



**Royal Devon
University Healthcare**
NHS Foundation Trust

**Royal Devon University Healthcare NHS
Foundation Trust**

**Gender Pay Gap Report
(March 2024)**

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1. INTRODUCTION

Since 2017, any organisation with 250 or more employees has been required to publish and report specific figures about their gender pay gap. The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings.

The Trust must complete both of the following actions by the 4th April 2024:

- publish their gender pay gap data and a written statement on their public-facing website.
- report their data to the government online using the gender pay gap reporting service.

This report fulfils our legal obligation to produce and comment upon the following data with regards our gender pay gap:

- mean gender pay gap.
- median gender pay gap.
- mean bonus gender pay gap.
- median bonus gender pay gap.
- proportion of males and females receiving a bonus payment and proportion of males and females in each pay quartile.

It should be noted that no bonuses are paid within the Trust as part of pay packages; however, for the purposes of the Gender Pay Gap report, ACCIA¹ payments, which are part of a national scheme are classified as a bonus.

Other than for medical and dental staff (doctors and dentists), Non-Executive Directors and Very Senior Managers (VSMs), all other jobs are evaluated using the national Agenda for Change (AfC) job evaluation scheme. This process evaluates the job and not the post holder and makes no reference to gender or any other personal characteristics of existing or potential job holders.

VSM's include Executive Directors and a small number of other senior posts. Salaries for VSMs are agreed by the Remuneration Committee, using a robust benchmarking process. The Remuneration Committee is highly mindful of the gender pay gap and other pay gaps and is continually looking at ways in which these gaps can be narrowed. Information relating to gender has been reviewed in previous years as part of the annual benchmarking process; and in 2022/23 national gender pay gap data was used to understand if any national bias existed and where appropriate the benchmark was adjusted to account for this. This provides assurance that our organisation is applying fair pay locally and is effectively contributing to a national narrowing of the pay gap.

The data in this report is based on a snapshot taken on 31st March 2023. Throughout this report, when data is labelled "2024" this refers to the year of publishing our gender pay gap report (so the data is from 2023). Similarly, references to "2023" refer to the report that was published in 2023 but used data from 31st March 2022.

The value of this report is in making year-on-year comparisons and benchmarking nationally. We can compare our performance with our own results submitted in March 2023 and we have used data from other organisations who have submitted their data, based on the March 2023 snapshot, to widen our benchmarking.

Due to the merge of Royal Devon and Exeter NHS Foundation Trust and Northern Devon Healthcare NHS Trust on the 1st April 2022, the 2023 comparison data is a result of a merged report of the two Trusts and has not been published or reported elsewhere.

¹ <https://www.gov.uk/government/organisations/advisory-committee-on-clinical-impact-awards/about>

2. EXECUTIVE SUMMARY

Comparison with the previous year's data shows that our pay gap, using both the mean and the median indicator has continued to reduce. The equality gap regarding who receives bonus pay has also decreased, as indicated by the mean and median measures, however, despite this improvement there still remains a significant disparity between the percentage of men and women who receive bonus payments. Furthermore, the pay gap in terms of the average value of bonus pay remains high.

The pay gap based on the median average is the most reliable and widely used measure of gender pay equality. When the pay gap is measured using the mean average, this allows "outliers" at either end to distort the measure.

3. REPORTABLE DATA

The data shown below is that which has been uploaded to the Gender Pay Gap Reporting Service website. There is no opportunity to add explanatory text on the website, but this report will be uploaded to the Trust website as part of the reporting requirements.

Women's hourly rate is	
21.83% LOWER (mean)	7.98% LOWER (median)

Pay quartiles	
How many men and women are in each quarter of the employer's payroll.	
Top quartile	
33.38% MEN	66.62% WOMEN
Upper middle quartile	
16.90% MEN	83.10% WOMEN
Lower middle quartile	
20.41% MEN	79.59% WOMEN
Lower quartile	
20.13% MEN	79.87% WOMEN

Women's bonus pay is	
37.53% LOWER (mean)	33.33% LOWER (median)
Who received bonus pay	
4.16% OF MEN	0.52% OF WOMEN

4. NATIONAL BENCHMARKING

The table below shows our performance against the most recent official headline pay gap benchmarking, for all employers, from ONS²:

	Pay gap based on mean average	Pay gap based on median average
National Benchmark	13.2%	14.3%
Human Health Activities	17.5%	15.7%

²<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/annualsurveyofhoursandearningsashegenderpaygaptables>

Hospital Activities	16.8%	11.8%
Royal Devon Trust	21.8%	8.0%

Commentary

The figures above indicate that the median gender pay gap for Royal Devon is significantly lower than both the national and industry specific benchmarks.

5. COMPARISON WITH PREVIOUS YEAR

Mean average hourly rate of pay

	2023	2024	% change
Male	£21.97	£22.62	2.96%
Female	£16.78	£17.68	5.36%
% difference	23.64%	21.83%	-1.81%

Median average

	2023	2024	% change
Male	£16.63	£17.24	3.67%
Female	£15.25	£15.86	4.00%
% difference	8.34%	7.98%	-0.36%

Quartiles

Quartile	2023		2024		% change	
	Male	Female	Male	Female	Male	Female
Top	33.15%	66.85%	33.38%	66.62%	-0.23%	0.23%
Upper middle	17.28%	82.72%	16.90%	83.10%	-0.38%	0.38%
Lower middle	19.32%	80.68%	20.41%	79.59%	1.09%	-1.09%
Lower	18.78%	81.24%	20.13%	79.87%	1.35%	-1.35%

Bonus pay

% receiving bonus pay	2023	2024	% change
Male	4.58%	4.16%	-0.42%
Female	0.56%	0.52%	-0.04%
Difference	4.02%	3.64%	

Bonus pay mean average

	2023	2024	% change
Male	£11,870.68	£11,004.32	-7.30%
Female	£7,079.60	£6,874.31	-2.90%
% difference	40.36% (lower)	37.53% (lower)	-2.83%

Bonus pay median average

	2023	2024	% change
Male	£9,048.00	£9,048.00	0.00%
Female	£5,881.20	£6,032.04	2.56%
% difference	35.00%	33.33%	-1.67%

Commentary

Since last year, performance against both the mean and the median average pay has improved. There have only been slight changes in the composition of representation in the quartiles, more notably with the lower and lower middle quartiles. Female representation has increased in both the top and upper middle quartiles compared to previous years data.

There has been a decrease in the percentage of both men and women receiving bonus pay, more notably for men, reducing the differential in this regard. 2024 results show that there has been a reduction in both the mean and median gender pay gap for bonus pay.

6. SOURCE OF PAY GAP

Last year, our data analysis showed that our pay gaps were largely being driven by the bonus pay (ACCIA) given to consultants.

The table below shows the impact of excluding consultants from our mean and median average gender pay gap indicator, as last year their exclusion significantly impacted the indicators.

	Royal Devon All Staff			Royal Devon Excluding Consultants		
	Male Hourly Rate	Female Hourly Rate	Gap	Male Hourly Rate	Female Hourly Rate	Gap
Mean average	£22.62	£17.68	21.83%	£18.42	£17.04	7.49%
Median average	£17.24	£15.86	7.98%	£16.30	£15.57	4.48%

The impact of removing consultants from the analysis has been of continued significance, with the median pay gap having reduced by 3.50% and the mean reducing to almost half the national average. The above is also an improvement on last years data with the median gap having reduced by 2.53% when consultants are excluded from the analysis.

7. PROGRESS WITHIN CRITICAL STAFF GROUPS

The previous section has confirmed that the consultant body remain our critical staff group, for addressing our gender pay gap, with the changes since last year having already been discussed in the sections on bonus pay.

The table below suggests that gender inequalities in accessing consultant jobs persist, as the proportion of female consultants has increased by less than 1%. Further action is required to support females in accessing consultant posts.

Consultants	Male	Female	Total	% Female
2023	374	199	573	34.73%
2024	384	211	595	35.46%

8. ACTION PLANNING

We are pleased to see a notable positive trend in our Gender Pay Gap at the Royal Devon, acknowledging the existing challenges within the NHS. Despite the positive trend, we are actively implementing action plans to eliminate any existing inequalities. We believe the positive trends are an outcome of our overall cultural development and inclusion initiatives at the Royal Devon. These include a nuanced focus on retention, flexible working, inclusive recruitment and development programmes targeting underrepresented groups.

As we continue our cultural development efforts within the trust, we remain committed to consulting and considering national reviews and changes. This commitment includes staying informed about initiatives such as Mend the Gap: The Independent Review into Gender Pay Gaps in Medicine in England³.