



equality
diversity
inclusion

NHS

The Robert Jones and Agnes Hunt
Orthopaedic Hospital
NHS Foundation Trust

RJAH Gender Pay Gap Report 2023

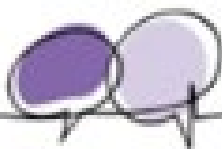
People Promise



Be
compassionate
and inclusive



Be
Recognised



Be
heard
A voice that
counts



Be
Safe
and
Secure



Be
always
learning



Be
flexible



Be
a team

Gender Pay Gap Report 2023/24

Introduction

The gender pay gap (GPG) reporting regulations came into effect in April 2017, and require organisations in England, Scotland and Wales with more than 250 employees to calculate and publish the pay gap between male and female employees on an annual basis. The regulations apply to both private and public sector employers.

The gender pay gap is calculated by taking all employees in an organisation and comparing the average pay between men and women. By contrast, equal pay looks at the difference in men and women's pay for the same or similar work. Gender pay gap calculations are based on employer payroll data drawn from a specific date each year, called the "snapshot" date.

The snapshot date each year is 31st March for most public authority employers. These employers must report and publish their gender pay gap information by 30th March of the following year.

The requirements of the legislation are that employers must 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 proportion of females receiving a bonus payment;
- proportion of males and females when divided into four groups ordered from lowest to highest pay.

Fostering and supporting a diverse and inclusive workforce is at the forefront of our Trust's plans to be the employer of choice to enable on-going delivery of outstanding patient care. Our organisation is 76% female, **and our results show that like the majority of other NHS organisations we continue to have a gender pay gap.**

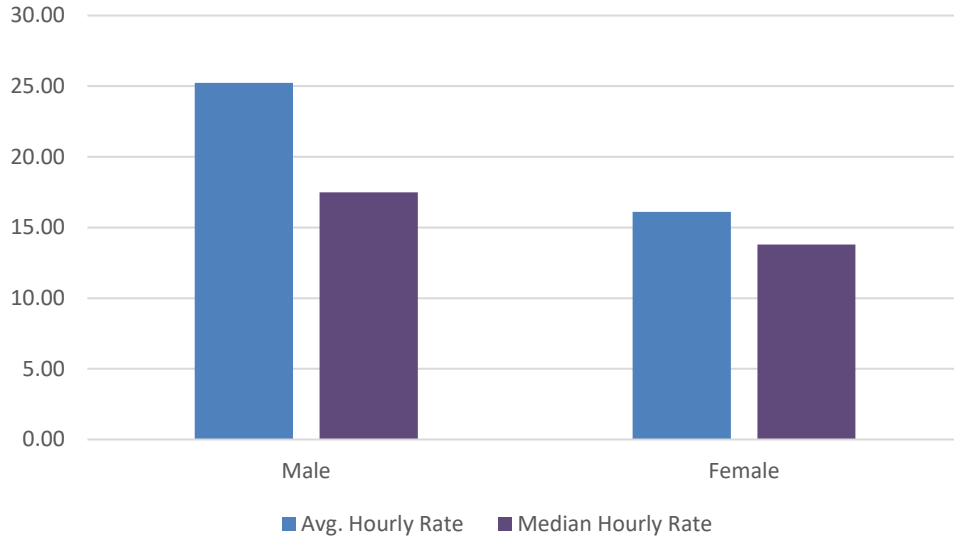
This pay gap report shows a reduction of 0.11% in the mean and an decrease in 0.87% in the median pay gap. Our pay gap exists of 36.15% when expressed as a mean average and 21.08% as a median average, therefore there is more work to do. This equates to a difference of £9.12.

Gender Pay Gap Actions

- i) As a Trust we remain committed and driven to support women with their career progression within the organisation. Through the support of our Staff Networks, we aim to ensure representation on leadership, development, and talent management programmes and it is hoped that this will have a positive impact upon the number of women in senior posts within the organisation.
- ii) We will continue to support women in making the workplace more equitable through support in returning to work following maternity leave, reviewing the Flexible Working Policy and looking at supporting women with their health issues in the workplace.
- iii) We have delivered lots of work on menopause through raising awareness and implementing the Menopause and Hormonal Changes policy, and we will continue to increase opportunities and reduce inequities, so we can become the employer of choice.

Gender Pay Gap Report 2023/24

Hourly Pay Gap



In the Trust women earn £3.69 per hour less than men when comparing the median hourly rate. Their median hourly pay is 21.08% lower than men's.

When comparing mean (average) hourly pay, women's mean hourly pay is 36.15% less than men's.

This means that for every £1.00 earned by men, women earn £0.79.

Median Gender Pay Gap - Hourly Pay.

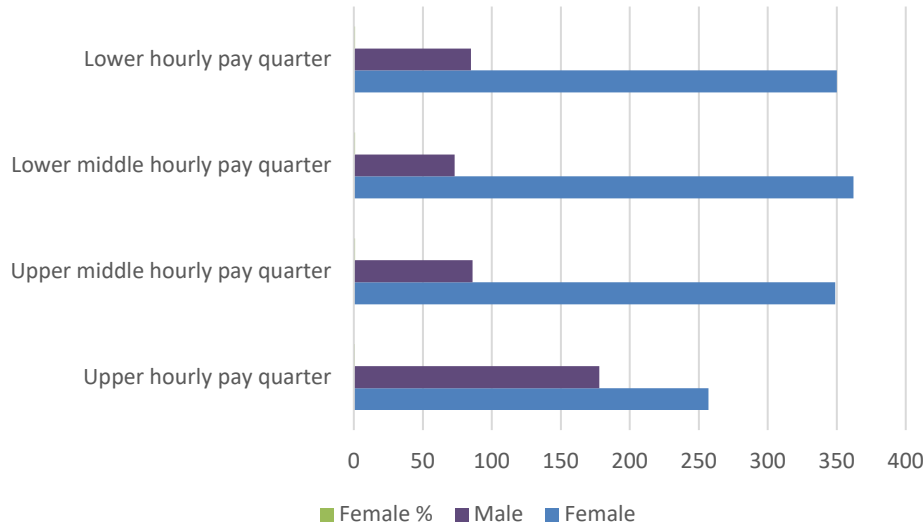


Mean Gender Pay Gap - Hourly Pay.



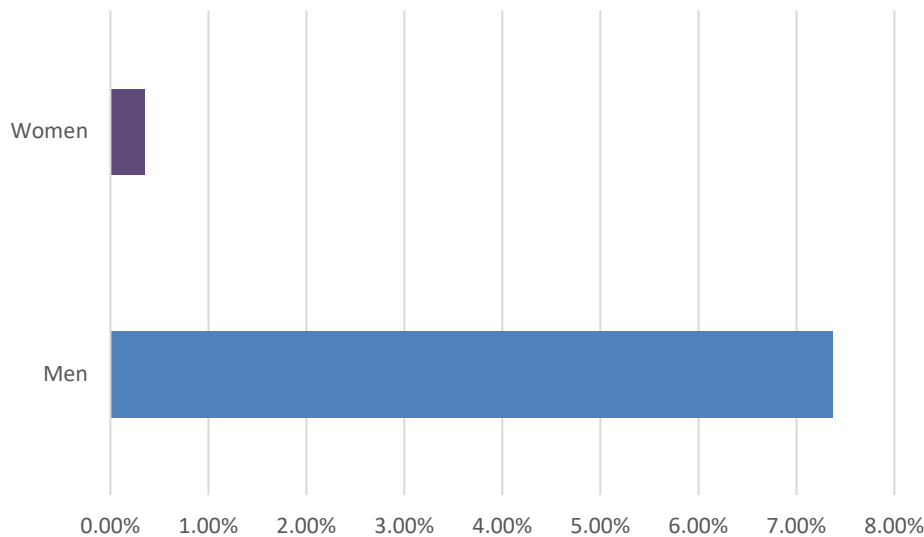
Gender Pay Gap Report 2023/24

Percentage of Women in Each Pay Quarter



In the Trust, women occupy 59.08% of the highest paid jobs and 80.46% of the lowest paid jobs.

Bonus Pay Gap



When comparing bonus pay, 0.35% of women received bonus payment, compared to 7.37% of men, although women received 50% more overall bonus pay than men as demonstrated above.

The increase in gender pay gap bonus mean and average is due to female doctor being in receipt of Bronze national CEA award.