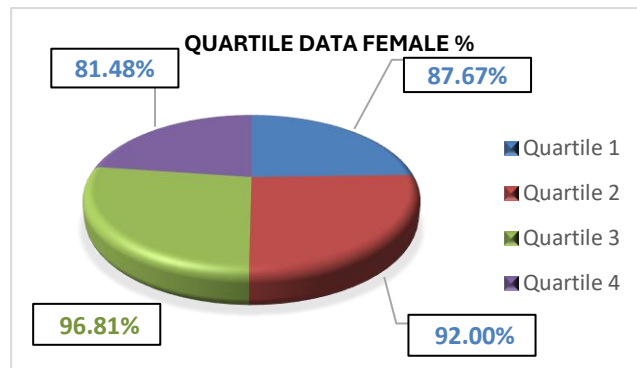
The graph below shows the mean hourly rate (average) and the median (mid-point) for men and women in 2024 compared to 2023. As we would expect, the rate of pay is slightly higher in 2024 due to national pay awards. The mean hourly pay gap in 2023 was 21.5% and in 2024 it's 24.37% which is an increase of 2.87%. That may be attributed to an increased representation of Men in bands 8c and 8d and a decrease in the number of Women in the same grades. However, it's important to note that there is higher representation of women in these grades, and there are significantly more Women than Men in the workforce which is reflected in the overall workforce pay gap calculation. Overall, the representation of men and women in the workforce has remained consistent.

Gender	2024		2023	
	Avg. Hourly Rate	Median Hourly Rate	Avg. Hourly Rate	Median Hourly Rate
Male	27.5473	21.7950	25.4616	20.7569
Female	20.8341	19.1010	19.9884	18.3153
Difference	6.7131	2.6941	5.4732	2.4415
Pay Gap %	24.3696	12.3610	21.4958	11.7626

		2023		2024	
		Women	Men	Women	Men
Pay Scale		%	%	%	%
Band 2		85.13%	14.87%	84.11%	15.89%
Band 3		90.86%	9.14%	91.63%	8.37%
Band 4		88.64%	11.36%	88.89%	11.11%
Band 5		92.91%	7.09%	94.30%	5.70%
Band 6		95.29%	4.71%	95.47%	4.53%
Band 7		94.76%	5.24%	95.19%	4.81%
Band 8a		85.39%	14.61%	83.53%	16.47%
Band 8b		80.56%	19.44%	87.50%	12.50%
Band 8c		71.43%	28.57%	60.00%	40.00%
Band 8d		80.00%	20.00%	66.67%	33.33%
Band 9		100.00%	0.00%	100.00%	0.00%
Medical		62.07%	37.93%	61.98%	38.02%
Trust Scale		66.67%	33.33%	75.00%	25.00%
Grand Total		89.03%	10.97%	89.58%	10.42%

Pay Quartiles

The graphs below show pay quartiles for Women and Men. Quartile 1 = Lowest Pay Rates to Quartile 4 = Highest Pay Rates. The highest proportion of men are in Quartile 3 and 4, whereas women appear evenly in all Quartiles.



Bonus Payments

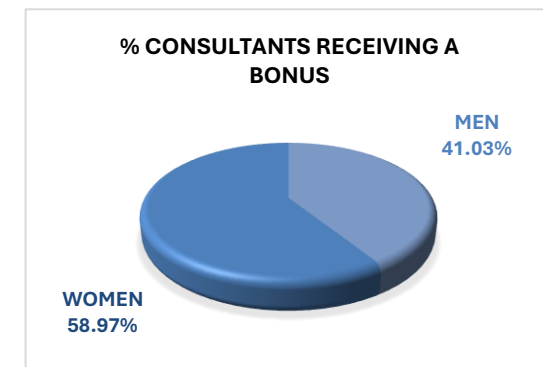
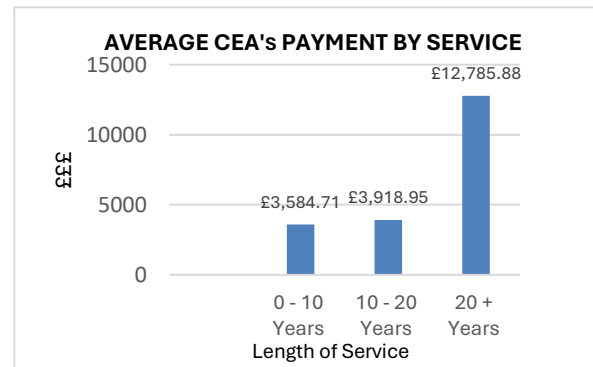
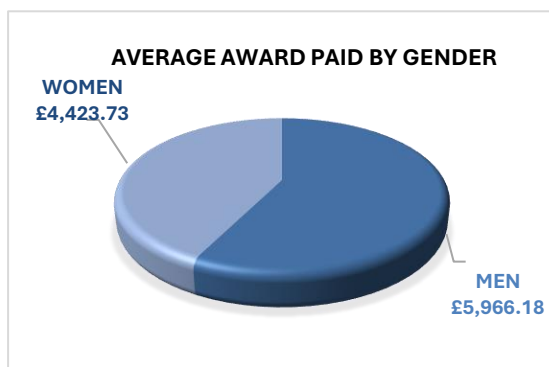
At LWH the only bonus payments we paid in 2023-2024 are for Clinical Excellence Awards (CEAs). Clinical Excellence Awards are only awarded to eligible Consultants, which reduces the pool of potential awardees. Eligible Consultants are those in substantive posts with more than one year's Trust service. There are 78 Consultants who received CEAs in 2023-2024 with 59% being Women.

PROPORTION OF ELIGIBLE CONSULTANTS RECEIVING BONUS	
FEMALE	MALE
(46 Staff)	(32 Staff)
TOTAL 78	

Since 2017 there have been an increase in the number of Women Consultants, and this has resulted in a larger portion of women with less service than Men.

A Consultant can receive several awards which they apply for on an annual basis, each new award granted increases the level of award and the amount paid. Furthermore, this payment continues indefinitely throughout their employment.

CEAs are awarded in recognition of excellent practice over and above contractual requirements. According to the data, women are paid less on average than men for their CEAs and the data shows how length of service impacts the level and number of awards paid and thereby the amount.



General Gaps Observed:

Pay Disparities: This report highlights the overall mean hourly pay gap between Men and Women as 24.37%. This is due to a higher proportion of Men (accounting for only 10% of the workforce) appearing in pay Quartiles 3&4, whereas women appear evenly across all Quartiles. With regards to bonus payments, less than 4% of the workforce were entitled to the Clinical Excellence Awards in 2023-2024 and of this number, almost 59% receiving a bonus were Women. However, the average amount of bonus paid is higher for Men than Women which has resulted in a pay gap for bonus payments. We know this is likely due to the increase in the number of Women in Consultant positions over recent years and therefore they have had less opportunity to apply for CEAs. Furthermore, the CEAs process will change in April 2024, therefore no further awards will be made on an ongoing basis.

Representation Gaps: 89.58% of the workforce are Women, which results in a much lower representation of Men. A higher proportion of Men appear in Quartiles 3&4 and therefore receive a higher average rate of pay, although there is a good representation of Women across all Quartiles. There is, however, no concerning representation gap of note, this is impacted by the lower proportion of Men in the overall workforce, and the nature of the services in Maternity and Gynaecology which typically attracts more Women as a profession.

Conclusion

This Gender Pay Gap Report will be published on the Trust's website.

