

Pay Gap Report

East London NHS Foundation Trust

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I. What is the Disability Pay Gap report?

The Disability Pay Gap is the differences in pay between disabled and non-disabled employees. This year East London NHS Trust have voluntarily produced Pay Gap reporting for Disability. We are committed to fostering transparency, accountability, and equity within our organisation. Through these reports, we aim to identify and address any disparities in pay and opportunities, ensuring that all our employees are treated fairly and have equal access to advancement and development opportunities, regardless of disability status.

II. Exclusions

We have excluded the following from our calculations:

Elements related to:

Salary sacrifice

Arrears

Overtime

Staff on reduced pay due to long term sickness, maternity/paternity

Hours worked and paid whilst 'on call' (on call allowance is included)

Career Break, Maternity Leave, Inactive

III. The Disability Pay Gap Indicators

An employer must publish six calculations showing:

i. Average disability pay gap as a mean average

ii. Average disability pay gap as a median average

iii. Proportion of disabled and non-disabled staff when divided into four groups ordered from lowest to highest pay

iv. Disability Pay Gap by Staff Group

v. Disability Pay Gap by Band

IV. East London NHS Foundation Trust Workforce

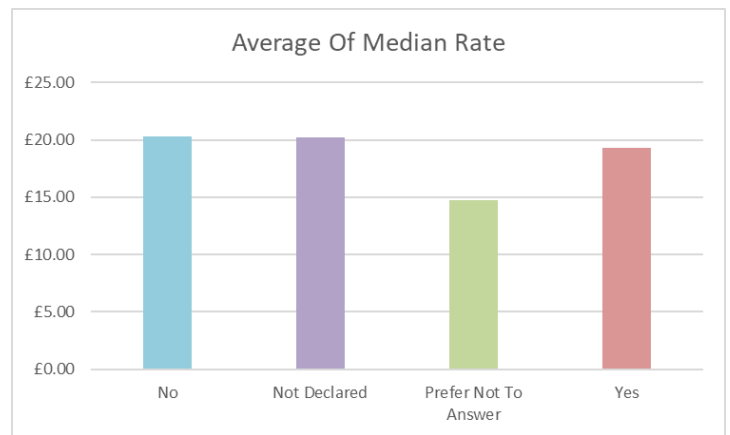
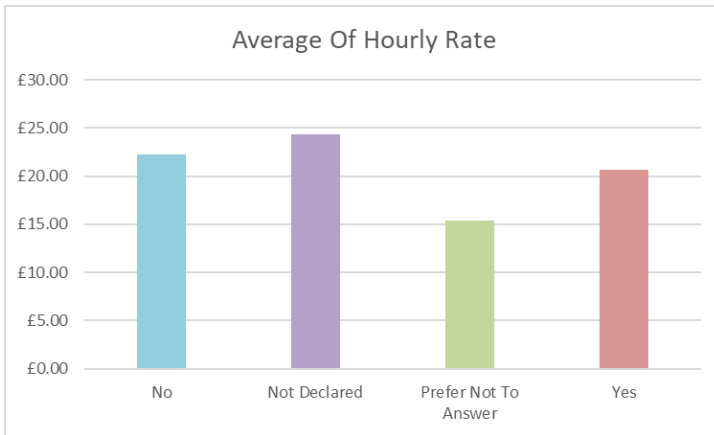
| Disability | Apprentice | Band 3 | Band 4 | Band 5 | Band 6 | Band 7 | Band 8a | Band 8b | Band 8c | Band 8d | Band 9 | Trust Board | Medical |
|------------------------|------------|--------|--------|--------|--------|--------|---------|---------|---------|---------|--------|-------------|---------|
| No | 12 | 1075 | 1011 | 902 | 1109 | 1059 | 479 | 205 | 96 | 37 | 17 | 9 | 387 |
| Not Declared | - | 128 | 107 | 85 | 63 | 65 | 36 | 12 | 10 | 2 | 1 | - | 49 |
| Prefer Not To Answer | - | 2 | 2 | 1 | - | - | - | - | - | - | - | - | - |
| Yes | 2 | 102 | 79 | 82 | 104 | 87 | 36 | 9 | 8 | 3 | 1 | 1 | 20 |
| No % | 85.71% | 82.25% | 84.32% | 84.30% | 86.91% | 87.45% | 86.93% | 90.71% | 84.21% | 88.10% | 89.47% | 90.00% | 84.87% |
| Not Declared % | 0.00% | 9.79% | 8.92% | 7.94% | 4.94% | 5.37% | 6.53% | 5.31% | 8.77% | 4.76% | 5.26% | 0.00% | 10.75% |
| Prefer Not To Answer % | 0.00% | 0.15% | 0.17% | 0.09% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| Yes % | 14.29% | 7.80% | 6.59% | 7.66% | 8.15% | 7.18% | 6.53% | 3.98% | 7.02% | 7.14% | 5.26% | 10.00% | 4.39% |

The current disability split within the overall workforce is No 85.32%, Not Declared 7.50%, Prefer Not To Answer 0.07%, Yes 7.11%

V. Snapshot 31st March 2023

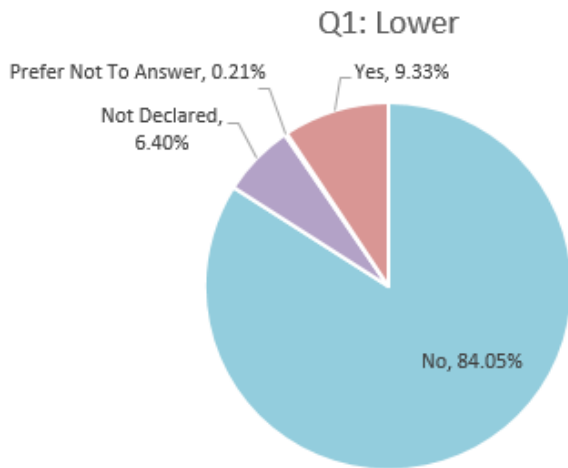
Pay Gap

| Pay Gap | | |
|----------------------|-------------------------|---------------------------|
| Disability | Avg. Hourly Rate | Median Hourly Rate |
| No | £22.29 | £20.26 |
| Not Declared | £24.36 | £20.21 |
| Prefer Not To Answer | £15.42 | £14.75 |
| Yes | £20.67 | £19.34 |

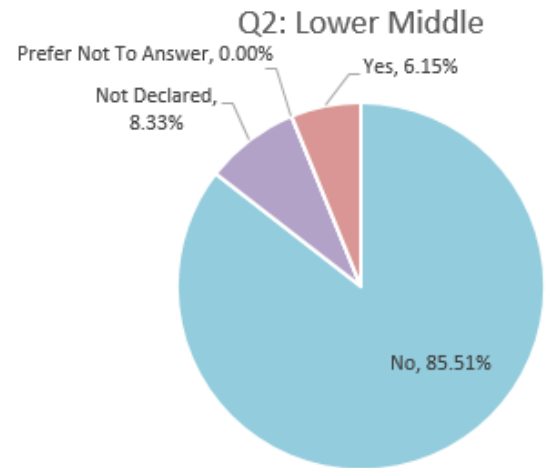


Quartiles

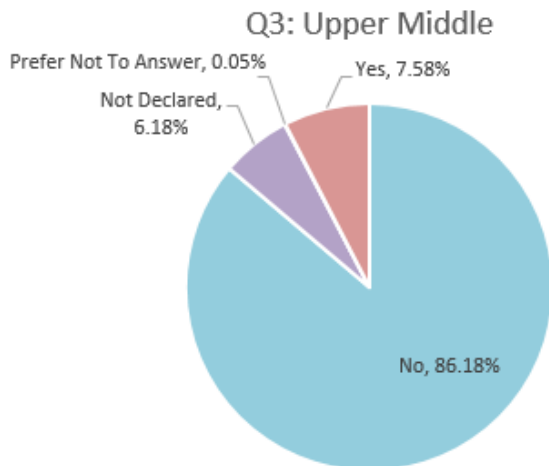
| Quartiles | | | | |
|-----------|--------|--------------|----------------------|-------|
| Quartile | No | Not Declared | Prefer Not To Answer | Yes |
| 1 | 84.05% | 6.40% | 0.21% | 9.33% |
| 2 | 85.51% | 8.33% | 0.00% | 6.15% |
| 3 | 86.18% | 6.18% | 0.05% | 7.58% |
| 4 | 85.52% | 9.15% | 0.00% | 5.32% |



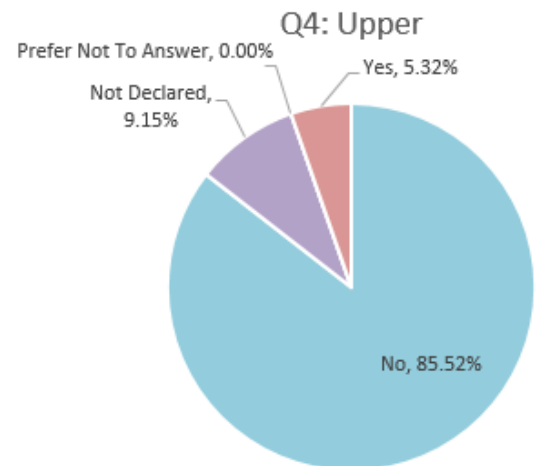
■ No ■ Not Declared ■ Prefer Not To Answer ■ Yes



■ No ■ Not Declared ■ Prefer Not To Answer ■ Yes



■ No ■ Not Declared ■ Prefer Not To Answer ■ Yes



■ No ■ Not Declared ■ Prefer Not To Answer ■ Yes

Disability Pay Gap By Staff Group

| Staff Group | No | Not Declared | Prefer Not To Answer | Yes |
|----------------------------------|--------|--------------|----------------------|--------|
| Add Prof Scientific and Technic | £26.53 | £30.51 | - | £26.51 |
| Additional Clinical Services | £15.44 | £16.01 | £14.35 | £14.57 |
| Administrative and Clerical | £19.58 | £19.91 | £13.71 | £19.18 |
| Allied Health Professionals | £23.65 | £27.33 | - | £22.45 |
| Estates and Ancillary | £14.11 | £15.20 | - | - |
| Medical and Dental | £42.98 | £53.87 | - | £37.12 |
| Nursing and Midwifery Registered | £23.37 | £25.29 | £21.60 | £22.89 |

Disability Pay Gap By Pay Band

| Band | No | Not Declared | Prefer Not To Answer | Yes |
|---------|--------|--------------|----------------------|--------|
| Band 3 | £14.94 | £15.51 | £12.89 | £13.44 |
| Band 4 | £14.82 | £15.69 | £14.85 | £14.48 |
| Band 5 | £17.56 | £20.25 | £21.60 | £17.33 |
| Band 6 | £21.55 | £24.33 | - | £20.79 |
| Band 7 | £25.27 | £26.72 | - | £26.24 |
| Band 8a | £28.30 | £29.62 | - | £28.08 |
| Band 8b | £32.80 | £36.13 | - | £33.91 |
| Band 8c | £38.43 | £40.73 | - | £36.47 |
| Band 8d | £46.37 | £45.71 | - | £48.63 |
| Band 9 | £54.74 | £59.76 | - | £59.76 |

VI. Summary of results and initial assessment of implications/actions

To be included in the Trust Workforce High Impact Action Plan