# Gender Pay Gap Report

East Kent Hospitals University NHS Foundation Trust for snapshot date 31st March 2022

## What is the Gender Pay Gap?

* The gender pay gap is the difference between the average (mean or median) earnings of men and women across a workforce.
* From 2017, if you are an employer who has a headcount of 250 or more on your ‘snapshot date’ you must comply with regulations on gender pay gap reporting. 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’.
* Public authority employers must use a snapshot date of 31 March. They must report and publish their gender pay gap information by 30 March of the following year.

## Percentage of men and women in each hourly pay quarter

### Upper hourly pay quarter

* 39.2% men
* 60.8% women

### Upper middle hourly pay quarter

* 16.2% men
* 83.8% women

### Lower middle hourly pay quarter

* 17% men
* 83% women

### Lower hourly pay quarter

* 15.6% men
* 84.4% women

## Percentage of men and women who received bonus pay

* 5.3% men
* 0.5% women

## Mean gender pay gap using bonus pay

* 36.3%

## Median gender pay gap using bonus pay

* 66.7%

## Employee headcount

Number of employees used to establish your headcount for gender pay gap reporting, on your snapshot date is 5,000 to 19,999.

## Supporting narrative

* This snapshot of data shows that at EKHUFT women who are employed by the Trust have a higher representation at all levels in comparison to men.
* The data also highlights a change; that there has been an increase in the Upper Hourly Pay Quarter for men at 39.2%. This is in comparison to women at 60.8%.

## Next steps

In line with good practice, the Equality, Diversity and Inclusion Team will lead on developing a robust action plan that explains how EKHUFT intends to tackle its gender pay gap. This plan will include targets and be created collaboratively with the Women’s Staff Network.

### Areas to consider:

1. Branding / communication / transparency
2. Recruitment and promotion processes
3. Maternity and paternity and parental leave policies
4. Wellbeing and retention
5. Supporting female staff
6. Data analysis.