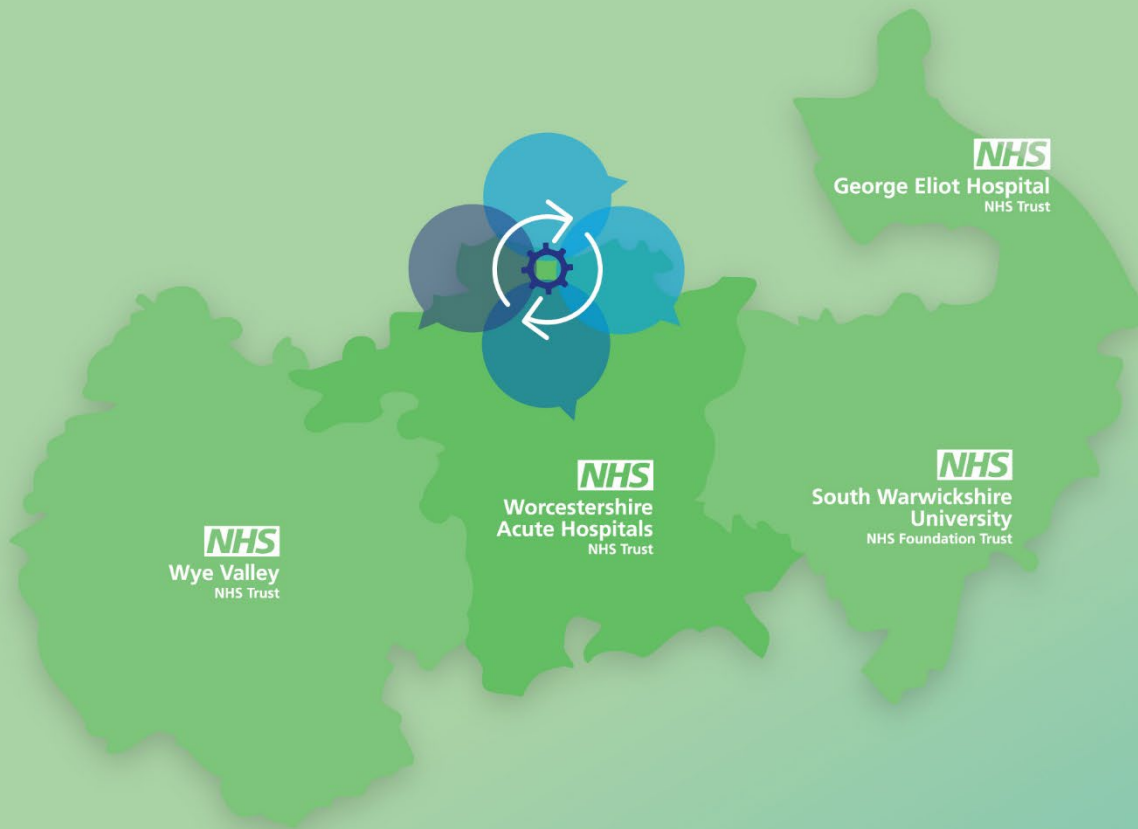
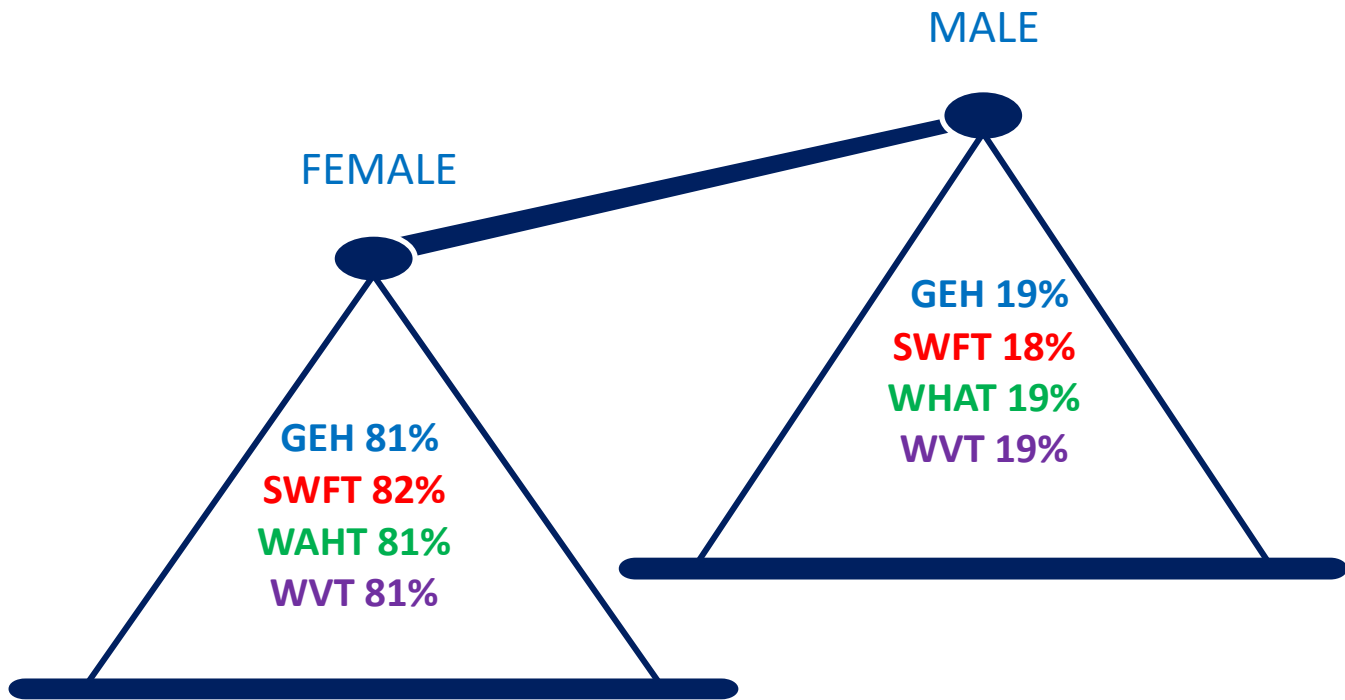
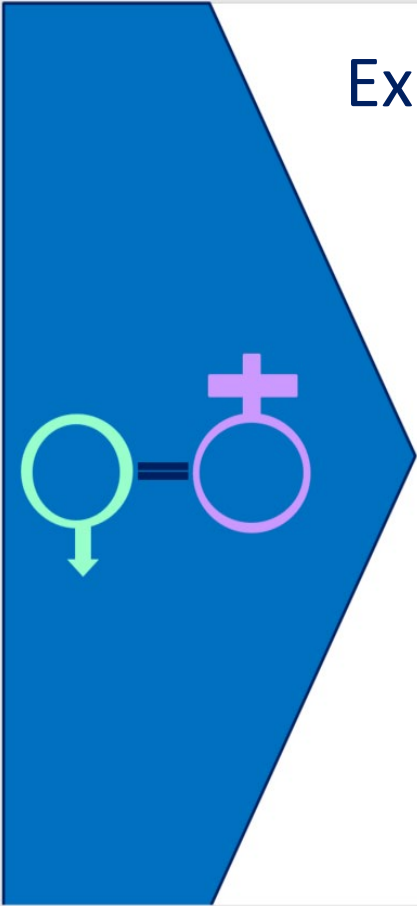




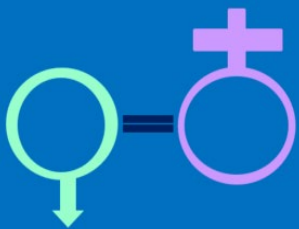
Gender Pay Gap Update

Chief People Officers

Exploring the Gender Pay Gap



Employees by Pay Quartile



	UPPER QUARTILE		UPPER MIDDLE QUARTILE		LOWER MIDDLE QUARTILE		LOWER QUARTILE	
	F	M	F	M	F	M	F	M
GEH	67%	33%	84%	16%	86%	14%	84%	16%
SWFT	84%	16%	84%	16%	88%	12%	74%	26%
WAHT	67%	33%	86%	14%	84%	16%	83%	17%
WVT	67%	33%	87%	13%	84%	16%	86%	14%



Ordinary Pay: Mean

GEH

Female hourly rate £18.67

Male hourly rate £29.52

Difference: £10.85

Pay Gap and comparison to 2023

36.8%



23.8%



SWFT

Female hourly rate £18.86

Male hourly rate £24.74

Difference: £5.88

WAHT

Female hourly rate £19.49

Male hourly rate £26.81

Difference: £7.32

27.3%



27.5%

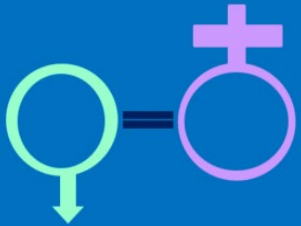


WVT

Female hourly rate £18.94

Male hourly rate £26.11

Difference: £7.17



Ordinary Pay: Median

GEH

Female hourly rate £16.04

Male hourly rate £20.17

Difference: £4.13

Pay Gap

and comparison to 2023

20.5%



3.39%



SWFT

Female hourly rate £17.68

Male hourly rate £18.30

Difference: £0.62

WAHT

Female hourly rate £17.70

Male hourly rate £20.44

Difference: £2.74

13.4%



15.7%

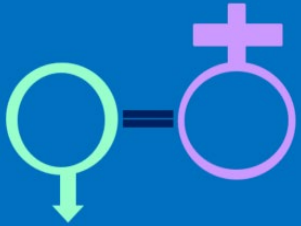


WVT

Female hourly rate £17.46

Male hourly rate £20.71

Difference: £3.25



Bonus Pay

GEH

Eligible for a bonus payment: 110

Female
25

Male
85

Bonus Pay Gap
Mean: 0.0% Median: 0.0%

WAHT

Eligible for a bonus payment: 84

Female
22

Male
62

Bonus Pay Gap
Mean: 46.01% Median: 40.83%

SWFT

Eligible for a bonus payment: 120

Female
42

Male
78

Bonus Pay Gap
Mean: 17.68% Median: 0.00%

WVT

Eligible for a bonus payment: 102

Female
35

Male
67

Bonus Pay Gap
Mean: 7.7% Median: 0.0%



GEH: Conclusions & Actions



The pay gap is widening, with females paid an average of £10.85 less per hour than males. This is primarily due to the high proportion of male consultants in comparison to females, whilst those in lower earning roles are predominantly female, e.g. Domestic Assistants and Clinical Support Workers. To address the pay gap, we will:

- Continue to use our leadership programme to encourage more women to progress into senior leadership roles.
- Work with our staff networks to promote opportunities available for all colleagues to access.
- As part of the Equality, Diversity and Inclusion (EDI) Agenda, work with colleagues to develop the levelling up programme that supports international nurse recruits into senior roles within the Trust.
- Promote the inclusive recruitment toolkit and review the recruitment training package to ensure clarity and consistency between applicants to ensure equity in opportunities for all.
- Gather data in relation to learning opportunities to determine the ratio of learners by gender to identify if there is deep dive required.



SWFT: Conclusions & Actions



Trusted to provide
inclusive safe effective
compassionate care

NHS

South Warwickshire
University
NHS Foundation Trust

The pay gap is closing, with females paid an average of £5.88 less per hour than males. The make-up of our workforce is in keeping with the wider NHS, with Nursing and Midwifery accounting for 34% of our Workforce and of that staff group only 3.8% are male. There is a higher proportion of male colleagues in Medical and Dental (59% male) and Estates and Facilities (61% male). To continue to address the pay gap, we will:

- Work with our staff networks to promote opportunities available for all colleagues to access
- Provide training to recruiting managers to ensure awareness of protected characteristics so that bias is reduced
- As part of the EDI Agenda, support international nurse recruits into senior roles within the Trust
- Promote flexible working opportunities to support women to progress despite having disproportionate carer responsibilities



NHS
Wye Valley
NHS Trust

NHS
Worcestershire
Acute Hospitals
NHS Trust

NHS
George Eliot Hospital
NHS Trust

NHS
South Warwickshire
University
NHS Foundation Trust

WAHT: Conclusions & Actions

Our Gender Pay Gap is continuing to close the Trust has made progress on this consistently from 2020. Further progress on reducing the gap will come by removing barriers to female career progression and their over representation in lower paying roles. Making changes to achieve this while also addressing those in groups who benefit from consideration and support to ensure they can reach their full potential has been a key focus for the Trust in partnership with our staff networks.

To support the delivery of this change we will build on the progress made in the last year:

- To continue the delivery of our leadership, offer and apprenticeships, which provide opportunities for women at different stages of their careers to develop.
- By now including the option of career conversations alongside annual development reviews we will also encourage progression.
- We are relaunching Reciprocal Mentoring with our Staff Inclusion Networks in the next 6 months.
- The Trust has an online platform to facilitate coaching and mentoring relationships to offer further sources of support to development.
- By continuing with the Timewise Project to promote flexible working opportunities we will support women to progress within their careers.

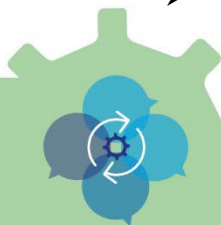


WVT: Conclusions & Actions

The Gender Pay Gap is continuing to close and the Trust has made progress on this consistently from 2020. Further progress on reducing the gap will come by improving our recruitment, retention & career development practices. We are also taking steps to removing barriers to female career progression and their over representation in lower paying roles.

To support the delivery of this change, we will build on the progress made in the last year by the following actions:

- **Working with Integrated Care System (ICS) partners** we are launching an online platform offering coaching and mentoring opportunities.
- **Improving recruitment practices** through gender diverse recruitment panels and inclusive recruitment practices
- **Supporting women in senior roles** by developing talent management strategies ICS wide to support women's careers and supporting aspiring women leaders to access opportunities for development and career progression
- **Improving workplace culture** by promoting a zero-tolerance approach to any sexual harassment or discrimination
- **Providing flexible working options** to help female workers who are disproportionately impacted by caregiving responsibilities
- **Working with staff networks ICS wide** to identify collaborative actions to support more women into leadership positions
- **Ensure not looking at gender pay gap in isolation** and to consider all aspects of equality, particularly ethnicity, as we know the representation of Black, Asian and Minority Ethnic (BAME) colleagues in senior positions is far below where it should be



The background features several overlapping, semi-transparent shapes in various shades of teal and green. These shapes are organic and flowing, creating a layered, abstract effect. The colors range from a light, pale green to a deeper, more saturated teal. The overall composition is clean and modern, with the text 'Questions' centered over the middle of these shapes.

Questions

Report to	Foundation Group Boards	Agenda Item	7.1
Date of Meeting	6 November 2024		
Title of Report	Foundation Group Boards Calendar of Meetings for 2025/26		
Status of report: (Consideration, position statement, information, discussion)	For approval		
Author:	Chelsea Ireland, Foundation Group Executive Assistant		
Lead Executive:	Russell Hardy, Group Chair		
1. Purpose of the Report	To inform the Foundation Group Boards of future meeting dates for their diaries.		
2. Recommendations	The Foundation Group Boards are asked to consider and approve its meeting dates for 2025/26.		
3. Executive Assurance	N/A		

2025/26: Foundation Group Boards Meeting Dates and Deadlines

Date of Meeting All meetings are 13:30 – 15:30 & 15:45 - 16:45 (Public and Confidential)	Deadline Date for Papers	Date papers to be circulated
Wednesday 7 May 2025	12pm – Tuesday 29 April 2025	Thursday 1 May 2025
Wednesday 6 August 2025	12pm – Tuesday 29 July 2025	Thursday 31 July 2025
Wednesday 5 November 2025	12pm – Tuesday 28 October 2025	Thursday 30 October 2025
Wednesday 4 February 2026	12pm – Tuesday 27 January 2026	Thursday 29 January 2026

Please forward all papers to Foundation Group EA, Chelsea.Ireland@swft.nhs.uk