



Gender Pay Gap Analysis 2023



The Gender Pay Gap is the difference between the average pay of men and women in an organisation.

This gender pay gap exists because women tend to work in lower-paid occupations and sectors and occupy less senior roles

The full dataset of full-pay relevant employees totalled 5,051, 1,479 of these being male (29%) and 3572 (71%) female. This does not include TSS staff

We have grown our substantive workforce by 197 colleagues, however the percentage of women's representation remains at 71%, same as 2022



How is the data calculated?

- **The calculations make use of two types of averages:**
 - **The mean, commonly known as the average, is calculated when you add up the wages of all employees and divide the figure by the number of employees. The mean gender pay gap is the difference between mean male pay and mean female pay. For example, if the hourly gender pay gap at a company is 32%, then for every £100 earned by a man a woman would earn £68.**
 - **The median is the figure that falls in the middle of a range when everyone's wages are lined up from smallest to largest. The median gap is the difference between the employee in the middle of the range of male wages and the middle employee in the range of female wages. The median is typically a more representative figure as the mean can be skewed by outlying figures. A large difference between the mean and the median can be indicative of inequality at either end of the pay spectrum.**



Gender Pay Gap

In terms of the overall gender pay gap figures, a mean gap of 9.35% was calculated, alongside a median of **0.50%**.

This mean gap has **increased** from the 2022 figure of 8.76% whilst the median gap has **decreased** from 1.56% in 2022 to 0.5% in 2023.

	2022 Average Hourly Rate	2022 Median Hourly Rate	2023 Average Hourly Rate	2023 Median hourly pay
Male	£19.44	£16.50	£20.41	£17.23
Female	£17.74	£16.24	£18.50	£17.14
Difference	1.70	0.26	1.91	0.09
Pay Gap %	8.76%	1.56%	9.35%	0.50%



Bonus Gender Pay Gap

Bonuses, as defined by the regulations, include anything that relates to profit sharing, productivity, performance, incentive and commission. They can be received in the form of cash, vouchers, securities, security options, and interests in securities. Non-consolidated bonuses are included.

The bonus gender pay gap has remains equitable

	2022 Average Bonus Pay	2022 Median Bonus Pay	2023 Average Bonus Pay	2023 Median Bonus Pay
Male	£3,774.91	£3,774.91	£3,807.43	£3,807.43
Female	£3,774.91	£3,774.91	£3,807.43	£3,807.43
Difference	0.00	0.00	0.00	0.00
Pay Gap %	0.00%	0.00%	0.00%	0.00%



Gender Pay Gap by Age Group

It has been widely reported that unequal sharing of care responsibilities contributes to a higher proportion of women taking part-time work, which is generally lower paid. Consequently the gender pay gap widens, particularly for those employees over 40.

Percentage pay gap differentials between male and female for each age bracket

	2022 Average Hourly Rate	2022 Median Hourly Rate	2023 Average Hourly Rate	2023 Median Hourly Rate
Aged 16 – 20 Pay Gap % differential	-11.80%	-14.39%	-12.49%	-2.77%
Aged 21 – 30 Pay Gap % differential	0.73%	1.01%	-1.09%	-6.9%
Aged 31 – 40 Pay Gap % differential	-1.43%	-2.97%	0.21%	-4.24%
Aged 41 – 50 Pay Gap % differential	4.61%	-5.19%	3.39%	-4.64%
Aged 51 – 60 Pay Gap % differential	9.57%	8.03%	12.92%	8.77%
Aged 61 + Pay Gap % differential	24.99%	28.55%	23.80%	26.11%



Ethnicity Pay Gap

For the purposes of this analysis staff were extracted from the sample if their ESR code for ethnic origin was recorded as either 'not stated' or 'undefined'. In total this amounted to 704 staff out of the sample of 5,051. Remaining staff were allocated into one of the two following groups on the basis of their ethnic origin, as coded in ESR:

White British, White Irish, White – Any other White background (2,242), All other ethnic origin codes (2,105)

The mean ethnicity pay gap has increased from 5.35% in 2022 to 6.82% in 2023

	2022 Average Hourly Rate	2022 Median Hourly Rate	2023 Average Hourly Rate	2023 Average Hourly Rate
White	£18.59	£16.52	£19.48	£17.38
Black, Asian, Minority Ethnic	£17.60	£15.65	£18.15	£16.03
Difference	0.99	0.87	1.33	1.35
Pay Gap %	5.35%	5.28%	6.82%	7.75%



Disability Pay Gap

When reviewing the ESR data set it was noted that 890 staff had entries of 'Not declared' and 'Undefined' against their disability category. These were removed from the data set accordingly. This left a total of 4,161 staff, 93.39% of which stated that they did not have a disability, with the remainder 275; 6.61% declaring themselves disabled.

The mean disability pay gap has increased from 4.98% in 2022 to 5.28% in 2023.

	2022 Average Hourly Rate	2022 Median Hourly Rate	2023 Average Hourly Rate	2023 Average Hourly Rate
Non Disabled	£18.15	£16.18	£18.87	£16.84
Disabled	£17.25	£16.52	£17.88	£17.24
Difference	0.90	-0.34	1.00	-0.39
Pay Gap %	4.98%	-2.12%	5.28%	-2.34%



Sexual Orientation Pay Gap

In relation to sexuality, examination of the ESR data showed that a total of 1,255 staff were categorised as either 'I do not wish to disclose my sexual orientation' or 'Undefined'. When these were extracted a sample size of 3796 remained. 181 of these staff (4.77%) categorised themselves as lesbian, gay or bisexual. The remaining 3615 (95.23%) described themselves as heterosexual.

The sexual orientation pay gap has moved from -1.82% in 2022 to -2.08% in 2023

	2022 Average Hourly Rate	2022 Median Hourly Rate	2023 Average Hourly Rate	2023 Median Hourly Rate
Heterosexual	£17.74	£16.25	£18.44	£16.85
LGBTQ	£18.06	£16.52	£18.82	£17.24
Difference	-0.32	-0.27	-0.38	-0.39
Pay Gap %	-1.82%	-1.67%	-2.08%	-2.30%



Next Steps - 2023

Recommendations:

- Understand the gender pay gap, highlight the importance of accurate data and self-declaration.
- Socialise the gender pay gap information across Divisions to enable informed decisions, awareness and ownership.
- Encourage Divisions to explore their own internal data.
- Work with Divisions to identify gaps and implement plans
- Embed data informed positive action initiatives through Values in Practice Programme.
- Intentions are to reduce the pay gap across the protected characteristics through informed decision making.
- Explore positive action approaches through intersections.



Thank you for your time!