

ESNEFT Gender Pay Gap Report 2024/25

What is gender pay gap reporting?

Gender pay gap reporting is the legal requirement for organisations to analyse and publish data on the differences in average earnings between male and female employees, and is aimed at promoting transparency and addressing pay inequality.

The gender pay gap refers to the difference in average earnings between men and women in the workplace. Gender pay gap reporting is a process that requires organisations to calculate and disclose their gender pay gap data annually. It aims to highlight disparities in pay and encourage organisations to take action to address any inequalities.

Gender pay gap reporting doesn't specifically ask who earns what, but what women earn compared with men. It provides a framework within which gender pay gaps can be surfaced, enabling us to constructively consider why they exist and what to do about them.

Why does it matter?

Gender pay gaps are the outcome of economic, cultural, societal and educational factors. Some argue that they reflect personal choice but, although the decision to seek paid employment may be an individual choice, that choice is strongly influenced by matters outside of the individual's control, such as the availability and affordability of childcare, and it is still the case that the choices available to women are more constrained than those available to men.

The key influences on the gender pay gap can be:

- unpaid caring responsibilities
- part-time working
- differences in human capital
- occupational segregation
- undervaluing of women's work
- pay discrimination.

Therefore, Gender Pay Gap data analysis assists organisations like ESNEFT to identify any gender inequalities experienced within the workforce. Aside from revealing differences of pay between men and women, the gender pay reporting can additionally highlight where there are differences in representation within organisations.

This report pertains to ESNEFT, and as a committed employer to equality and inclusion, it will utilise the data provided to develop key actions around improving equal pay and equal opportunities in career progression within the Trust. The 2024-2025 data will enable the Trust to monitor and close the gap of inequalities experienced by women who, according to our data, make up for 77% of the workforce. This particular report not

only broadens our understanding but also captures the varied aspects of the Equality Diversity and Inclusion Agenda. Unequal pay provides a clear picture of the position within the Trust, which may infer that women's work, knowledge, skills are not as valued as that of their male colleagues. Therefore, it is instrumental that the Trust develops a robust action plan to tackle such an issue, and to ensure that it fulfils its ambitious goals as set out in its Strategic Objectives.

The Gender Pay Gap reporting brings to light the intersectionality existent across the wide range of our workforce, and helps to understand the relationships across protected characteristics i.e. within the female cohort we have staff members from ethnic diverse backgrounds and or female staff with disabilities or long-term health conditions and whether these have an impact on the pay gap. Whilst the Workforce Race Equality Standard (WRES) and Workforce Disability Equality Standard (WDES) present key measures to identify progress as well as setting out key actions from the data assessed, likewise, the gender pay gap reporting gives the Trust the opportunity to be a champion in fostering positive relationships, in cultivating a work environment grounded on inclusion, equal opportunity, appreciation, respect and dignity for all.

The Trust is therefore committed to embedding key initiatives to support equality, diversity and inclusion in all we do and to tackle various forms of inequalities that may be experienced by our staff members including unequal pay for women.

Data Reporting Requirements

Public sectors with 250 or more employees are required to publish data on their gender pay gap information every year. The following indicators are required to be published:

- Percentage of men and women in each hourly pay quarter (lower/lower middle/upper middle/upper)
- Mean and median gender pay gap using hourly pay
- Percentage of men and women who received bonus pay
- Mean and median gender pay gap using bonus pay

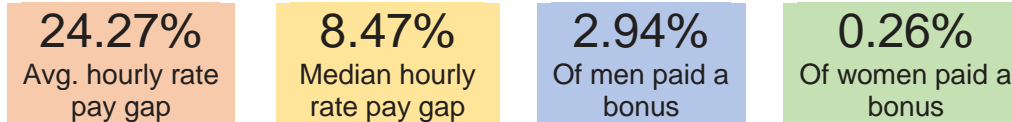
The snapshot date for analysis in this report is 31 March 2025. The total number of staff in post at ESNEFT was 12,545 and the following pages provide a breakdown of the pay information to be reported.

For noting:

- *For differences in rates of pay, a positive percentage indicates that more men occupy senior roles in the Trust and therefore receive a higher rate of pay due to incremental pay progression.*
- *Bonus pay for the purpose of this report relates to Clinical Excellence Awards for medical staff.*
- *Each part time worker counts as one employee for gender pay gap reporting purposes.*

The Data and Local Findings

At a glance:



GENDER PAY GAP DATA

Average Hourly Rate / Median Hourly Rate:

Gender	2023/24		2024/25	
	Avg. Hourly Rate	Median Hourly Rate	Avg. Hourly Rate	Median Hourly Rate
Male	25.098	19.903	26.7595	20.3863
Female	18.96	17.661	20.2635	18.6576
Difference	6.138	2.242	6.4959	1.7287
Pay Gap %	24.455	11.263	24.2752	8.4798

Average Hourly Rate / Median Hourly Rate - 2021-2025 Comparator Data:

Male	Avg. Hourly Rate	Median Hourly Rate	Female	Avg. Hourly Rate	Median Hourly Rate	Difference	Avg. Hourly Rate	Median Hourly Rate	Pay Gap %	Avg. Hourly Rate	Median Hourly Rate
2020 / 2021	22.6649	17.2747	2020 / 2021	16.4479	15.0811	2020 / 2021	6.217	2.1937	2020 / 2021	27.43	12.6988
2021 / 2022	23.1176	17.8865	2021 / 2022	17.158	16.055	2021 / 2022	5.9596	1.8315	2021 / 2022	24.8	10.2398

2022 / 2023	24.1249	18.9337	2022 / 2023	17.9324	16.662	2022 / 2023	6.1925	2.2718	2022 / 2023	25.6685	11.9986
2023 / 2024	25.098	19.903	2023 / 2024	18.96	17.661	2023 / 2024	6.138	2.242	2023 / 2024	24.455	11.263
2024 / 2025	26.7595	20.3863	2024 / 2025	20.2635	18.6576	2024 / 2025	6.4959	1.7287	2024 / 2025	24.2752	8.4798

Analysis: We can see a steady reduction in gender pay gap for the average hourly rate and median hourly rate over the past 5 years, however there still remains a difference between men and women's pay. Whilst this may be due to more men in higher banded roles (7% of men in Band8+ roles compared to 4.8% of women), the historic position in terms of more men holding medical roles is steadily dropping and we should continue to see a decrease in gender pay gap over time.

Employees by Pay Quartile:

The data below ranks our whole-time equivalent employees from highest to lowest paid, divided into four equal parts (quartiles) and then works out the percentage of men and women in each. The lower quartile represents the lowest salaries in the Trust and the upper quartile represents the highest salaries.

Quartile 1					Quartile 2					Quartile 3					Quartile 4				
	Female	Male	Female %	Male %		Female	Male	Female %	Male %		Female	Male	Female %	Male %		Female	Male	Female %	Male %
2020 / 2021	2079	454	82.08%	17.92%	2020 / 2021	2132	505	80.85%	19.15%	2020 / 2021	2147	442	82.93%	17.07%	2020 / 2021	1669	919	64.49%	35.51%
2021 / 2022	2239	498	81.80%	18.20%	2021 / 2022	2186	559	79.64%	20.36%	2021 / 2022	2296	450	83.61%	16.39%	2021 / 2022	1774	972	64.60%	35.40%
2022 / 2023	2347	505	82.29%	17.71%	2022 / 2023	2292	569	80.11%	19.89%	2022 / 2023	2385	477	83.33%	16.67%	2022 / 2023	1835	1027	64.12%	35.88%
2023 / 2024	2441	535	82.02%	17.98%	2023 / 2024	2363	613	79.40%	20.60%	2023 / 2024	2482	496	83.34%	16.66%	2023 / 2024	1915	1063	64.30%	35.70%
2024 / 2025	2470	628	79.73%	20.27%	2024 / 2025	2464	635	79.51%	20.49%	2024 / 2025	2510	570	81.49%	18.51%	2024 / 2025	2002	1117	64.19%	35.81%

Analysis: The proportion of men compared to women in the lower/lower middle/upper middle quartiles when looking at the whole-time equivalent is around a 20%/80% split which reflects the Trust wide demographics, however this changes to 35%/65% in the upper pay quartile which is a contributing factor to the gender pay gap at ESNEFT.

Number of assignments | Q1 = Low, Q4 = High (2 year comparison)

AfC Pay Grade	Q1				Q2			
	Female		Male		Female		Male	
	2023/24	2024/25	2023/24	2024/25	2023/24	2024/25	2023/24	2024/25
Band 1	11	9	12	11	12	9	10	10
Band 2	925	854	235	266	132	124	95	105
Band 3	1,182	1295	205	246	563	554	145	169
Band 4	301	298	69	88	498	519	77	65
Band 5	18	20	3	8	1,075	1240	244	271
Band 6	1		2	2	39	45	7	14
Band 7					3		1	2
Band 8 - Range A						1		
Band 8 - Range B								
Band 8 - Range C								
Band 8 - Range D								
Band 9								
Other	3	25	9	12	41	6	34	3
TOTAL	2441	2,501	535	633	2,363	2,498	613	639

AfC Pay Grade	Q3				Q4			
	Female		Male		Female		Male	
	2023/24	2024/25	2023/24	2024/25	2023/24	2024/25	2023/24	2024/25
Band 1	13	12	7	4				
Band 2	10	10	5	7	1			
Band 3	20	11	2	1				
Band 4	5	5	1					
Band 5	726	669	104	97	19	16	5	9
Band 6	1,302	1410	244	293	287	291	55	49

Band 7	299	276	59	74	779	821	185	188
Band 8 - Range A	7	11	1	2	272	289	93	100
Band 8 - Range B	1				98	95	54	57
Band 8 - Range C					32	29	30	29
Band 8 - Range D					20	22	14	14
Band 9					10	10	8	7
Other	99	125	73	98	397	472	619	671
TOTAL	2,482	2,529	496	576	1,915	2,045	1,063	1,124

Analysis: Similarly, when looking at the total number of assignments by pay band the number of men compared to women in the lower/lower middle/upper middle pay band and quartiles is around a 20%/80% split, however this changes to 35%/65% in the upper pay bands and quartile.

Gender Pay Gap by Staff Group

Staff Group	2023/24				2024/25			
	Female	Male	Difference	Pay Gap %	Female	Male	Difference	Pay Gap %
Add Prof Scientific and Technic	£21.83	£23.86	£2.03	8.50	£23.06	£24.35	£1.28	5.27
Additional Clinical Services	£13.50	£13.64	£0.14	1.00	£14.26	£14.35	£0.09	0.64
Administrative and Clerical	£15.76	£20.99	£5.23	24.93	£16.53	£21.73	£5.20	23.94
Allied Health Professionals	£21.42	£21.66	£0.24	1.12	£22.39	£22.62	£0.22	0.99
Estates and Ancillary	£12.80	£14.34	£1.54	10.76	£13.65	£14.81	£1.17	7.88
Healthcare Scientists	£22.20	£23.81	£1.61	6.76	£23.56	£24.75	£1.19	4.79
Medical and Dental	£35.82	£41.97	£6.15	14.65	£39.54	£46.76	£7.22	15.44
Nursing and Midwifery Registered	£21.07	£21.22	£0.14	0.68	£22.20	£22.26	£0.06	0.27
Students	£18.25	£12.40	-£5.85	-47.1262	£15.66	£13.32	-£2.34	-17.53

Analysis: The data suggests that the largest gender pay gap is in the Administrative and Clerical staff group with a difference of 23.94%, this is mainly due to more men in management roles within this staff group and could be contributed to the number of women taking career breaks or changes in role for better work/home balance. The second largest pay gap is within the Medical and Dental staff group (15.44%) and this is due to the number of men in consultant roles compared to women.

Gender Pay Gap by Average Hourly Rates

AfC Pay Grade	2023/24				2024/25			
	Female	Male	Difference	Pay Gap %	Female	Male	Difference	Pay Gap %
Band 1	£15.08	£14.25	-£0.82	-5.77	£16.19	£14.86	-£1.33	-8.94
Band 2	£12.06	£12.75	£0.70	5.47	£12.75	£13.44	£0.69	5.12
Band 3	£13.21	£13.40	£0.19	1.4	£13.88	£14.10	£0.21	1.52
Band 4	£13.69	£13.71	£0.02	0.15	£14.54	£14.24	-£0.30	-2.12
Band 5	£17.44	£17.14	-£0.30	-1.76	£18.25	£17.89	-£0.36	-2.02
Band 6	£21.24	£21.11	-£0.13	-0.62	£22.27	£21.97	-£0.30	-1.36
Band 7	£24.46	£24.59	£0.13	0.54	£25.93	£25.93	£0.00	0.01
Band 8 - Range A	£27.90	£27.72	-£0.18	-0.64	£29.69	£29.71	£0.03	0.09
Band 8 - Range B	£31.72	£31.83	£0.11	0.35	£34.12	£34.41	£0.29	0.85
Band 8 - Range C	£37.26	£38.79	£1.53	3.94	£40.75	£41.08	£0.32	0.79
Band 8 - Range D	£45.88	£45.32	-£0.56	-1.23	£49.70	£48.53	-£1.17	-2.41
Band 9	£51.85	£54.11	£2.26	4.18	£56.39	£60.80	£4.41	7.25
Other	£35.91	£42.11	£6.20	14.72	£38.54	£46.46	£7.92	17.05

Analysis: The data shows that women in 5 of the pay Bands (1/4/5/6/8d) received a slightly higher average hourly rate of around 2% more than men and this has been consistent for the past 2 years. However, the largest difference in average hourly rate remains higher for men in the 'Other' pay grade (17.05%) – the majority of which are medical and executive roles.

Bonus pay:

Bonus pay throughout this report relates solely to the National Clinical Impact Awards scheme or Clinical Excellence Awards as previously known, which is available to eligible staff only ([NCIA](#))

Difference in bonus pay: Mean 47.34%
 Difference in bonus pay: Median 51.77%

Bonus pay - 2021-2025 Comparator Data:

Male	Avg. Pay	Median Pay	Female	Avg. Pay	Median Pay	Difference	Avg. Pay	Median Pay	Pay Gap %	Avg. Pay	Median Pay
2020 / 2021	11,970.68	9,048.00	2020 / 2021	7,265.42	6,066.74	2020 / 2021	4,705.26	2,981.26	2020 / 2021	39.31%	32.95%
2021 / 2022	11,146.82	9,048.00	2021 / 2022	7,087.48	6,032.04	2021 / 2022	405.34	3,015.96	2021 / 2022	36.42%	33.33%
2022 / 2023	10,588.39	6,973.16	2022 / 2023	7,737.25	6,973.16	2022 / 2023	2851.14	0.00	2022 / 2023	26.93%	0.00%
2023 / 2024	9,147.60	5,890.13	2023 / 2024	6,863.84	5,890.13	2023 / 2024	2283.76	0.00	2023 / 2024	24.97%	0.00%
2024 / 2025	10,325.13	7,437.48	2024 / 2025	5,436.89	3,587.16	2024 / 2025	4888.24	3,850.33	2024 / 2025	47.34%	51.77%

Analysis: In 2022 the Clinical Excellence Awards (CEAs) scheme changed to the National Clinical Impact Awards (NCIAs) scheme and for the period 2022/23 and 2023/24 the NCIA funding was divided equally between all eligible staff. In 2024/25 the national position changed and only historic CEAs were paid and no new NCIA awards were made. This subsequently increased the average and median bonus pay for this period due to the different CEA levels held by ESNEFT staff.

Gender Pay Gap Bonus Ratio:

Men who received bonus pay: 2.94%

Women who received bonus pay: 0.26%

2020 / 2021	Female	Male	2021 / 2022	Female	Male	2022 / 2023	Female	Male	2023 / 2024	Female	Male	2024 / 2025	Female	Male
Employees Paid Bonus	25.00	115.00	Employees Paid Bonus	25.00	104.00	Employees Paid Bonus	130.00	266.00	Employees Paid Bonus	144.00	289.00	Employees Paid Bonus	26.00	93.00
Total Relevant Employees	8445.00	2467.00	Total Relevant Employees	9005.00	2685.00	Total Relevant Employees	9305.00	2793.00	Total Relevant Employees	9629.00	2911.00	Total Relevant Employees	10006.00	3167.00
%	0.30%	4.66%	%	0.28%	3.87%	%	1.40%	9.52%	%	1.50%	9.93%	%	0.26%	2.94%

Analysis: The data shows a drop in bonuses (NCIA/CEA's) received by both men and women in 2024/25 due to the change in national CEA payment position - only staff with historic CEA's awarded received payments.

ETHNICITY PAY GAP DATA

The NHSE Equality, Diversity and Inclusion Improvement Plan highlights in High Impact Action 3 the need for organisations to review the pay gap of its workforce by other protected characteristics such as ethnicity. Analysing ethnicity pay information helps organisations identify how pay differs between white staff and staff from ethnic minority backgrounds and investigate disparities in average pay between ethnic groups. It then enables the Trust to put in place improvement actions where any disparities are identified.

The following section provides pay gap data by ethnicity.

Number of employees | Q1 = Low, Q4 = High

Quartile	Asian	Black	Mixed	Other	White British	White Other
1	302	140	63	30	2,305	258
2	684	200	52	22	1,887	254
3	833	166	61	29	1,736	254
4	635	141	102	64	1,913	264

Analysis: The data indicates that the proportion of employees from Black, Asian, mixed or other non-white ethnicities in Quartile 1 is 18%, which is approximately 10% less than the Trust wide percentage for this cohort (28.7%). This jumps to between 31-36% in Quartiles 2-4.

Average & Median Hourly Rates by Ethnicity

Ethnic Origin Grouping Summary	Mean Hourly Rate	Median Hourly Rate
BME	23.9124	19.6436
White	20.9743	18.6092
% Diff White - BME	-14.0077	-5.5582

Analysis: The average and median hourly rate by ethnicity indicates that staff from Black, Asian, mixed or other non-white ethnicities is higher than their White colleagues. This is due to the higher number of BME staff in professional roles.

Breakdown of Average & Median Hourly Rates by each Ethnicity

Ethnic Origin	Avg. Hourly Rate	Median Hourly Rate	Ethnic Origin	Avg. Hourly Rate	Median Hourly Rate	Ethnic Origin	Avg. Hourly Rate	Median Hourly Rate	Ethnic Origin	Avg. Hourly Rate	Median Hourly Rate
A White - British	20.7652	18.4026	CN White Gypsy/Romany	15.5117	15.5117	GD Mixed - Chinese & White	40.4077	50.5828	LK Asian Unspecified	21.7136	18.6306
B White - Irish	26.2739	23.4279	CP White Polish	17.0096	15.8324	GE Mixed - Asian & Chinese	14.3351	15.4397	M Black or Black British - Caribbean	18.9649	16.2584
C White - Any other White background	24.8205	19.9770	CQ White ex-USSR	17.7810	17.8132	GF Mixed - Other/Unspecified	38.0039	29.0833	N Black or Black British - African	21.3399	18.6920
C2 White Northern Irish	23.3579	14.4472	CR White Kosovan	12.0768	12.0768	H Asian or Asian British - Indian	25.8236	20.3349	P Black or Black British - Any other Black background	19.5409	16.6249
C3 White Unspecified	24.4402	23.6003	CS White Albanian	34.4851	30.8861	J Asian or Asian British - Pakistani	32.8456	28.9053	PA Black Somali	24.8164	24.8164
CA White English	17.4481	14.8890	CT White Bosnian	17.0063	17.0063	K Asian or Asian British - Bangladeshi	24.7812	20.2872	PB Black Mixed	16.9443	16.9443
CB White Scottish	18.7774	16.8057	CV White Serbian	32.3033	36.4394	L Asian or Asian British - Any other Asian background	22.7862	18.9683	PC Black Nigerian	21.2924	17.9865
CC White Welsh	20.1834	21.9396	CW White Other Ex-Yugoslav	43.0826	43.0826	LA Asian Mixed	19.3671	18.2905	PD Black British	21.2050	18.6583
CD White Cornish	17.7716	17.8039	CX White Mixed	23.7516	17.2306	LB Asian Punjabi	19.8425	20.1519	PE Black Unspecified	26.1588	24.7138
CE White Cypriot (non specific)	13.5675	13.5675	CY White Other European	22.5455	19.0948	LC Asian Kashmiri	32.0134	32.0134	R Chinese	28.5969	23.4451
CF White Greek	36.8645	29.9693	D Mixed - White & Black Caribbean	18.2078	15.7081	LD Asian East African	20.1676	20.1676	S Any Other Ethnic Group	28.0037	23.3520
CG White Greek Cypriot	14.8890	14.8890	E Mixed - White & Black African	26.5878	22.9937	LE Asian Sri Lankan	35.9318	34.4700	SA Vietnamese	20.6425	20.6425
CH White Turkish	23.6268	17.2801	F Mixed - White & Asian	25.4691	22.1126	LF Asian Tamil	17.9252	17.2842	SB Japanese	19.5537	19.5537
CJ White Turkish Cypriot	13.0172	13.0172	G Mixed - Any other mixed background	27.7749	23.3427	LG Asian Sinhalese	18.8478	15.4890	SC Filipino	19.2454	19.0859

CK White Italian	25.7568	23.6003	GA Mixed - Black & Asian	20.9198	19.4572	LH Asian British	22.8292	17.7961	SD Malaysian	28.7371	24.7631
CL White Irish Traveller	24.6695	24.6695	GC Mixed - Black & White	23.8584	13.5675	LJ Asian Caribbean	28.8223	28.8223	SE Other Specified	33.9869	27.1266

Bonus Pay - Ethnicity Pay Gap Bonus Ratio

Ethnic Origin	Employees Paid Bonus	Total Relevant Employees	%
A White - British	74.00	8197.00	0.90
B White - Irish	1.00	71.00	1.41
C White - Any other White background	5.00	308.00	1.62
C2 White Northern Irish	1.00	10.00	10.00
CY White Other European	3.00	297.00	1.01
F Mixed - White & Asian	1.00	71.00	1.41
H Asian or Asian British - Indian	21.00	1181.00	1.78
J Asian or Asian British - Pakistani	1.00	154.00	0.65
K Asian or Asian British - Bangladeshi	1.00	84.00	1.19
L Asian or Asian British - Any other Asian background	2.00	285.00	0.70
N Black or Black British - African	2.00	337.00	0.59
R Chinese	3.00	72.00	4.17
S Any Other Ethnic Group	4.00	137.00	2.92

Analysis: This provides the breakdown of staff by ethnicity who have attained historic CEAs which were paid this year.

DISABILITY PAY GAP DATA

The following section provides pay gap data by disability.

Average & Median Hourly Rates

Disability Grouping	Mean Hourly Rate	Median Hourly Rate Grouping	Total Full Pay Relevant Employees
No	21.8945	22.2874	11,265
Prefer Not To Answer	26.5661	25.8351	214
Yes	19.6553	19.7700	916
% Diff No - Yes	10.2270	11.2953	92
% Diff No - Prefer Not To Answer	-21.3370	-15.9180	98

Analysis: The data indicates that staff who have disclosed a disability receive a lower average and median hourly rate of around 10-11% than staff without a disability. This is therefore an area for further deep dive review.

Average & Median Hourly Rates – Breakdown of Disability Category

Disability Category	Avg. Hourly Rate	Median Hourly Rate	Total Full Pay Relevant Employees
Learning disability/difficulty	18.9150	18.0640	253
Long-standing illness	19.4794	17.4713	285
Mental Health Condition	18.5263	15.8115	138
No	21.8717	18.7829	11,438
Not Declared	22.7722	22.9937	184
Other	17.9902	15.3268	116
Physical Impairment	20.8053	15.9617	83
Prefer Not to Answer	26.2706	21.0436	230
Sensory Impairment	21.0157	17.1464	69
Yes - Unspecified	20.9461	20.1195	98

Analysis: The data indicates that staff in the 'other' disability category and staff with a learning disability/difficulty or mental health condition are receiving a lower average hourly rate than other conditions.

Disability Pay Gap Bonus Ratio

Disability Category	Employees Paid Bonus	Total Relevant Employees	%
Learning disability/difficulty	1.00	265.00	0.38
Long-standing illness	1.00	296.00	0.34
Mental Health Condition	1.00	158.00	0.63
No	109.00	12157.00	0.90
Not Declared	2.00	190.00	1.05
Other		126.00	0
Physical Impairment	1.00	84.00	1.19
Prefer Not to Answer	5.00	242.00	2.07
Sensory Impairment	2.00	73.00	2.74
Yes - Unspecified		101.00	0

Pay Gap Balance – Our Progress over the Past Year

ESNEFT's demographic data has been regularly monitored over the past year via our EDI Dashboard for any areas that may indicate equality or equity disparities within our processes. These include:

Recruitment

ESNEFT has a robust governance process for pay negotiation at recruitment appointment stage which is detailed within the Trust's Recruitment and Selection Policy. This ensures that levels of pay and related terms and conditions are determined using the Agenda for Change terms and conditions for all posts. Hiring Managers should not agree starting salaries that vary from these terms and conditions without the prior written approval from the Head of Recruitment and Executive colleagues. Variation will only be agreed in exceptional circumstances to ensure consistency across the Trust.

In addition, the Trust's Pay Progression Policy sets out the process and expectations for managing incremental pay progression for all staff on Agenda for Change Terms and Conditions of Service. Similarly, any variation to this process is reviewed and approved by the Head of Recruitment and Executive colleagues.

Promotions

Men	Women	White	BME	Disability	No Disability	Disability Unknown
69	254	235	88	27	291	5

The Recruitment Team have continued to work closely with divisions on all vacancies and some have been advertised as internal opportunities only. The inclusive recruitment protocols within the Trust's Recruitment and Selection Policy and Recruiting People with a Disability / Long Term Condition Policy are closely monitored to ensure that no staff are disadvantaged. The data above provides the breakdown by gender, ethnicity and disability status of staff that have received a promotion in the period 2024/25. It suggests that there is gender and ethnicity balance in the organisation with the same percentage of men and women, as well as White and BME staff, receiving promotion reflective of the Trust wide demographic. Whereas a slightly higher percentage of staff with a disability received a promotion (8.35%) than the Trust wide demographic of 7.24%. Further work will be considered over the next year to delve deeper into the demographic data of staff applying for promotions.

People leaving the organisation

Men	Women	White	BME	Disability	No Disability	Disability Unknown
166	629	589	206	62	713	20

Our Retention Team have implemented a number of initiatives to retain staff as well as provided excellent support to staff who are considering leaving the Trust and as a result we have significantly reduced our voluntary turnover rate. The Leavers data above indicates that during the period 2024/25 when comparing it the trust wide ratio, a proportionate percentage of disabled staff left the Trust compared to non-disabled staff; a higher percentage of white staff compared to BME staff left the Trust; and the number of men leaving the organisation was at a slightly slower rate than women. A review of the number of women leaving higher paid positions and grades will therefore be undertaken to provide assurance around peer support, career development and promotion opportunities.

Career Development

The Trust implemented its talent management programme 'My Career Matters' in April 2024 providing staff with the opportunity to have a conversation about their career aspirations and development needs with their line manager or career coach. The outcome of the conversations are recorded centrally and individuals are signposted to various corporate support workstreams such as apprenticeship opportunities, leadership development programmes, shadowing, mentoring and coaching opportunities as well as targeted recruitment opportunities if available. In addition, the Trust's 360-review programme for staff in Band 7+ roles provides a holistic leadership assessment for an individual from their peers, direct reports and manager, guiding them through a detailed report on where their strengths lie and where further development could be considered.

When reviewing the demographic data captured from the 'completed' conversations, it indicates that the likelihood of a male employee being categorised as 'Ready Now' than a female employee is 1.04; the likelihood of a white employee being categorised as 'Ready Now' than a BME employee is 2.35; and the likelihood of a non-disabled employee being categorised as 'Ready Now' than a disabled employee is 1.10. The outcome of these conversations will therefore need careful monitoring to ensure they are fair and equitable.

Row Labels	Female	Male	White	BME	No Disability	Disability status unknown	Disability
Ready now	146	32	164	14	158	5	15
Ready soon	268	57	261	64	295	3	27
Long term ready	317	63	319	61	330	13	37
New Starter	30	11	31	10	34	2	5
Developing Potential	60	11	54	17	64	0	7
Performance Development	20	4	20	4	20	1	3
Grand Total	841	178	849	170	901	24	94

People with caring responsibilities

We have reviewed the Trust's data to see how many men and women take up the following opportunities.

- Flexible working
- Shared Parental Leave
- Paternity leave

The Trust's Flexible Working Policy and the Family Leave Policy provide clear and robust processes for staff to consider flexible working, maternity/paternity/shared parental leave opportunities and there has been an increase in the uptake for all three areas. A review of the data does not indicate any impact on gender pay gap.

Action Plan

The high impact action 3 within the NHSE EDI Improvement Action Plan requires Trusts to Develop and implement an improvement plan to eliminate pay gaps and associated success measures for a year-on-year reduction in the gender, race and disability pay gaps. Having analysed the data for 2024/25 to understand the pay gaps by protected characteristic, the following improvement plan has been put in place:

- Implementing the Mend the Gap review recommendations for medical staff and develop a plan to apply those recommendations to senior non-medical workforce.
- Review of the pay gap of staff who have disclosed a disability compared to staff without a disability. This will also include access to non-mandatory training and development opportunities.
- Review and monitor the My Career Matters Conversations data by demographic breakdown to ensure that fair and equitable support and opportunities are available to all staff involved.
- Review of the promotion demographic data per pay grade as well as applying for and receiving promotion.
- Review of women leaving higher paid positions and grades to provide assurance around peer support, career development and promotion opportunities.
- Review of the salary negotiation process at recruitment stage to ensure equality and equitable protocols are in place.

This action plan will be tracked and monitored by the People and Organisational Development Committee and Trust Board to reflect the maturity of current data sets. In addition, data relating to other protected characteristics will be included in line with national requirements by 2026.