



Gender Pay Gap Data Report

Equality, Diversity & Inclusion Team

Report Period: April/2021
Date of Report: March /2022

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Gender Pay Gap

2 Background

Gender Pay Gap reporting is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally for the same, or same type, of work because they are a man or a woman.

The NHS terms and conditions of service handbook contain the national agreements on pay and conditions of service for NHS staff other than very senior managers and medical staff.

Job evaluation enables jobs to be matched to national job profiles and allows EEAST to evaluate jobs locally, to determine in which Agenda for Change pay band a post should sit. This helps to ensure equal pay for the same type of roles whether the employee is male or female.

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

3 The Gender Pay Gap indicators.

An employer must publish six calculations showing their:

- i. Average gender pay gap as a mean average.
- ii. Average gender pay gap as a median average.
- iii. Proportion of males and females when divided into four groups (quartiles) ordered from lowest to highest pay.
- iv. Average bonus gender pay gap as a mean.
- v. Average bonus gender pay gap as a median; and
- vi. Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment.

4 Executive Summary

This report looks at the gender pay gap in EEAST for the reporting period 31 March 2020 until 31 March 2022.

1. On 31st March 2022, EEAST employed 5810 people on substantive contracts and c803 active bank staff. (As at 31st March 2022, 5890 people qualified to be included in the Gender Pay Gap sample)

2. For gender pay gap reporting, we do not only need to know what most people earn – the median – but also how the outliers affect the overall distribution of pay between men and women – the mean.
3. The mean figure gives us an overall indication of the size of our gender pay gap, if any.
4. The median gives us an indication of what the ‘typical’ situation is for pay difference between male and female staff.

The gender pay gap is the difference between the average (mean or median) earnings of men and women across a workforce. Gender pay gap calculations are based on employer payroll data drawn from a specific date each year. This specific date is called the ‘snapshot date’.

Gender pay gap data looks at the percentage of men and women in each hourly pay quarter. This is divided in the mean (average) and median gender pay gap using hourly pay, the percentage of men and women receiving bonus pay, and the mean (average) and median gender pay gap using bonus pay.

5 The Gender Pay Gap figures for EEAST.

5.1 Workforce Gender Split

Gender	Male	Female
Mar 22	48.98%	51.02%

5.2 Gender Pay Gap at EEAST

	Mean*	Median*
Mar 22	7.27%	11.90%

A minus figure would indicate that female staff have a higher mean and/or median pay rate than male staff. As both figures are positive it shows how much, on average, men are paid more than women.

5.3 Gender profile by pay quartile (ordered from lowest to highest pay)

Mar 22		
Quartile	Female %	Male %
Lower	54.99	45.01
Lower middle	55.14	44.86
Upper middle	48.81	51.19
Upper	40.26	59.74

The table below shows the number of staff by quartile on 31st March 2022, the snapshot date for gender pay gap reporting.

Quartile	Female	Male
Lower	805	659
Lower middle	816	664
Upper middle	719	754
Upper	593	880

The above table represents a breakdown by quartile of the 5890 FTE who were in this review.

The 2 lower quartiles contain 55% Female & 45% Male. The 2 upper quartiles contain 45% Female & 55% Male.

1. Average bonus gender pay gap as a mean and average bonus gender pay gap as a median: No bonuses paid in the period.
2. Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment: No bonuses paid in the period.

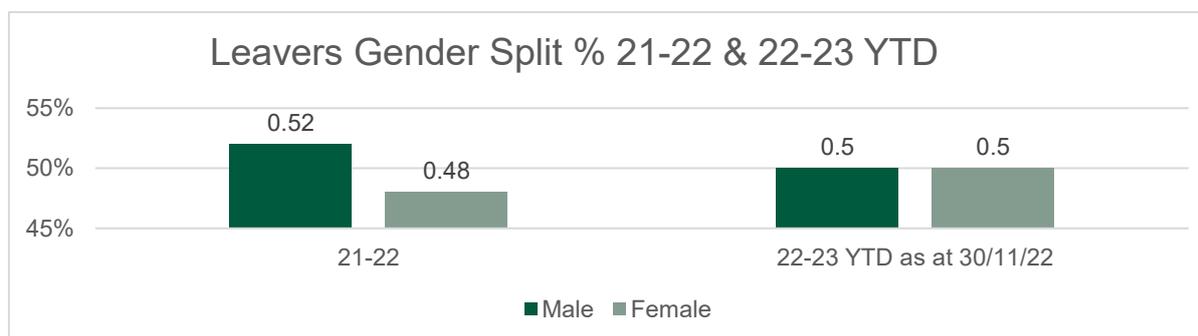
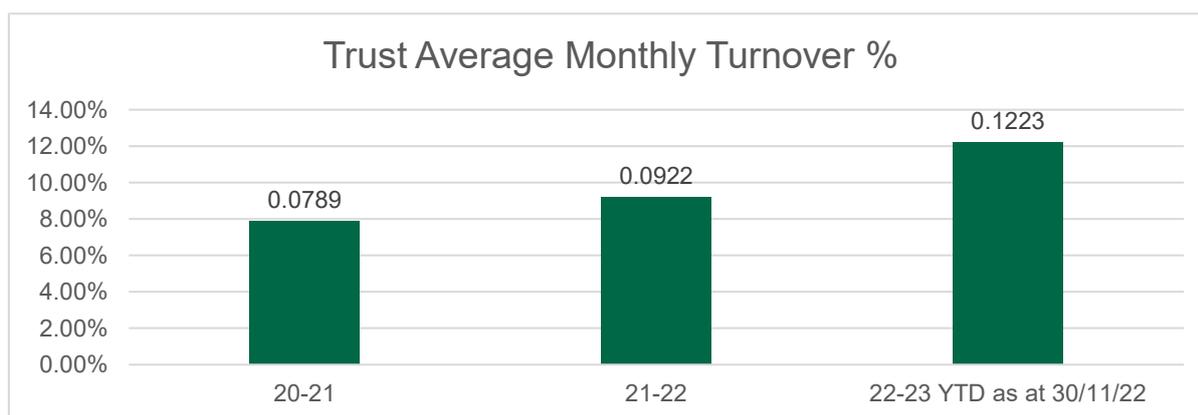
6 Factors affecting the gender pay gap at EEAST

6.1 Staff Turnover

Staff turnover in the reporting period (2021-2022) showed a slight increase against the previous reporting period. The mix of annual turnover can impact the gender pay gap, for example, if a higher proportion of females in senior roles leave EEAST compared to males in equivalent positions.

6.2 Flexible working

Part-time workers – both men and women – earn less, on average, per hour than their full-time counterparts. A higher proportion of women working part-time will contribute towards a gender pay gap. The breakdown of data below shows that females occupy nearly double the amount of part time roles across EEAST.



As of 31 March 2022, the gender pay gap qualifying staff breakdown is as follows:

- Of the 5890 qualifying staff 80% are full time & 20% are part time*
- Full time staff comprise of 46 % female & 54% male
- Part time* Staff comprise of 63% female & 37% male

*Part time staff also includes those bank staff which qualify to be included.

6.3 Higher Paid Hours

Analysis of the payroll data over the reporting period, showed that basic pay is the largest area where males earn more than females. When breaking down different elements of the payroll data, there are a number of areas where male employees are earning more than female employees. This suggests the gender pay gap is built upon a number of factors, including ratios of staff across the hierarchy, flexible/different work patterns and the rate of turnover across the organisation.

E counted towards GPG	Female	Male	Grand Total	Var (M less F)	
Additional Basic Pay NHS	132841.97	161369.77	294211.73	28527.80	Male More
AfC High Cost Area PAY NHS	47470.70	48847.95	96318.65	1377.25	Male More
AfC Long Recruit Retain PAY NHS	2135.42		2135.42	-2135.42	Female More
AfC On Call PAY NHS	5812.01	16537.82	22349.83	10725.81	Male More
AfC Pay Protection PAY NHS	5305.43	7931.94	13237.37	2626.51	Male More
AfC Short Recruit Retain NP PAY NHS	5400.00		5400.00	-5400.00	Female More
Basic Pay NHS	6022521.57	6908756.35	12931277.92	886234.78	Male More
Emergency Work NR NP PAY NHS	13316.61	34581.49	47898.10	21264.88	Male More
Employer Specified WTD NHS	195.66	2356.94	2552.60	2161.28	Male More
OMP Pay NHS	28532.28		28532.28	-28532.28	Female More
Recruit and Retain PAY NHS		3007.41	3007.41	3007.41	Male More
Sunday ENH PAY NHS	161164.14	148266.69	309430.84	-12897.45	Female More
Unsocial ENH PAY NHS	230848.83	214820.38	445669.20	-16028.45	Female More
Grand Total	6655585.91	7546563.91	14202149.82	890978.00	Male More
				955925.72	Male More
				-64993.60	Female More
				890932.12	Total Male More

7 SUMMARY

The 2021/2022 Gender Pay Gap for EEAST shows an 11.9% gap between male and female employees. The data outlines that females typically occupy the majority of the lower-to-lower middle bands of pay, whereas males by comparison, occupy the middle and upper middle bands of pay.

The data also highlights that females occupy a higher proportion of part time positions across EEAST, which will further impact the size of the gender pay gap.

A number of workstreams are currently in place to help address the gender pay gap; the retention workstream is well established and actively trying to address the increased turnover rate seen across EEAST. The forthcoming programme to develop managers and leaders, as well as identified talent, will also support work to reduce turnover and provide development opportunities.

The Trust has developed a Gender Pay Gap Action Plan 2020-2023 in consultation with the All-Women's Network (AWE) and contains objectives to help address any gaps in relation to the development and promotion of women and is monitored bi-monthly.

The Gender Pay Gap Action plan can be found on EEAST website.