



equality
diversity
inclusion

NHS

The Robert Jones and Agnes Hunt
Orthopaedic Hospital
NHS Foundation Trust

RJAH Gender Pay Gap Report 2024

People Promise



We are
compassionate
and inclusive



We are recognised



We have
a voice that
counts



We are
safe and
secure



We are
always
learning



We work
flexibly



We are
a team

Gender Pay Gap Report 2024

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 an increase of **0.24%** in the mean and an decrease of **1.90%** in the median pay gap.

Our pay gap exists of **36.4%** when expressed as a mean average and 19.2% as a median average, therefore there is more work to do.

This equates to an average hour rate difference of **£9.82** with men receiving an average of **£26.99** per hour compared to **£17.17** for women.

GPG March 2024	Average hourly rate	Median
Male Hourly Rate	£26.99	£18.10
Female Hourly Rate	£17.17	£14.60
Difference	£9.82	£3.47
Percentage pay gap%	Mean 36.4%	19.2%

What causes this gap?

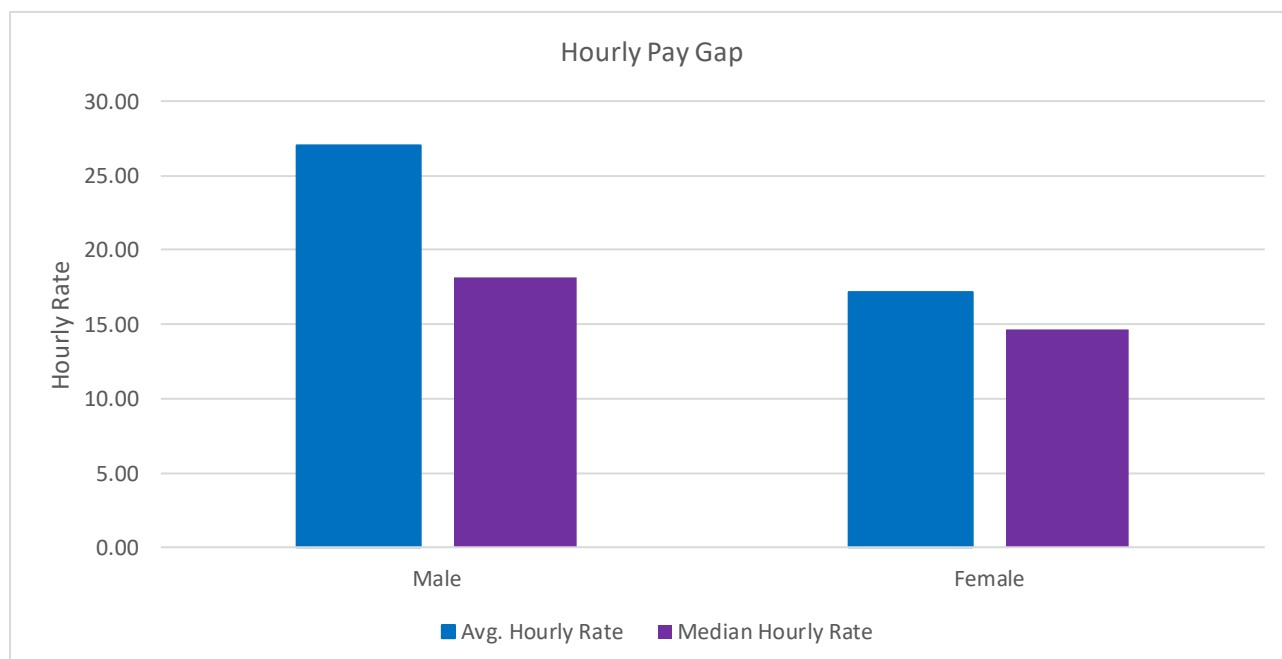
We have proportionately more men in more skilled, senior, higher paying jobs than we have women in comparison to the overall workforce demographic, in particular amongst senior management roles and medical staff

Gender Pay Gap Report 2024

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, launching the revised Flexible Working Policy and supporting women with specific health issues in the workplace.
- iii) We have delivered continued to raise awareness on menopause through and the Staff Network and implementing the Menopause and Hormonal Changes policy. We will continue to offer awareness sessions for staff and managers and have an Executive Director as the sponsor for the network group
- iv) investment in our staff networks, particularly the menopause network; helping to place a spotlight and develop interventions for the key issues that are important to our members.
- v) We use the national job evaluation scheme for all staff on agenda for change terms and conditions of employment. This makes sure all non-medical jobs are measured against the same criteria and weighting of job elements is consistent.
- vi) Continue to promote the range of family friendly policies, including for maternity, paternity, shared parental leave, and flexible working that help support work/life balance for women and men.

Hourly Pay Gap



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In the Trust women earn £3.47 per hour less than men when comparing the median hourly rate. Their median hourly pay is 19.2% lower than men's.

When comparing mean (average) hourly pay, women's mean hourly pay is 36.4% less than men's.

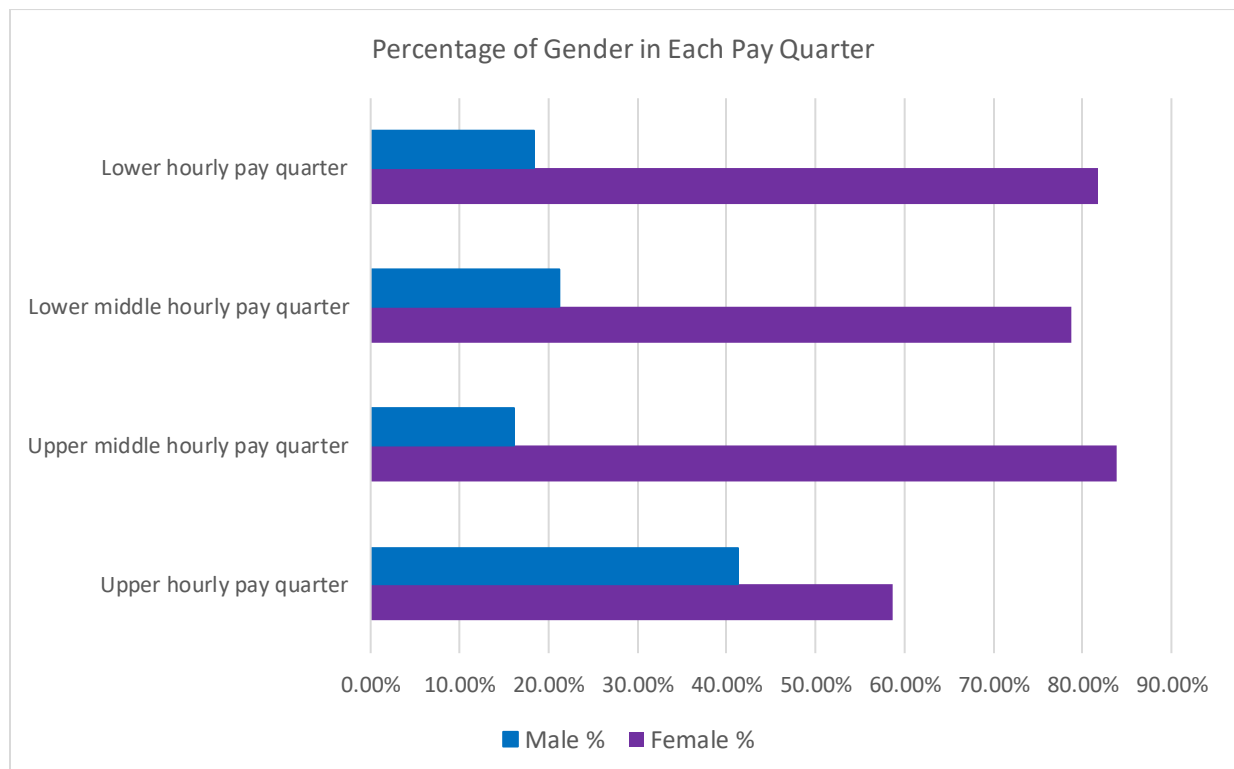
This means that for every £1.00 earned by men, women earn £0.81.

Median Gender Pay Gap - Hourly Pay. – 0.81p

Mean Gender Pay Gap - Hourly Pay 0.64

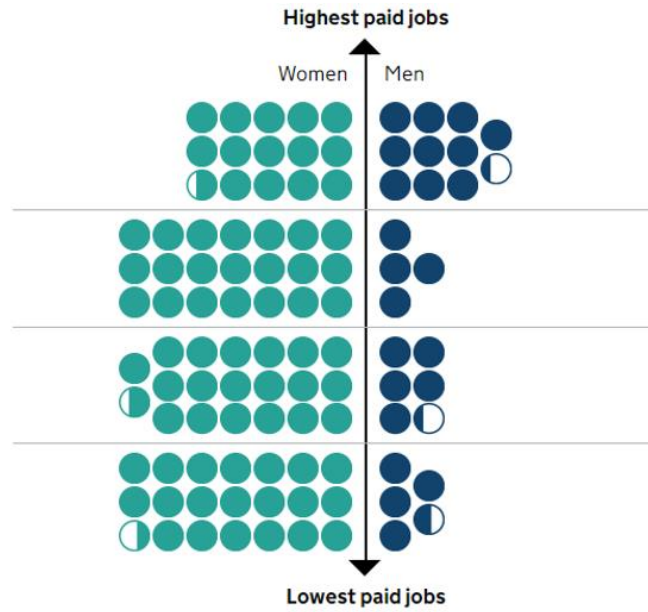


Percentage of Women in Each Pay Quarter



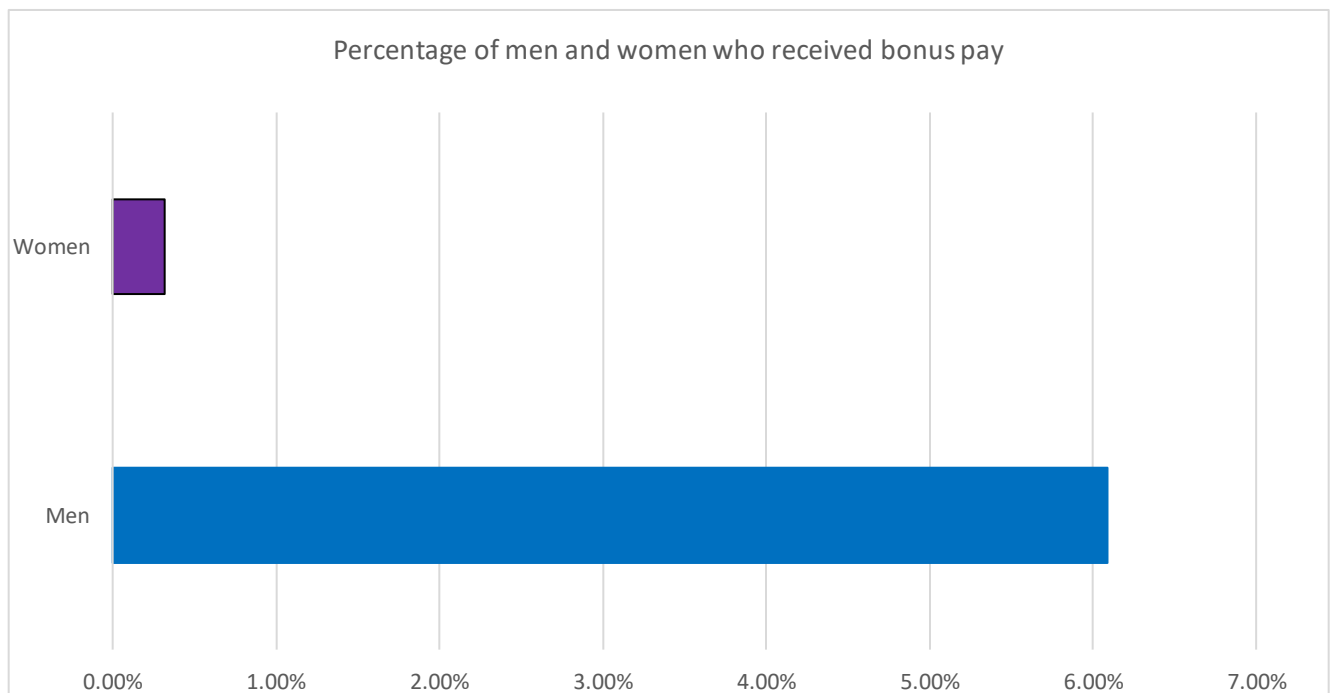
In the Trust, women occupy 58.7% of the highest paid jobs and 81.7% of the lowest paid jobs.

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Each ● represents 1% of the employees in this organisation.

Bonus Pay Gap



When comparing bonus pay, 0.32% of women received bonus payment, compared to 6.09% of men. Women's bonus pay was 50.4% higher than Men's when comparing the median bonus pay.

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- Women's mean (average) bonus pay was 70.2% higher than men's
- 0.3% of women and 6.1% of men received bonus pay.