

**Equal Pay Statement**

**2025-2029**

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**Part 1**

**Equal Pay Policy**

# 1. National Context

Equal pay is a legal requirement. Women and men performing work of the same value must be paid at the same rate. In contrast, the Gender Pay Gap is a comparison of the average rate of pay for all female staff compared to the average rate of pay for all male staff, regardless of their role.

[Close the Gap](https://www.closethegap.org.uk/news/blog/how-has-the-gender-pay-gap-changed-what-the-statistics-tell-us/) produces information on the gender pay gap in Scotland. The purpose of this is to outline and analyse the key trends in the gender pay gap across various measures to show how it has changed over time.

Recent data from the ONS’s Annual Survey of Hours and Earnings (ASHE) indicates that both the median and mean gender pay gaps have decreased between 2022 and 2023 across all measures.

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 require listed authorities to publish information about the mean gender pay gap, which is the percentage difference between men and women’s average hourly pay (excluding overtime). NHS Lothian publishes information about the mean and median gender pay gap in our Gender Pay Gap report. This is available on the on the [public sector equality duty reports page](https://org.nhslothian.scot/equality-human-rights/public-sector-equality-duty-reports/) on the NHS Lothian Equality & Human Rights website.

In Scotland, the mean pay gaps have had a slightly larger reduction compared to median pay gaps, where falls have been more varied. The mean pay gaps have all seen significant decreases by around 4 percentage points, with the combined pay gap now sitting at 6.3%, the full-time gap at 3.5%, and the part-time at 22.1%.

Given that the mean pay gap is calculated from the basic hourly rates of all individual employees, it therefore includes the highest and lowest rates and provides an overall indication of the size of the pay gap. The median basic hourly rate, on the other hand, is calculated by taking the mid-point from a list of all employees’ basic hourly rates of pay and provides a more accurate representation of the ‘typical’ difference in pay that is not skewed by the highest or lowest rates. It is possible however that the median pay gap can obscure pay differences that may be associated with gender, ethnicity or disability.

The gender pay gap is a key indicator of the inequalities and differences that still exist in men and women’s working lives. However, women are not all the same, and their experiences of the work are shaped by their different identities, and this contributes to the inequalities they may face. For example, disabled women and women from particular ethnic groups are more likely to be underemployed in terms of skills and face higher pay gaps.

There is a clear business case for organisations to consider gender equality key to enhancing profitability and corporate performance. Research data indicates that considering gender equality enabled organisations to:

* Recruit from the widest talent pool,
* Improve staff retention, and
* Improve decision making and governance.

# 2. National Terms and Conditions

NHS Lothian employs staff on nationally negotiated and agreed NHS contracts of employment which includes provisions on pay, pay progression and terms and conditions of employment. These include National Health Service Agenda for Change (A4C) Contract and Terms & Conditions of employment, NHS Medical and Dental (including General Practitioners) contracts of employment. Some staff are employed on the NHS Scotland Executive and Senior Managers contracts of employment which are evaluated using national grading policies with prescribed pay range and terms of conditions of employment.

NHS Lothian recognises that in order to achieve equal pay for employees doing the same or broadly similar work, work rated as equivalent, or work of equal value, it should implement pay systems which are transparent, based on objective criteria and free from unlawful discrimination.

NHS Lothian is a Living Wage employer and, as such, the lowest available salary of £24,518 translates into an hourly rate of £12.71 per hour, which is above the Scottish Living Wage rate of £12.60 per hour.

# 3. Legislative Framework

The Equality Act 2010 protects people from unlawful discrimination and harassment in employment, when seeking employment, or when engaged in occupations or activities related to work. It also gives women and men a right to equal pay for equal work. It requires that women and men and paid on equally favourable terms where they are employed in ‘like work’, ‘work related as equivalent’ or ‘work of equal value’.

In line with the Public Sector Equality Duty of the Equality Act 2010, NHS Lothian objectives are to ensure we have due regards to the need to:

* Eliminate unfair, unjust or unlawful practices and other discrimination that impact on pay equality,
* Promote equality of opportunity and the principles of equal pay throughout the workforce, and
* Promote good relations between people sharing different protected characteristics in the implementation of equal pay.

# 4. Staff Governance Standard

NHS Boards work within a Staff Governance Standard which is underpinned by statute. The Staff Governance Standard sets out what each NHS Scotland employer must achieve to continuously improve in relation to the fair and effective management of staff.

The Standard requires all NHS Boards to demonstrate that staff are:

* Well informed,
* Appropriately trained and developed,
* Involved in decisions,
* Treated fairly and consistently, with dignity and respect, in an environment where diversity is valued; and
* Provided with a continuously improving and safe working environment, promoting the health and wellbeing of staff, patients, and the wider community.

Delivering equal pay is integrally linked to the aims of the Staff Governance Standard.

# 5. Equal Pay Policy

This policy has been agreed in partnership and will be reviewed on a regular basis by the NHS Lothian Partnership Forum and the Staff Governance Committee.

It is well recognised that the gender pay gap is caused by a range of societal and organisational factors which include:

* Occupational segregation,
* A lack of quality part-time and flexible working opportunities,
* The economic undervaluing of work which is stereotypically seen as female work such as care, retail, administration, and cleaning,
* Women’s disproportionate responsibility for unpaid care,
* Bias and a lack of transparency in recruitment, development and progression employment practices,
* Workplace cultures, and
* Pay and grading systems.

NHS Lothian is committed to the principle of equality of opportunity in employment and believes that staff should receive equal pay for the same or broadly similar work, or work rated as equivalent and for work of equal value, regardless of their age, disability, ethnicity or race, gender reassignment, marital or civil partnership status, pregnancy and maternity, religion or belief, sex or sexual orientation.

NHS Lothian understands that worker have a right to equal pay between women and men. In addition, the Equality Act 2010 (Specific Duties) (Scotland) Regulations require NHS Lothian to take the following steps:

* Publish gender pay gap information by 30 April 2025, and every two years thereafter, using the specific calculation set out in the regulations,
* Publish a statement on equal pay between men and women; people who are disabled and who are not; and people who fall into a minority racial group and who do not, to be updated every four years, and
* Publish information on occupational segregation among its employees, being the concentration of men and women; people who are disabled and who are not; and people who fall into a minority racial group and who do not, to be updated every four years.

NHS Lothian also recognises underlying drivers of pay inequality, including occupational segregation, inequality of unpaid care between men and women, lack of flexible working opportunities, and traditional social attitudes. NHS Lothian will take steps within its remit to address these factors in ways that achieve the aims of the NHS Scotland Staff Governance Standard and the equality duty.

# 6. Equal Pay Actions

It is good practice and reflects the values of NHS Lothian that pay is awarded fairly and equitably. We will:

* Review this policy, statement and action points with trade unions, staff networks and professional organisations as appropriate, every 2 years and provide a formal report within 4 years.
* Inform employees how pay practices work and how their own pay is determined.
* Provide training and guidance for managers and for those involved in making decisions about pay and benefits and grading decisions to ensure fair, non-discriminatory, and consistent practice.
* Examine our existing and future pay practices for all our employees, including part-time workers, those on fixed term contracts or contracts of unspecified duration, and those on pregnancy, maternity or other authorised leave.
* Undertake regular monitoring of our practices in line with the requirements of the Equality Act 2010, including carrying out and using the results of equality impact assessments.
* Consider carrying out, and where appropriate, contribute to equal pay reviews in line with guidance to be developed in partnership with the staff equality networks and trade union representatives.

Responsibility for implementing this policy is held by the NHS Lothian Chief Executive with the Director of People and Culture having lead responsibility for the delivery of the policy.

If a member of staff wishes to raise a concern at a formal level within NHS Lothian relating to equal pay, the NHS Scotland Grievance Policy is available for their use.

**Part 2**

**Occupational Segregation Report**

## **Introduction**

This report is part of NHS Lothian’s Equal Pay Statement as required by the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 (as amended). NHS Lothian shares this information with the staff equality networks and trade unions to identify areas to take positive action to remove barriers and address under representation of particular protected groups. All data is from March 2024. Disability and ethnicity data are from eESS, and data on sex is from SSPS (payroll).

1. **Occupational Segregation by Disability**

The tables below show the vertical and horizontal occupational segregation of disabled and non-disabled staff for each of the staff groups. In 2024, across all NHS Lothian staff, 2.04% identified as disabled; 78.68% not disabled, 2.66% choose ‘Prefer not to say’, and for 16.62% of staff this information has not been provided (‘Unknown/Don’t Know’). To compare, in the Lothian Health Board area, 21.18% of the population are disabled, and 78.82% do not identify as disabled (Scotland Census, 2022).









## **Occupational Segregation by Race**

The tables below shows the vertical and horizontal occupational segregation of staff from different ethnic groups across each of the staff groups.

The race/ethnicity categories used are the NHS Scotland monitoring categories, which mirror the categories used in the Scottish Census. We have harmonised categories into the same groupings used in the Scottish Census. For a full breakdown of employment data by all ethnic group categories, please see NHS Lothian Equality and Diversity Monitoring Report, which is published annually.

In NHS Lothian, 66.67% of staff identify as ‘white’, 2.18% as ‘African, Caribbean or Black’, 4.25% as ‘Asian’, 0.71% identify as ‘mixed or multiple ethnic groups’, 0.55% identify as ‘other ethnic group’. 11.66% chose ‘prefer not to say’, and 7.99% of staff did not provide this information (‘unknown/don’t know’).

To compare, in the Lothian Health Board area 89.49% of the population are ‘white’, 1.49% ‘African, Caribbean or Black’, 5.83% ‘Asian’, 1.88% ‘mixed or multiple ethnic groups’, and 1.32% ‘other ethnic group’ (Census, 2022).

NHS Lothian is aware of the significantly high rate of ‘prefer not to say’ responses to equality monitoring questions about ethnicity in some staff groups. Action is being taken to understand why a disproportionately high percentage of staff feel this way and to identify any steps we can take to reduce this.









## **Occupational Segregation by Sex**

The table below shows the vertical and horizontal occupational segregation of women and men across each of the staff groups. In 2024, across all NHS Lothian staff, 78.94% are women and 21.06% are men. To compare, in the Lothian Health Board area, 51.58% of the population are women, and 48.42% are men.





## **Additional Notes**

* Non-AfC staff (TUPE staff) are grouped with the lower banding job families.
* ‘Medical & Dental Career’ includes Consultants, Speciality and Associate Specialists Doctors, Dentists, Consultant Dentist, General Practitioners, and other fully qualified medical professionals.
* Bank staff (who worked in March 2024) are included.
* Counts roles in the organisation as opposed to individuals. If an individual holds more than one post, they will be included more than once.
* The table below provides details about ethnic groups.

