



Gender Pay Gap
March 2023 reporting 2022

Background

Here at The Clatterbridge Cancer Centre NHS Foundation Trust we are committed to providing outstanding patient care. As one of the UK's leading cancer centres. We bring together expert staff, high-quality care, and excellence in research to drive forward the development of new leading-edge drugs and therapies to provide outstanding specialist care for patients. The Clatterbridge Cancer Centre is committed to ensuring:

- We treat everyone fairly, with dignity and respect
- Opportunities are open to all
- We provide a supportive and welcoming environment for everyone

We reflect these principles in everything we do, and as part of this commitment we ensure that everyone, regardless of experience, can be part of creating an inclusive and compassionate culture.

Our trust values show that we are:

- We are Kind
- We Are Empowered
- We Are Responsible
- We Are Inclusive



The Gender Pay Gap

The Gender Pay Gap legislation was introduced in 2017. It requires all employers with 250 or more employees to publish information on their gender pay gaps which have occurred in the previous financial year (March 2021 to March 2022).

The gender pay gap is an equality measure and it is a defined term in the regulations and means the difference between the average hourly earnings of males and those of female. This is not the same as equal pay, which is concerned with male and female colleagues earning equal pay for the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because of gender. The gender pay gap highlights any imbalances of average pay across an organisation.

Every organisation is duty bound to publish this information on publicly on their website. The legislation requires an employer to publish six calculations:

- The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees ('the mean gender pay gap')
- The difference between the median rate of pay of male full-pay relevant employees and that of female full-pay relevant employees ('the median gender pay gap')
- The difference between the mean bonus pay paid to male relevant employees and that of female relevant employees ('the mean gender bonus gap')
- The difference between the median bonus pay paid to male relevant employees and that of female relevant employees ('the median gender bonus gap')
- The proportions of male and female relevant employees paid bonus pay ('the proportions of male and females getting a bonus')
- The proportions of male and female relevant employees in the lower, lower middle, upper middle and upper quartile pay band ('the proportion of male and females in each of four pay quartiles')

The information contained in this report has been extracted from the national Electronic Staff Record (ESR) system using standard reports which have been produced to ensure that NHS organisations are able to meet their gender pay gap reporting requirements. Although this report includes the statutory requirements, it also provides context to help us to understand our findings and to active take steps to reduce any potential for gender inequality.

Our Workforce

For the purpose of the gender pay reporting, the definition of who counts as an employee is defined in the Equality Act (2010). This is known as an 'extended' definition which includes:

- Employees (those with a contract of employment)
- Temporary workers (those with a contract to work or provide services to The Clatterbridge Cancer Centre, e.g. agency staff)
- Self-employed workers (where they must personally perform the work)

For the purpose of the gender pay gap reporting, agency workers will form part of the headcount of the agency that provides them, and not the employer they are on assignment to. Every job role at Clatterbridge Cancer Centre is assessed and placed within a grade. Grades vary by level of responsibility and each grade has a specific pay range and clinical and non-clinical staff will progress through the pay range as staff develop their careers. Some of our employees are appointed on fixed rate salary such as our apprentices.

The total number of trust employees as of 31st March 2022 was **1697**. **81%** of which are female and **19%** are male. This breakdown is broadly consistent with previous years and the figures are reflective of the position across NHS Trusts in regard to the higher number of females compared to males in the NHS workforce.



There is a headcount growth of 217 from 2021 to 2022. The ratio of male to female staff however remains fairly static with a slight decrease in the number of male employees by 1%.

Our Gender Pay Gap Data

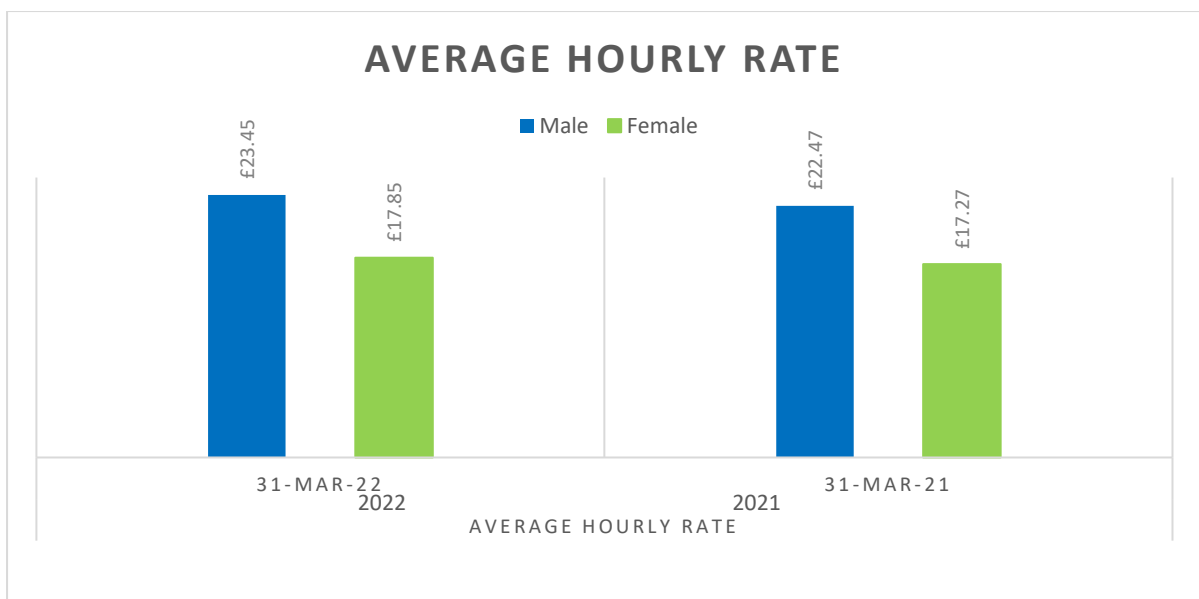
Mean (average) pay for female and male employees:

Table 1 highlights the mean hourly pay by gender. The average pay for males is £5.60 per hour higher than for females

Gender	Average Hourly Rate	
	31-Mar-22	31-Mar-21
Male	£23.45	£22.47
Female	£17.85	£17.27
Difference	£5.60	£5.20
Pay Gap %	23.88%	23.10%

Table 1: Mean average pay for female and male employees 2021/2022 comparison

The mean pay has increased slightly for both females and males across the trust, however males have seen a marginally higher increase of £0.98 per hour compared with £0.58 per hour for females. The pay gap percentage has slightly increased from 23.10% to 23.88%.



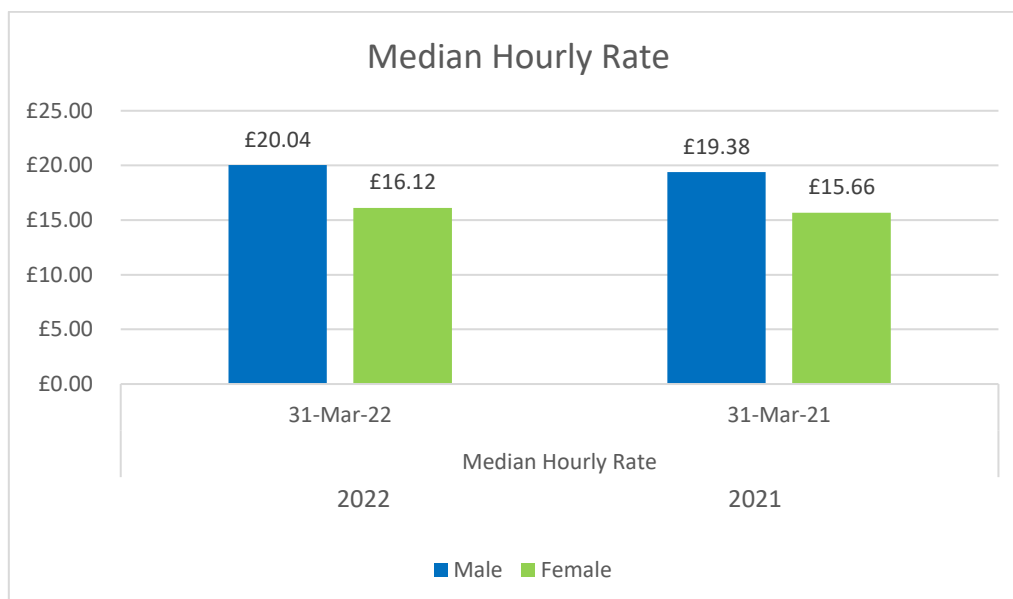
Graph 1: Average hourly rate by gender, comparison (2021/2022)

Median pay for female and male employees:

The median hourly rate for both females and males has increased over the past year and the median hourly rate for males continues to be higher than that of females. The median gender pay gap is 19.54% which is only a slight increase on 2021 which was 19.20%.

Gender	Median Hourly Rate	
	31-Mar-22	31-Mar-21
Male	£20.04	£19.38
Female	£16.12	£15.66
Difference	£3.91	£3.72
Pay Gap %	19.54%	19.20%

Table 2: Median pay for female & male staff 2021/2022 comparison



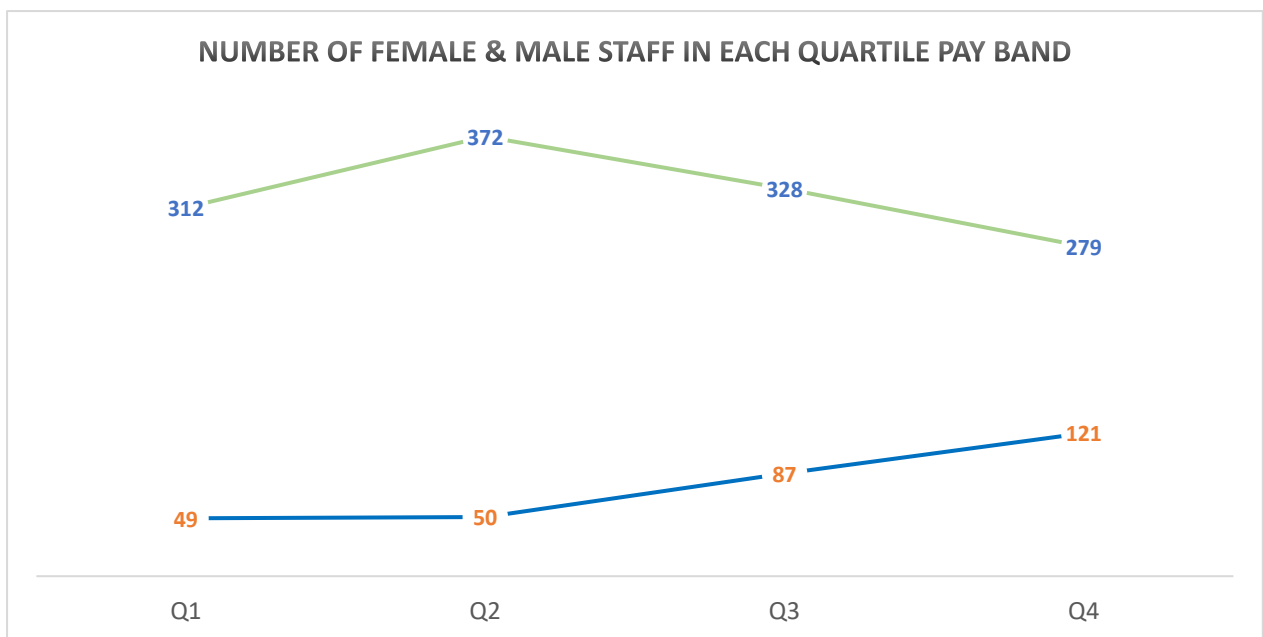
Graph 2: Median hourly pay rate by gender, comparison 2021/2022

The proportion of full time female and male staff employed in each of the four quartile pay bands:

Each quartile represents an increase in level of pay with quartile 1 representing the workforce with the lowest pay and quartile 4 representing the workforce with the highest pay.

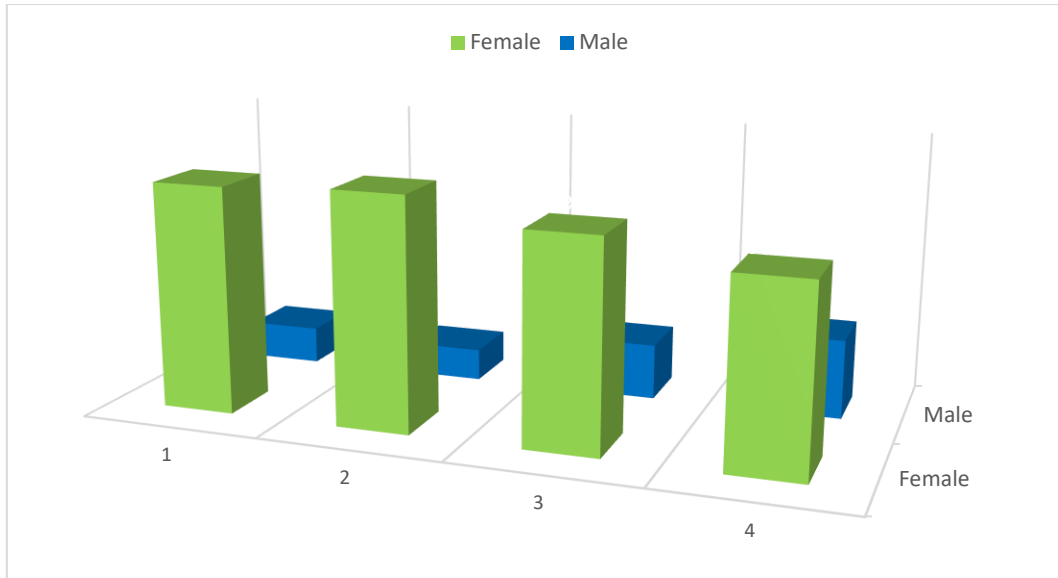
	2022		2021	
	Female	Male	Female	Male
1	86%	14%	87%	13%
2	88%	12%	88%	12%
3	79%	21%	75%	20%
4	70%	30%	71%	29%

Table 3: Percentage of female & male per pay quartile 2021/2022 comparison



Graph 3: Number of female & male staff in each quartile pay band for 2022

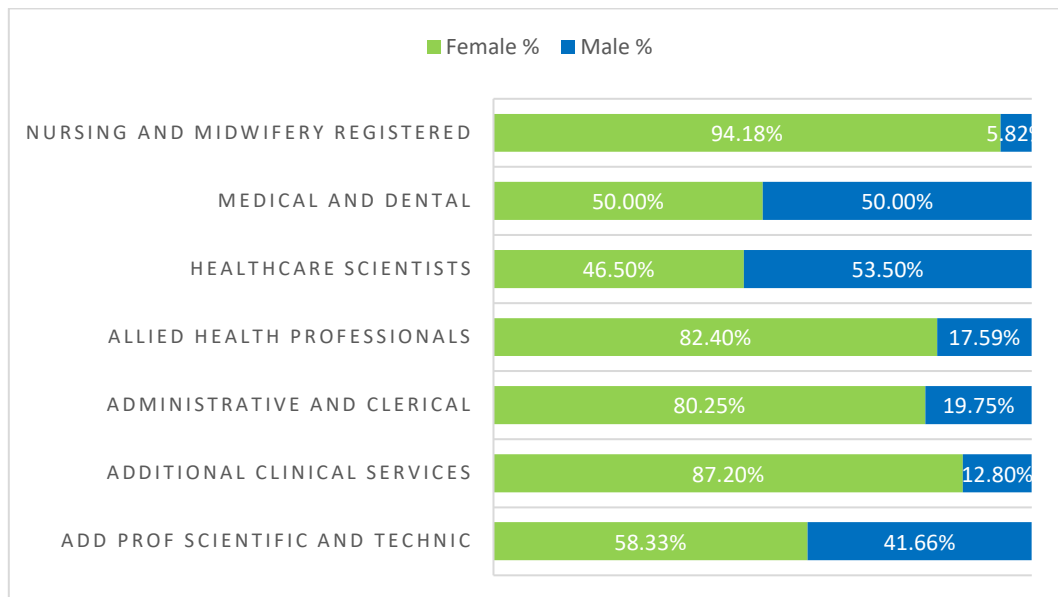
There is a high percentage of female staff in each of the pay quartiles which is expected given that 81% of the organisation are women. In quartile 4 the percentage of male employees has increased, remaining the quartile with highest percentage of men in this pay range, suggesting that men are more likely to be amongst the highest earners despite only equating to 19% of the total workforce.



Graph 4: Percentage of female & male per pay quartile

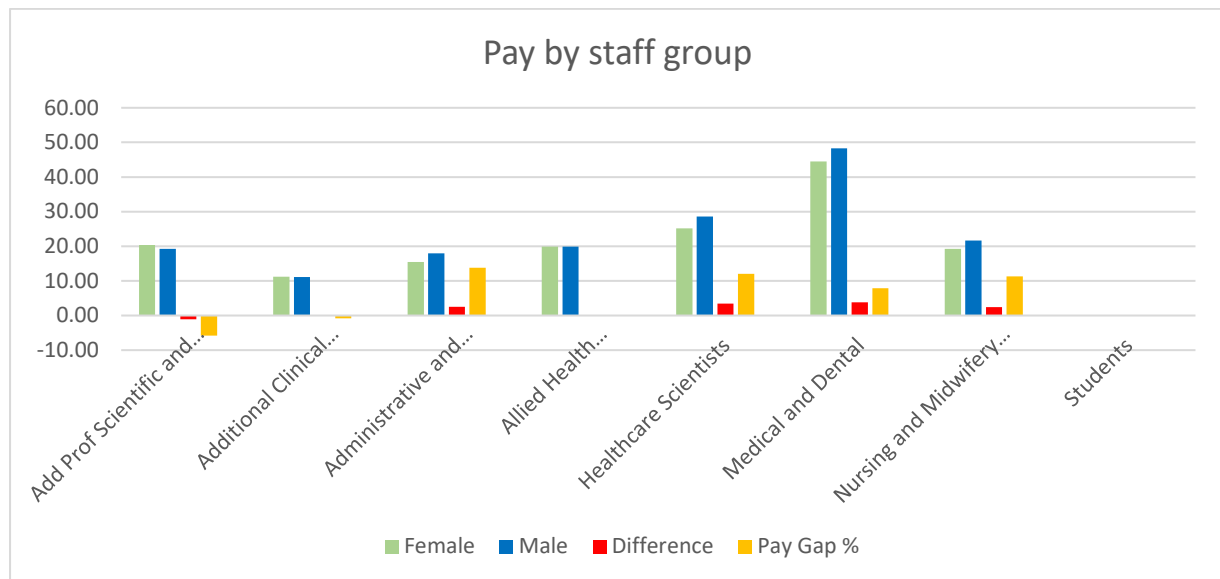
Further analysis per staff groups

An analysis of female and male ratios within the current workforce professions is summarised in Graph 4. The data illustrates a higher proportion of females in the majority of staff groups, with the exception of healthcare scientists. The medical and dental group has an equal proportion of both male and female employees which is a notable change from previous years, which reflected a higher proportion of male employees.



Graph 5: Percentage of female & male staff by ESR staff groups

Graph 6 displays the gender pay gap for each of the staff groups, a negative value indicated a pay gap that favours female staff.



Graph 6: Mean bonus pay by gender

Bonus payments

The only bonuses paid in the timeframe by the trust were Local Clinical Excellence Awards. These are locally awarded payments to eligible medical consultants in accordance with national guidance. The Government is working to reform the awards, making them more inclusive and accessible to all. This will help address the impact of Clinical Excellence Awards on the gender pay gap in medicine as women are more likely to be working part-time. This is one of the recommendations from the Independent Review of the Gender Pay Gap in Medicine commissioned by the government.

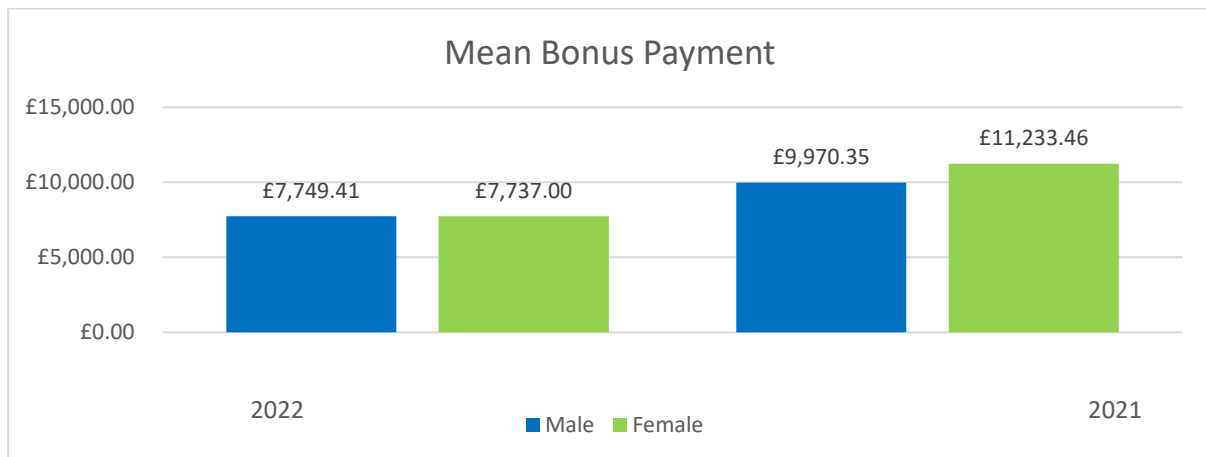
Mean bonus pay of female and male staff

Table 4 illustrates the average bonus pay for female and male consultants for 2022 compared to 2021. The pay gap has reduced over the 12-month period.

Gender	Mean Bonus	
	31st March 2022	31st March 2021
Male	£7,749.41	£9,970.35
Female	£7,737.00	£11,233.46
Difference	£12.42	-£1,263.11
Pay Gap %	0.16%	-12.76%

Table 4: Mean bonus pay by gender, 2021-2022 comparison

The bonus payments made to eligible Consultant staff groups have decreased for both males and females although, the data indicates that the mean bonus paid to our female staff has dramatically decreased over the 12-month period by £3,496.46. The average bonus payment for males has also decreased by £2,220.94. This change in payment may be due to many different contributing factors and this is an area that we will explore in more detail so that we understand the reasons for these changes and can plans for a positive change.



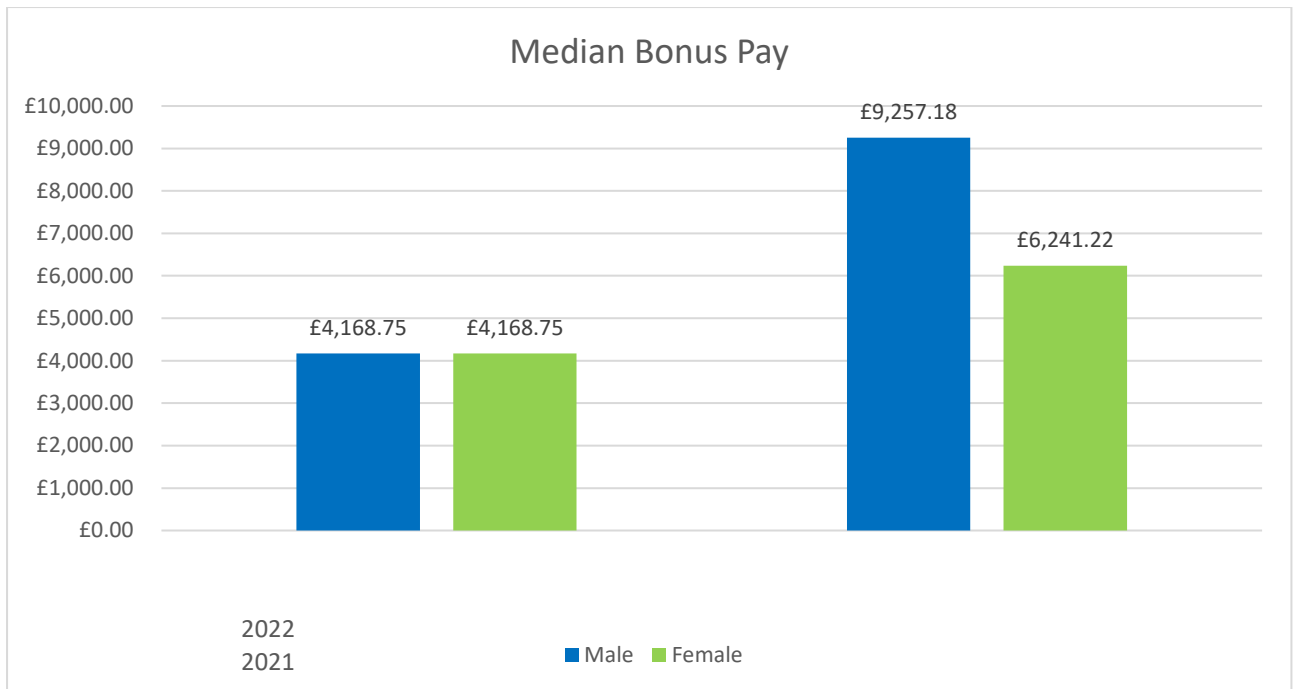
Graph 7: Mean bonus pay by gender, comparison 2021/2022

Median bonus pay of female and male staff

The most significant finding from the current data is the median bonus pay for females and males which is equal. In 2021 the difference between male and female payments was £3,015.96. The female and male median bonus was equal this year, £4,168.75.

Gender	Median Bonus	
	31st March 2022	31st March 2021
Male	£4,168.75	£9,257.18
Female	£4,168.75	£6,241.22
Difference	£0.00	£3,015.96
Pay Gap %	0.00%	32.58%

Table 5: Median bonus pay by gender 2021-2022 comparison



Graph 8: Median bonus pay by gender 2022-2021 comparison

The proportion of female and male staff, who receive bonus pay

The table below illustrate the number of employees eligible for a bonus payment in 2022 alongside those who received a payment. It should be noted that consultants must have 12 months service before they are eligible for bonus payments and must meet the Trust’s mandatory training and appraisal requirements. This explains the difference in eligibility and payments made. Despite there being equal number of female and males in the medical and dental staff group, this is not illustrated in the number of employees eligible to receive bonus pay. Although the number of eligible employees has increased over the last year there is still a gender imbalance with more males eligible for bonus payments. In the main this is due to an increasing number of females being recruited into their first consultant role.

Gender	Employees Paid Bonus	Total Eligible Employees	Employees Paid Bonus	Total Eligible Employees
	31st March 2022		31st March 2021	
Female	25 (92%)	27	17 (100%)	17
Male	36 (81%)	44	25 (100%)	25

Table 6: Breakdown of eligible staff by gender (Bonus Pay), comparison 2021/2022

Conclusion

Despite the gender pay gap of 23.8% we are confident that the gender pay gap is not as a result of paying men and women differently for the same or equivalent job role. We accept that there is more work to be done to support our female colleagues, although our female representation remains high in the majority of senior clinical roles. However, this year we have seen a significant difference in the bonus pay gap, with the mean and median pay gap reducing and the gender disparities in the mean and median pay gap are balanced. The consultant workforce has a greater proportion of males to females across the whole of the NHS, therefore limiting the pool of applicants available to these types of roles. The Trust recognises the requirement to improve greater male representation in both clinical and non-clinical roles at less senior levels, in order to achieve a more gender equal workforce and this will take time to achieve. Our long-term goal is to attain gender balance across our workforce, as well as at the most senior levels within our Trust. This will make a significant contribution to the reduction in gender pay gaps and gender occupational segregation across some of our staff groups.

Actions we have taken to support the Gender Pay Gap

We have initiated a range of activities which will support closing the gender pay gap to support our ambition for The Clatterbridge Cancer Centre to be the best place to work, attracting, retaining, valuing, and supporting our people:

- Established a Menopause Peer Support Network which has been well received, and we will continue to grow this network to ensure women are well supported to remain in work and progress within careers.
- Introduced the 'Springboard' Women's leadership programme which is open to all female colleagues and supports them to build a personal development plan, focussed on their strengths, values and personal aspirations. It aims to increase confidence and capability, encouraging women to maximise their potential and explore career opportunities.
- Continued to support female staff to progress into leadership roles, promoting women in leadership, using communication and awareness campaigns to promote development opportunities.

- Promoted the Flexible Working Policy and raised awareness across the Trust to ensure staff are aware of opportunities to apply on appointment and can make as multiple requests

Next Steps

- Establish a Women's career and development community of practice, bringing together female colleagues to discuss barriers, opportunities, and sharing their lived experiences.
- Discuss the appointment of a gender equality champion with the Senior Leadership Team
- Continue to promote gender equality highlighting key celebrations such as Women in Science Technology Engineering and Mathematics, International Women's Day etc.
- Review the recruitment and retention processes to ensure ensuring these are inclusive and that recruitment panels are gender balanced.
- Seek to mandate tailored inclusive recruitment training for all our recruiting managers and staff involved in the recruitment process.
- Continue to progress the diversification of our workforce using positive engagement with higher education institutions and local community organisations, showcasing the different roles within the organisation and showcasing Clatterbridge Cancer Centre as a great place to work.
- Work with other local organisations to peer support and share best practice.
- Work closely with the existing workforce to determine the need to establish a gender network.
- Further develop resources to support the Menopause Policy and work towards attaining 'Menopause Friendly Workplace' accreditation.