

Gender Pay Gap Report 2023



Purpose

As an employer for and a provider of health services in Kent, London and East Sussex, Kent Community Health NHS Foundation Trust (KCHFT) take the issues of fairness, rights and equity very seriously. We recognise the value of our colleagues and their diversity. We work to ensure that our workforce is representative of the communities we serve and understand that colleagues work better when they can be themselves. The need to be an inclusive employer is paramount to this and is a central tenant of our both or organisation strategy ([We Care](#)) and our equity, diversity & inclusion strategy ([Nobody Left Behind](#)).

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 came into force on 31 March 2017. These regulations underpin the Public Sector Equality Duty, which requires all public and private sector bodies with a workforce of more than 250 members of staff to publish details of any gender pay gap within their organisation. The purpose of this report is to present the Gender Pay Gap position for KCHFT for the snapshot date 31 March 2023, to increase transparency around gender pay disparities and to identify steps that can be taken to reduce these inequalities.

What is the gender pay gap?

The gender pay gap is the difference between the average pay of men and women in an organisation. The types of roles that men and women do in an organisation might be different. If women do more of the less well-paid jobs than men, the gender pay gap will usually be bigger. The gender pay gap therefore captures any pay inequity/disparity resulting from difference in the sort of jobs performed by men and women, and also the seniority of these jobs. It should be noted that the gender pay gap does not show differences in pay for comparable jobs. There are six gender pay gap figures which must be reported and published each year.

These are:

1. Mean (average) gender pay gap for hourly pay
2. Median gender pay gap for hourly pay
3. Percentage of men and women in each hourly pay quarter
4. Mean (average) gender pay gap for bonus pay
5. Median gender pay gap for bonus pay
6. Percentage of men and women receiving bonus pay

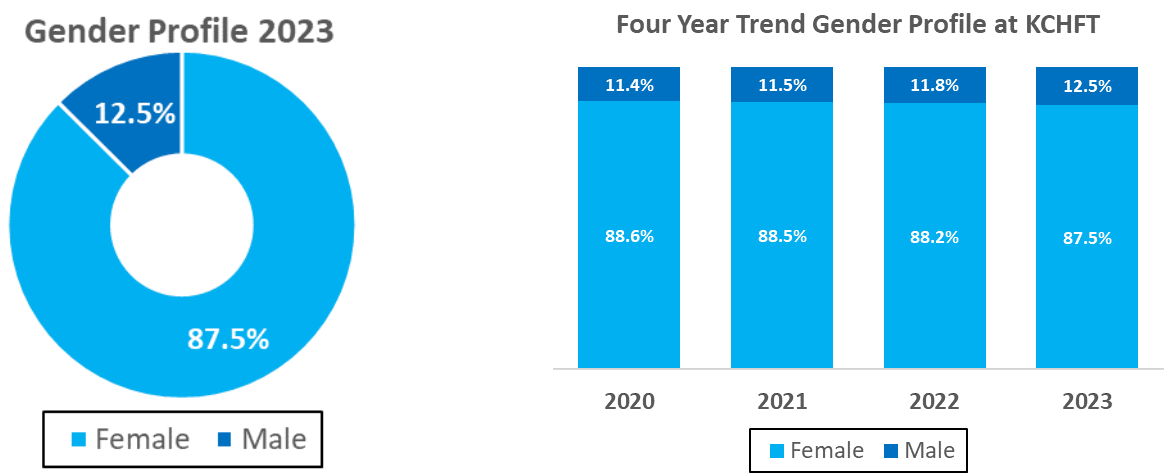
Definitions

A table of definitions is included as appendix item 1 and can be found [here](#). This includes the definition of the snapshot date of 31 March 2023 used in this report.

Context

Kent Community Health NHS Foundation Trust (KCHFT) is one of the largest NHS Community Providers in England, serving a population of 3.3 million across Kent, East Sussex and London. During the snapshot period of March 2023, the workforce population at KCHFT was 5,371. This includes bank only workers¹ who were paid during this period. Like all NHS Trusts, KCHFT has a significantly higher proportion of female workers in its workforce than male workers; during March 2023 the gender profile is 87.5% female and 12.5% male.

These figures show a small increase in the male workforce and a decrease in the female workforce compared to 2022 by 0.7 per cent respectively.

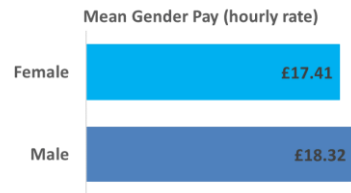


¹ Bank Workers are temporary members of staff similar to an agency service through which unfilled demand in a service/team rota is resourced

GENDER PAY GAP - HOURLY PAY

The mean gender pay gap is **4.9%** for hourly pay

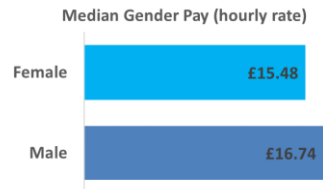
This means for every £1 that the average man earned, the average women earned £0.95



The mean gender pay gap has **decreased** from 5.4% in 2022

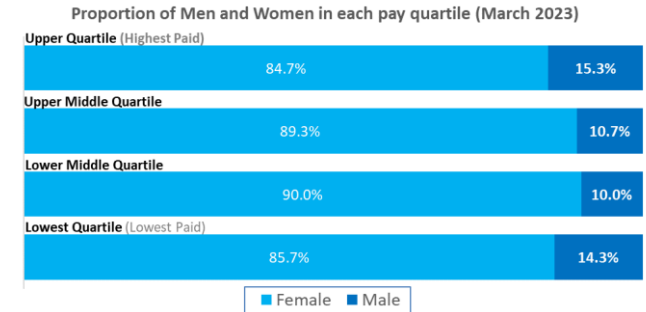
The median gender pay gap is **7.5%** for hourly pay

This means for every £1 that the median man earned, the median woman earned £0.92



The median gender pay gap has **increased** from 3.4% in 2022

Men are overrepresented in the Upper Pay quartile and the Lower Pay Quartile. Men are underrepresented in the two middle quartiles.

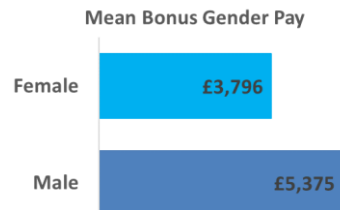


The proportion of females in the upper pay quartile has **decreased** by-0.5% from last year

GENDER PAY GAP - BONUS PAY

The mean bonus pay gap is **29.4%**.

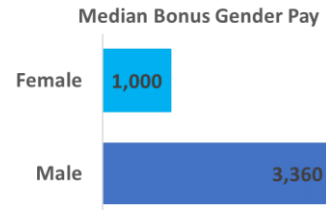
For each £1 that the average bonus earning man earned, the average woman earned £0.71



The mean bonus pay gap has **increased** from -0.2 in 2022

The median bonus pay gap is **70.2%**.

For each £1 that the median bonus earning man earned, the median woman earned £0.30



The median bonus pay gap has **decreased** from 71.2 in 2022

0.4% of females and 0.5% of men at KCHFT received a bonus in 2023

	Female	Male
Employees Paid Bonus in 2023	21	4
Total Relevant Employees	5,445	770
% of Staff	0.4%	0.5%

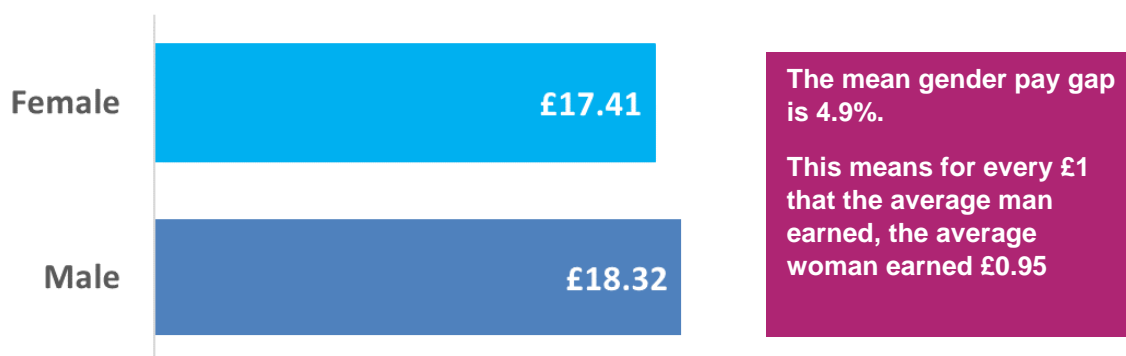
Gender pay gap for hourly pay

The first section of the report will look at the three metrics which relate to employee hourly pay².

Metric 1: Mean (average) gender pay gap for hourly pay

During the snapshot period of 31 March 2023, females earned on average £17.41 per hour which is £0.91 less than men who earned on average £18.32 per hour. This is a gender pay gap of 4.9%.

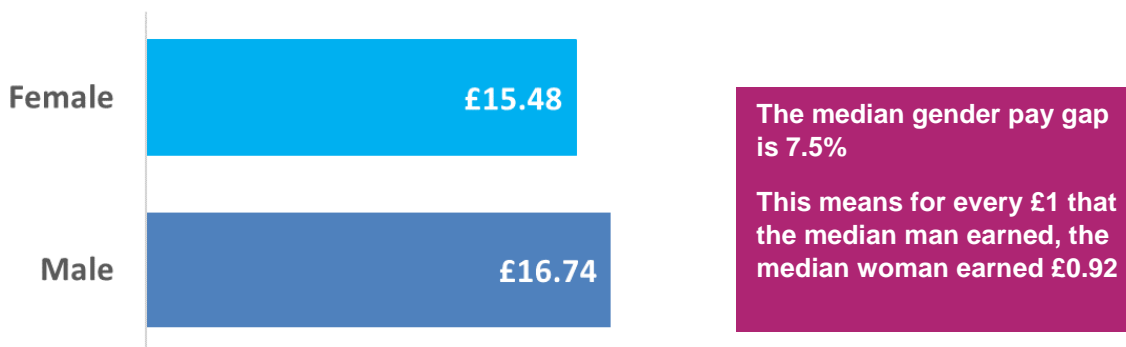
Figure 1. Mean (average) Gender Pay (hourly rate), March 2023



Metric 2: Median gender pay gap for hourly pay

During the snapshot period of 31 March 2023, the median hourly pay for females is £15.48 which is £1.26 less than for men who have a median hourly pay of £16.74. The median gender pay gap is 7.5% favouring men.

Figure 2. Median Gender Pay (hourly rate), March 2023



² A definition of this can be found [here](#) including the definition of the snapshot date of 31 March 2023 used in this report.

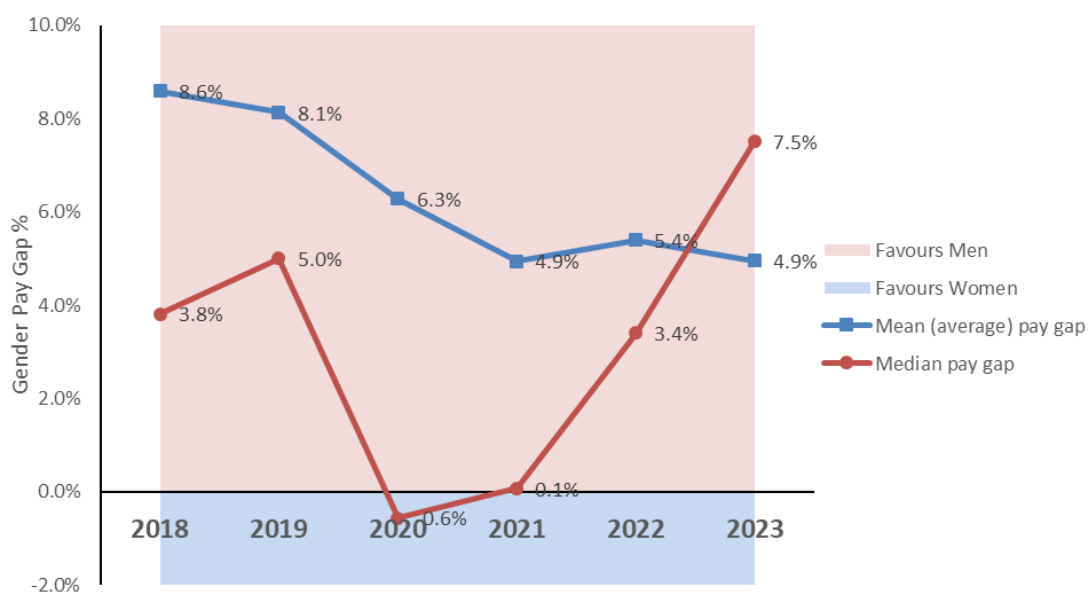
Hourly pay gap trend (2018-2023)

Figure 3 shows both the mean and median gender pay gap since 2018. In each of the last six years there has existed a mean gender pay gap which favours men. This means that men were being paid more per hour than women.

The mean gender pay gap was 8.6% in 2018 and this decreased steadily to 4.9% in 2021. The mean gender pay gap in 2023 is 4.9% which shows that there has been little improvement over the last two years in closing the mean (average) gender pay gap. This is a sign of the positive work that has taken place at KCHFT and assurance that we are headed in the right direction.

The median gender pay gap has seen some volatility over the last six years. In 2020 and 2021 the median gender pay gap was 0.6% and 0.1% respectively in favour of women. This reflects the fact that KCHFT employed a large number of bank staff to support the Covid vaccination programme, and the median pay between male and females was approximately equal in these years. Since 2021, the median gender pay gap has increased sharply, and in March 2023 the median pay gap is report as 7.5% favouring men. This is an increase of 4.1% compared to the previous year.

Figure 3. The Gender Pay Gap for hourly pay trend (2018-2023)



Metric 3: Proportion of men and women in each hourly pay quartile

Figure 4 shows the proportion of men and women in each pay quartile³. In the context of the overall gender profile at KCHFT (87.5% female and 12.5% male), men are over represented in the upper pay quartile and also the lower pay quartile. In the Upper Pay Quartile 15.3% are men and in the lower power quartile 14.3% are men. Men are underrepresented in the middle two pay quartiles

Figure 4. Proportion of men and women in each pay quartile (March 2023)

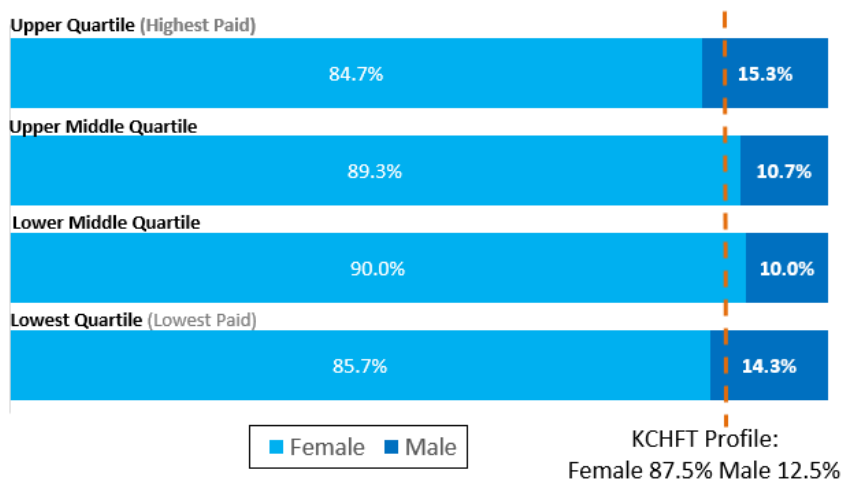


Table 1 shows how the split between genders at each pay quartile has changed in 2023 compared to 2022. The increase in the median pay gap this year has been driven by the percentage increase in males in the Upper Middle quartile (an increase of 1.4%) and the Upper Quartile (0.5% increase). It should also be noted that there has been an increase of men in the lower quartile of 1%, but this has not balanced the increase in the higher pay quarters and as such has not reduced the median pay gap.

Table 1. Percentage of staff in each quartile, 2023 compared to 2022

	2022 Rates		2023 Rates		Year on Year Change	
	Female %	Male %	Female	Male	Female	Male
Lower Quartile (Lowest Paid)	86.7%	13.3%	85.7%	14.3%	-1.0%	1.0%
Lower Middle Quartile	90.0%	10.0%	90.0%	10.0%	0.0%	0.0%
Upper Middle Quartile	90.7%	9.3%	89.3%	10.7%	-1.4%	1.4%
Upper Quartile (Highest Paid)	85.3%	14.7%	84.7%	15.3%	-0.5%	0.5%

³ The quartiles can be found [here](#).

Further analysis of gender pay for hourly pay

Figure 5 details the number and percentage of females and male staff within each pay band as at 31 March 2023. This shows that females are over represented in all bands when compared to the general population. 51% of the population of the South East is Female (2021 Census)

However, the overall gender split at KCHFT is 87.5% female and 12.5% male. When viewed in this context female staff are underrepresented in Band 8a+, the more senior pay bands at the Trust. At the most senior pay bands Band 9 and VSM, the proportion of females is 73% and 75% respectively. The pay band which contains the smallest proportion of females is Band 8b, where 71% of roles are taken by women. Men are underrepresented in Band 3-6 roles and this is the reason for the lower proportion of men in the two middle pay quartiles.

Figure 5. Gender Profile by Pay Band, March 2023

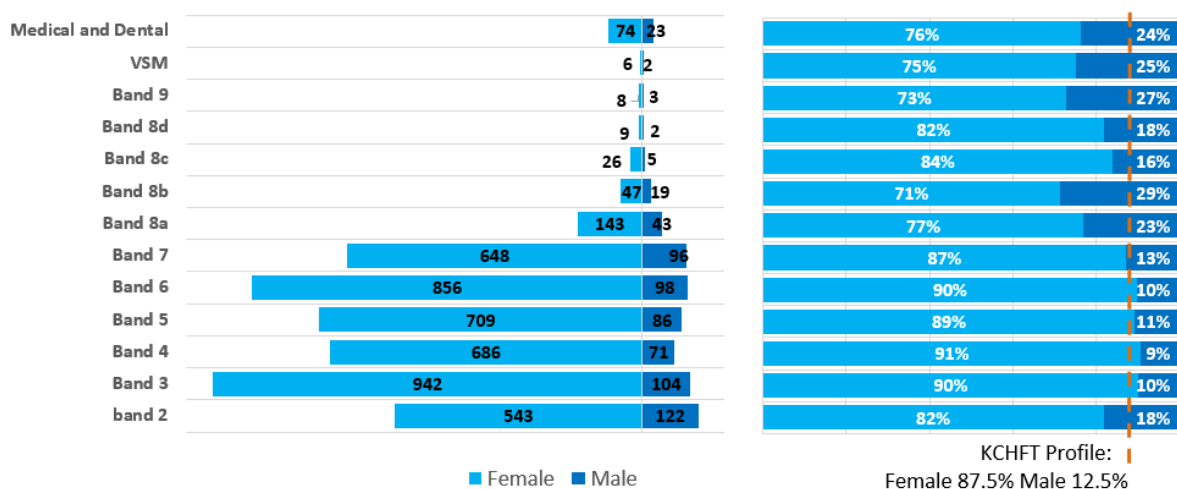


Table 2 below compares the proportion of males and females in each pay band in March 2023, compared to March 2022. This shows that the proportion of females in Band 8d has increased by 10% since 2022. However, this relates to an increase of only one additional female in a Band 8d position. The overall number of Band 8d positions at KCHFT has fallen from 14 to 11 between 2022 and 2023, with an increase of four positions at Band 9.

The proportion of men in the band Bands 8b, 8c, VSM and Medical and Dental has increased compared to 2022.

Table 2. Pay band comparison, 2023 to 2022

	2022		2023		Year on Year	
	Female	Male	Female	Male	Female	Male
Band 2	85%	15%	82%	18%	-3%	3%
Band 3	90%	10%	90%	10%	0%	0%
Band 4	90%	10%	91%	9%	0%	0%
Band 5	90%	10%	89%	11%	-1%	1%
Band 6	91%	9%	90%	10%	-2%	2%
Band 7	87%	13%	87%	13%	0%	0%
Band 8a	74%	26%	77%	23%	3%	-3%
Band 8b	73%	27%	71%	29%	-1%	1%
Band 8c	86%	14%	84%	16%	-2%	2%
Band 8d	71%	29%	82%	18%	10%	-10%
Band 9	71%	29%	73%	27%	1%	-1%
VSM	78%	22%	75%	25%	-3%	3%
Medical and Dental	80%	20%	76%	24%	-4%	4%

Figure 6 below shows the proportion of males and females in each of the staff groups. This shows that the Additional Clinical Service staff group (which makes up 23% of the overall trust) has a very low percentage of males. Only 9% of these roles are taken by men. This staff group contains roles which are predominately Band 3 and Band 4 and this is a key factor in lower proportion of men in the lower middle pay quartile.

In the context of the overall gender profile at KCHFT (87.5% female and 12.5% men), men are over represented in the Estates and Ancillary Staff Group, with 36% of this staff group being male. The majority (83%) of roles in the Staff group are Band 2 and this is the driver for the higher proportion of men in the lower pay quartile. Men are also over represented in the Medical and Dental Staff Group (24% of men are in this staff group), were 99% of staff are in the upper pay quartile.

Figure 6. Gender Profile by Staff Group, March 2023

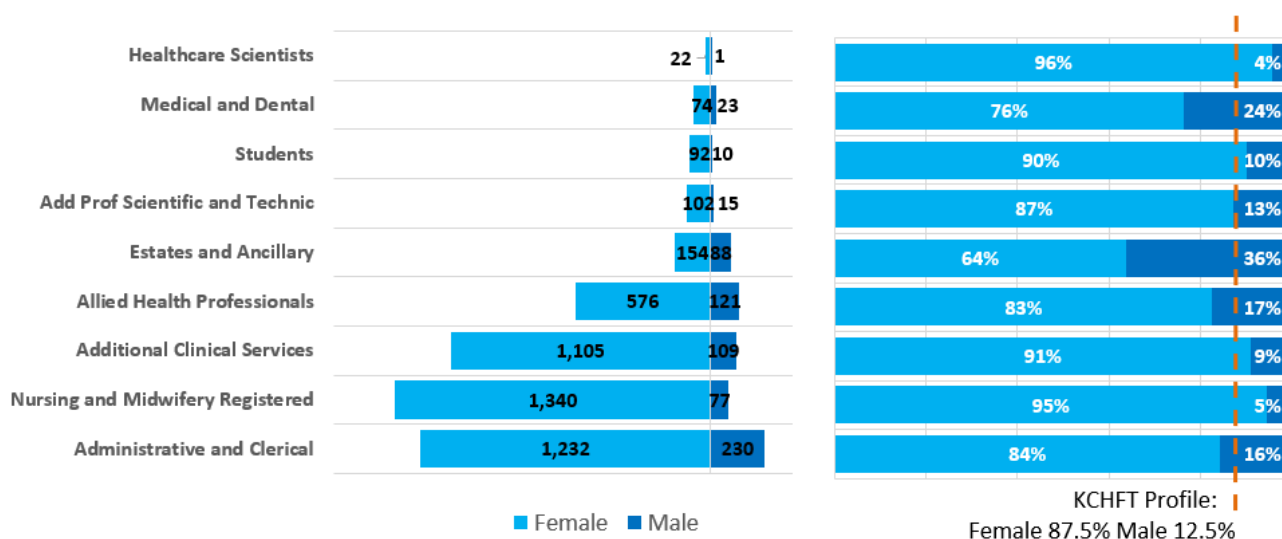
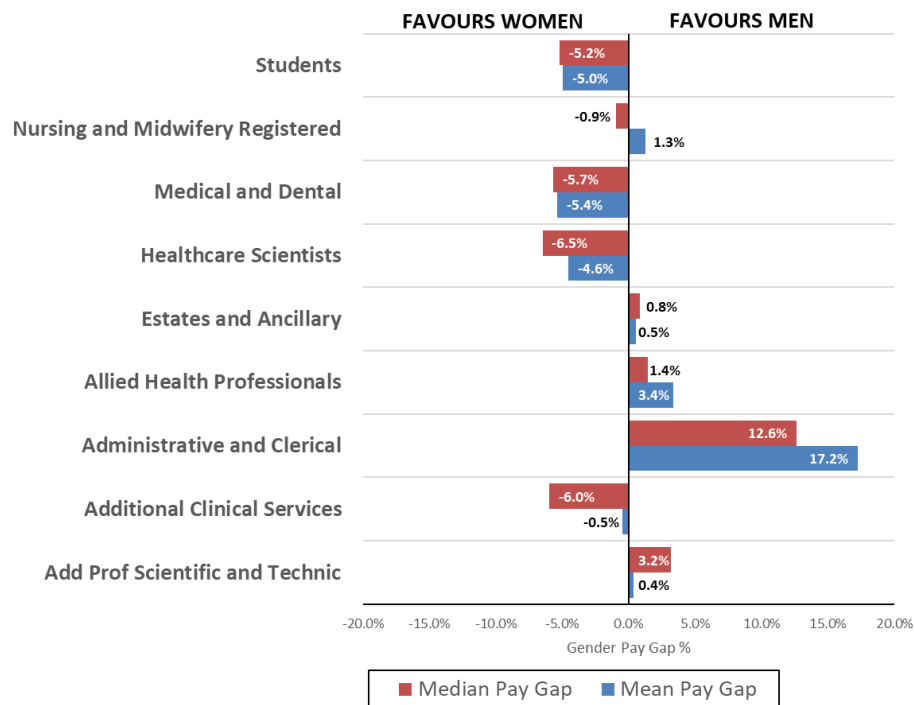


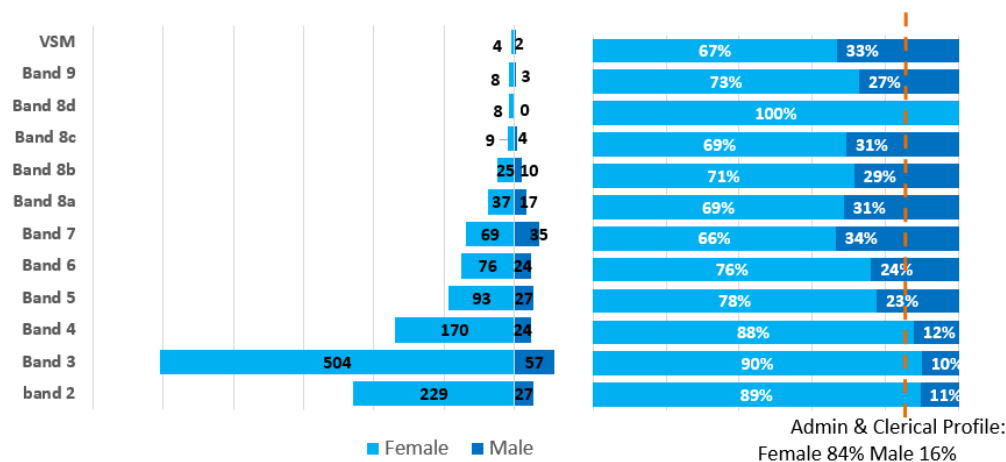
Figure 7 shows the gender pay gap by staff group. The largest gender pay gap is in the Administrative and Clerical staff group. The mean gender pay gap in this staff group is 17.2% and the median gender pay gap is 12.6%, both favouring men.

Figure 7. Gender Pay Gap by Staff Group, March 2023



The Administrative and Clerical staff group is the largest staff group in KCHFT with 1,462 employees paid during the snapshot period. Figure 8 below shows the number and proportion of men at each banding for Admin & Clerical roles. In the context of the Admin & Clerical staff group (84% female and 16% male), men are underrepresented in the lower pay bands 2-4 and overrepresented in all pay band from Band 5 to VSM (with the exception of Band 8d where all 8 assignments are taken by women). This is the driver behind the large gender pay gap in the Admin & Clerical staff group

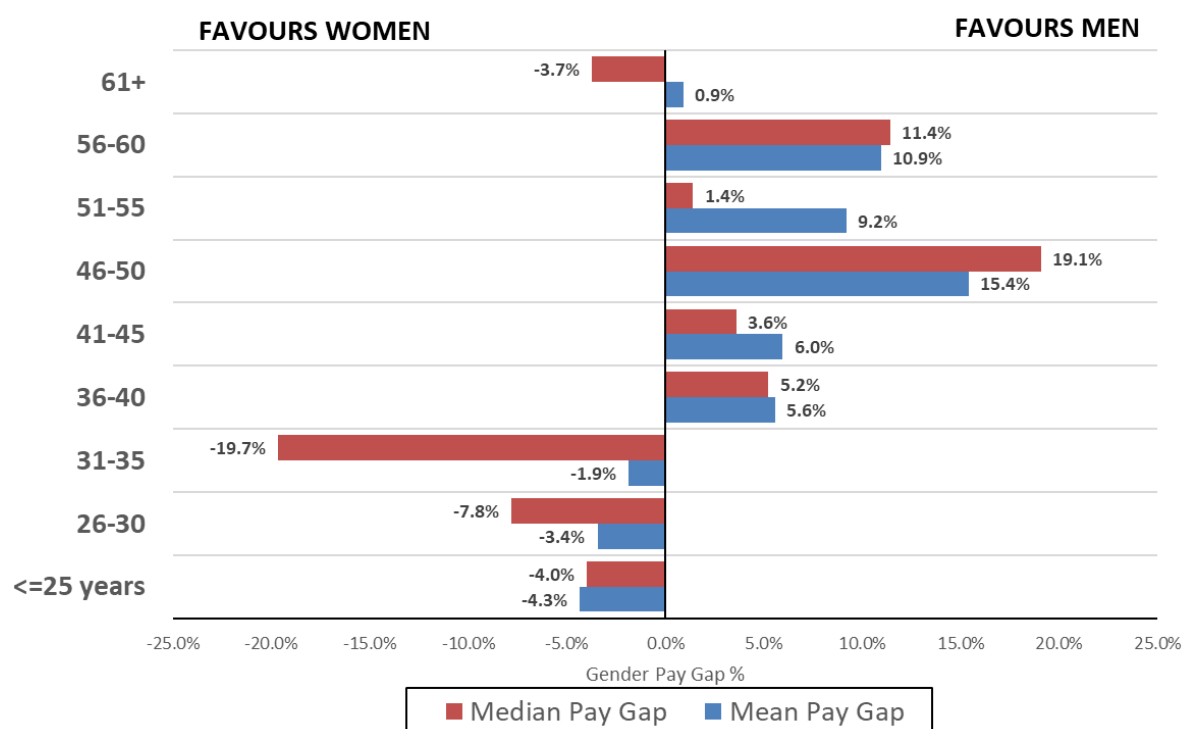
Figure 8. Male and Female headcount in the Administrative and Clerical Staff group.



Gender pay gap by age

The Gender Pay Gap is influenced by the age of the employee. Figure 9 below shows both the mean (average) and median gender pay gap for different age categories.

Figure 9. Gender Pay Gap for Hourly Pay by Age, March 2023



In younger age categories the gender pay gap favours females, with the average (mean) gender pay gap in the under 25 year old group being 4.3% favouring females. However, the gender pay gap favour men for all age categories in the range 36-60 years. The largest gender pay gap is in the 46-50 age category where the average (mean) gender pay gap is 15.4% and the median gender pay gap is 19.1%. This means that for every £1 the average man in this age category earns, the average woman in this age category earns £0.85. For every £1 the median man earns in the 46-50 age category, the median woman earns £0.81

Gender pay gap hourly pay: benchmarking against similar trusts

2023 data is not yet available for other Community Trusts for benchmarking purposes, as the 2023 position is not due to be published until March 2024. We instead present complete figures from the March 2022 which is the latest complete comparison of data from other Community Trusts.

All community trusts reported a mean gender pay gap which favours men. KCHFT has the second smallest mean gender pay gap within the community trust peer grouping. Of the fourteen community health trusts, five trusts have a median gender pay gap which favours women, and five trusts have a median gender pay gap close to zero. KCHFT is one of the four community trusts which have a median pay gap which favours men.

Table 3. Gender Pay Gap Community Trust Benchmark Data, 2022

Community Trust Name	Mean Gender Pay Gap %	Median Gender Pay Gap %
Shropshire Community Health NHS Trust	3.8%	-6.8%
Kent Community Health NHS Foundation Trust	5.4%	3.4%
Hertfordshire Community NHS Trust	5.7%	-4.7%
Leeds Community Healthcare NHS Trust	6.7%	0.2%
Sussex Community NHS Foundation Trust	7.4%	-0.4%
Central London Community Healthcare NHS Trust	7.5%	0.0%
Wirral Community NHS Foundation Trust	7.7%	-1.4%
Norfolk Community Health and Care NHS Trust	8.2%	-3.1%
Solent NHS Trust	11.8%	0.5%
Cambridgeshire Community Services NHS Trust	12.9%	0.0%
Birmingham Community Healthcare NHS Foundation Trust	13.4%	4.8%
Bridgewater Community Healthcare NHS Foundation Trust	14.5%	0.3%
Derbyshire Community Health Services NHS Foundation Trust	14.8%	6.0%
Lincolnshire Community Health Services NHS Trust	24.3%	18.5%

Gender pay gap for bonus pay

A requirement of the Gender Pay Gap statutory reporting is to examine the difference between bonus payments received by men and women. At KCHFT, there were 25 individuals who received a bonus in 2022-23 under the gender pay gap criteria. These bonuses were either Agenda for Change (Afc) bonus, cash bonus or Clinical Excellence Awards (CEA). Some individuals received several different bonus payments. Table 4 below shows the number of bonus payments by gender and the average payments made

Table 4. Bonus payments by Gender, 1 April 2022 to 31 March 2023

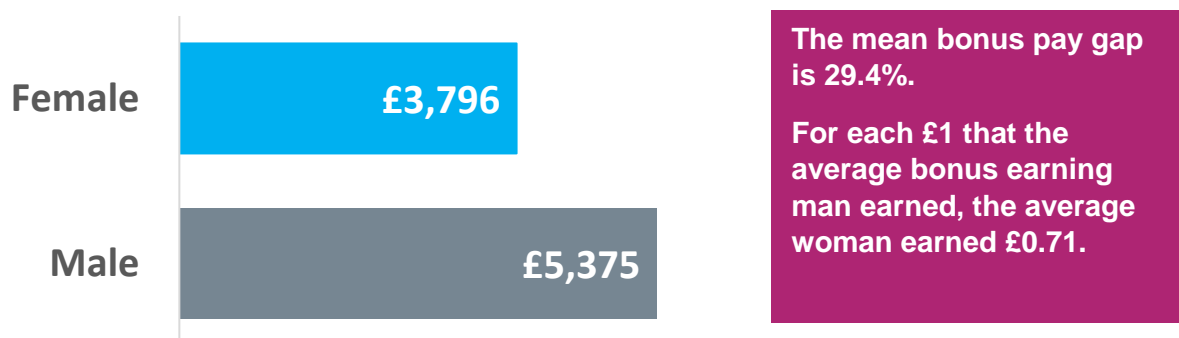
Bonus Name	Female		Male	
	Number of payments	Average (Mean) Bonus Payment	Number of payments	Average (Mean) Bonus Payment
Agenda For Change (Afc) Bonus	8	600		
Cash Bonus	12	2,020	3	1,469
Clinical Excellence Award (CEA)	4	12,667	3	5,697

It should be noted that there were no men who received the lower value AfC Bonus. This will have an impact on the median and mean bonus gender pay gap; the lower value AfC bonuses are included in the average bonus pay calculation for women, but not for men.

Metric 4: Mean (average) gender pay gap for bonus pay

During 2023, the mean (average) bonus pay for females was £3,796 and the male mean (average) bonus pay was £5,375. This is a mean (average) gender pay gap for bonus pay of 29.4%

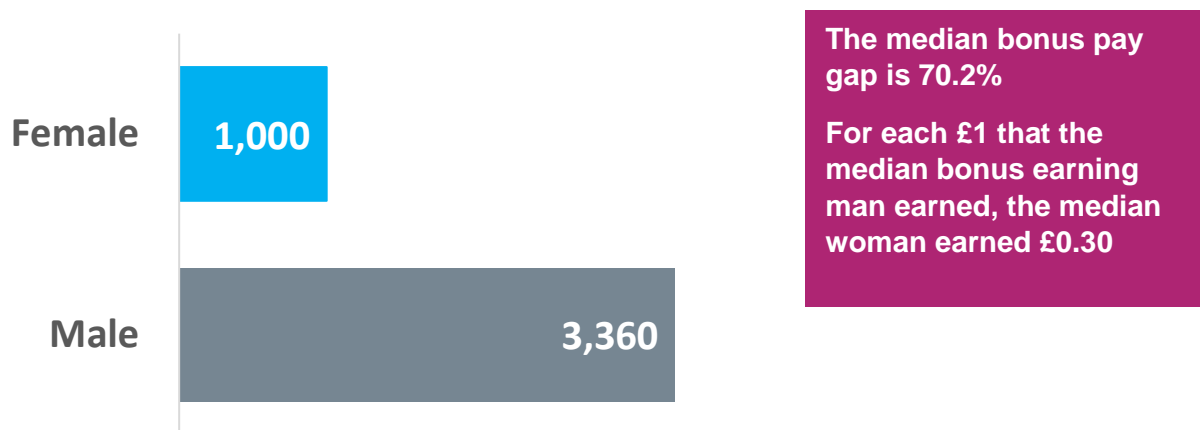
Figure 10. Mean (average) Bonus Gender Pay, March 2023



Metric 5: Median gender pay gap for bonus pay⁴

During 2023, the median bonus pay for females was £1,000 and the male median bonus pay was £3,360. This is a median gender pay gap for bonus pay of 70.2%

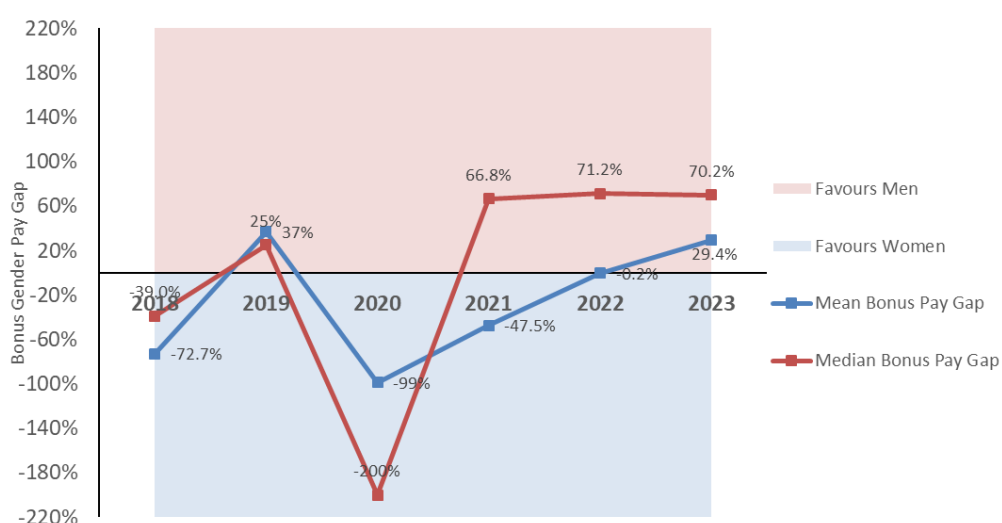
Figure 11. Median Bonus Gender Pay, March 2023



Bonus pay gap trend (2018-2023)

Figure 12 shows the mean and median gender bonus pay gap since 2018. Due to the small numbers of staff who receive bonuses at KCHFT, the bonus pay gap are subject to fluctuations from year to year. The current year, 2023, is the first year since 2020 that the mean bonus pay gap favours men. However, the median bonus pay gap has been high for the last three years and the median bonus pay gap of 70.2% favouring men shows little improvement on the 2022 figure. However, it should be noted that the 2023 figures are influenced by the payment of the lower value AfC bonuses, which were paid only to women.

Figure 12. The Gender Pay Gap for bonus pay trend (2018-2023)



⁴ A definition of this can be found [here](#) including the definition of the snapshot date of 31 March 2023 used in this report.

Metric 6: Proportion of men and women who receive a bonus payment

A higher proportion of male workforce received a bonus in 2023, with 0.52% of males receiving a bonus compared to 0.39% of female staff.

Table 4. Proportion of staff receiving a bonus, 2022 and 2023

	2022		2023	
	Female	Male	Female	Male
Employees Paid Bonus	28	6	21	4
Total Relevant Employees	6,117	854	5,445	770
% of Staff	0.46%	0.70%	0.39%	0.52%

Conclusion

In 2023 there has been a small increase in the proportion of men working for KCHFT, 12.5% of the employees paid in the snapshot period of March 2023 were male and 87.5% were female. Kent Community Trust NHS Foundation Trust does not represent the population of the South East, where 49% of the population are male and 51% are female. However, this is an issue across the entire NHS; all NHS trust have significantly higher proportion of female workers in the workforce than male workers

In 2023 there existed both a mean (average) and median gender pay gap for hourly pay of 4.9% and 7.4% respectively, both favouring men. The mean (average) pay gap for hourly pay has slightly narrowed since 2022, the median pay gap had significantly widened.

The gender pay gap at KCHFT is driven by a disproportionate number of men in the higher bands compared to middle bands. In the pay bands 8a+, the proportion of men is greater than the 12.5% male gender profile of the overall trust. The pay band which contains the largest proportion of males is Band 8b, where 29% of roles are taken by men.

There is an underrepresentation of men in the pay bands 3-6. Many of these roles fall in the Additional Clinical Services Staff group. This is the driving factor behind the lower representation of men in the Lower Middle Pay Quartile.

In Band 2, men are overrepresented with 18% of the roles taken by men. These men work predominately in the Estates and Facilities staff group. This contributes to the higher representation of men in the lower pay quartile.

The largest gender pay gap exist in the Administrative and Clerical staff group, this is driven by men occupying a disproportional percentage of the roles at Band 5 and above.

The gender pay gap for women in the age category 46-50 is the largest of all age bands, with a mean gender pay gap for hourly pay of 15.4% and a median gender pay gap of 19.1%, both favouring men.

In 2023 there existed a large mean (average) and median gender pay gap for bonus pay of 29.4% and 79.2% respectively, both favouring men. However, this is highly influenced by the payment of the relatively lower value AfC bonus to eight women within the trust which reduced the overall average bonus pay for women. There were no payments of this type made to men.

Recommendation

Over the course of 2023 the Trust has engaged in a refresh in the delivery of its EDI strategy Nobody Left Behind. A large element of this included looking at the experiences of our people based on their gender. In the coming months an action plan will be developed addressing the findings of the project which will include remedial action and proactive action to address the disparities that exist on a gender basis within our organisation. It is expected that this will also have a positive impact on our performance on the Gender Pay Gap but also on the associated work we do to address the real inequities that underpin this report.

There have been some clear areas identified as a result of writing this report that require further study and discussion to plan interventions. In particular the pay gap when looked at through a lens of age is concerning.

Our aim as an organisation is to champion equity and inclusion throughout the work we do. We are proud of the gender diversity at our organisation and recognise that there are few leadership teams with as high a representation of women as ours. This is something that should be celebrated and recognised. We are also very cognisant of the fact that there are areas within the organisation where we have historically struggled to recruit men. As part of the outcomes of this report as well as the Nobody Left Behind work we hope to better this in the years to come.

These recommendations include:

- Better representation of men in the additional clinical services staff group
- Understand why women in their late 40s are likely to earn less
- Better representation of men in bands 3-6
- Aim for true pay equity/parity in Admin & Clerical roles

Appendix

Definitions

Snapshot Period 31 March 2023 (Hourly Pay)

A pay period is a timeframe in which you pay your relevant employees basic pay. The gender pay gap calculations must be made using the pay period in which the snapshot date of 31 March 2023 falls.

For KCHFT:

- For substantive assignments, which are paid monthly, this is the pay period March 2023 which covers 1-31 March 2023.
- For bank assignments, which are paid weekly, this is the pay period 27 March-2 April 2023.

Snapshot Period 31 March 2023 (Bonus Pay)

The bonus gender pay gap is calculated on bonus payments made to employees in the 12 months ending on the snapshot date of 31 March 2023. This covers payments made between 1st April 2022 – 31 March 2023.

Pay gap	Difference in average pay between two groups.
Mean gap	Difference between the hourly rate for female and male employees. Mean is the sum of the values divided by the number of values.
Median gap	Difference between the median hourly rate of pay for female and male employees. Median is the middle value in a sorted list of values. It is the middle value of the pay distribution, such that 50% of employees earn more than the median and 50% earn less than the median.
Mean bonus pay	Difference between the mean bonus paid to female and male employees. Mean is the sum of the values divided by the number of values.
Median bonus pay	Difference between the median bonus paid to female and male employees. Median is the middle value in a sorted list of values. It is the middle value of the bonus pay distribution, such that 50% of employees earn more than the median and 50% earn less than the median.
Bonus proportions	Proportions of female employees who were paid a bonus, and the proportions of male employees who were paid a bonus.
Quartile pay bands	Proportions of female and male employees in the lower, lower middle, upper middle and upper quartile pay bands. Quartile is the value that divides a list of numbers into quartiles

Hourly pay definition

Hourly pay for the purposes of the Gender Pay Gap is made up of many different pay elements on top of Basic Pay. These include:

- Recruitment and Retention allowances
- Pay Protection
- Clinical Excellence Aware Pay,
- Bonus pay received in the pay period in which the snapshot date falls (bonus pay should be pro-rated where it relates to a period longer than the pay period)
- Enhancements for unsocial working including Bank Holidays, weekend and night working,
- High Cost Living allowance.
- Full paid leave including annual, sick, maternity, paternity, adoption or parental leave

Pay quartiles

The table below shows how the pay quartiles divide up the hourly pay distribution of KCHFT in 2023

Pay quartile	Hourly pay
Lowest Quartile	£0-£12.25
Lower Middle Quartile	£12.25 – £15.54
Upper Middle Quartile	£15.54 - £20.90
Upper Quartile	£20.91+

The distribution of the 5,721 employees from the snapshot period by pay quartile and primary assignment pay band is detailed in the table below.

Employee Primary Assignment Pay Band	Number of Employees			
	Lowest Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
	Hourly pay in the range £0.00-£12.25	Hourly pay in the range £12.25-£15.54	Hourly pay in the range £15.54-£20.90	Hourly pay in the range £21.90+
Band 2	420	206	38	1
Band 3	770	260	15	1
Band 4	131	588	37	1
Band 5	12	275	461	47
Band 6	1	14	731	208
Band 7		1	66	677
Band 8a			1	185
Band 8b				66
Band 8c				31
Band 8d				11
Band 9				11
VSM				8
Medical and Dental			1	96

