

Gender Pay Gap Reporting

1. Background

The Trust is committed to equality of opportunity and values equality, diversity and human rights and ensures that this vision runs through all aspects of employment, including pay.

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, employers with 250 or more employees are required to publish statutory calculations no later than 30th March each year.

The information aims to establish the pay gap between male and female employees as at 31st March the previous year. For example, 31st March 2020 pay information must be published by 30th March 2021 on the employer's website.

The Equality and Human Rights Commission defines the difference between equal pay and the gender pay gap as follows:

1. Equal pay means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010.
2. The gender pay gap is a measure of the difference between men's and women's average earnings across an organisation or the labour market. It is expressed as a percentage of men's earnings.

Salaries at the Trust are determined through a national NHS job evaluation scheme called Agenda for Change (AfC). Job evaluation evaluates a job description and person specification, not the post holder; there is no reference to gender or any other personal characteristics of existing or potential job holders. Therefore, the Trust is confident it is paying the same salary to roles of equal value.

The legislation requires an employer to publish six calculations:

- Average gender pay gap as a mean average
- Average gender pay gap as a median average
- Average bonus gender pay gap as a mean average
- Average bonus gender pay gap as a median average
- Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
- Proportion of males and females when divided into four groups ordered from lowest to highest pay.

A summary breakdown of the workforce by gender and pay as at March 2020 are shown below.

1. Gender pay gap (mean and median average)

As 31 st March 2020	Mean Hourly Rate	Median Hourly Rate
Male	£21.77	£15.63
Female	£15.12	£13.45
Difference	£6.65	£2.19
Pay Gap %	30.5%	14.0%

Key Points:

The mean average and median hourly rate of pay is calculated from a specific pay period, in this case it is March 2020. The hourly rate is calculated for each employee based on 'ordinary pay' which includes basic pay, allowances and shift premium pay.

The median rate is calculated by selecting the average hourly rate at the mid-point for each gender group.

The percentage variance for the average hourly rate of pay is 30.5%, a decrease of 1.7% from 2019. This calculation is based on the average hourly rate of 4,234 female staff compared to 996 male staff; because the average is calculated over different numbers of staff and pay bands, some variance can be expected.

The percentage variance for the median hourly rate of pay is 14.0%, a decrease of 9.5% from 2019. For our organisation this is more indicative than the average hourly rate of pay as it is impacted less by the female to male ratio. When looking at the variance some consideration will need to be given to the variety of roles within the organisation.

The gender pay gap is affected by the age and length of service profile of consultants. The Trust has more male consultants who have longer service than female consultants which means they will receive a higher salary as they are higher up the incremental pay scale. Salaries are set in accordance with nationally agreed terms and conditions and agreed pay deals which the Trust adheres to. Whilst our male to female ratio at the Trust is 1 male to every 4.1 females, our consultant female to male ratio is 1 female to every 2.6 males.

When removing medical staff, the mean pay gap is 6.75% and the median pay gap is -1.70%.

2. Gender bonus gap (mean and median average)

As 31 st March 2020	Mean Pay	Median Pay
Male	£12508.2	£9048.0
Female	£10810.4	£6032.0
Difference	£1697.8	£3016.0
Pay Gap %	13.6%	33.3%

Key Points:

As an NHS organisation the only pay elements we have that fall under the bonus pay criteria are clinical excellence awards (consultants) which are only applicable to certain groups of medical staff.

In 2019/2020 the Covid-19 Pandemic prevented the Trust from holding the Clinical Excellence Awards. As directed by NHS Employers, the financial envelope for the awards was distributed evenly between eligible consultants. We had 182 consultants who were eligible; the criteria being that they have more than a years' service in a substantive post as at 1 April 2019.

The percentage variance for the mean bonus pay is 13.6%, an increase of 2.5% from 2019. However, the percentage variance for the median bonus hourly rate of pay is 33.3% which is at the same level as 2019. Given that the financial envelope was distributed evenly amongst eligible consultants and paid according to set criteria, the payments had no gender bias.

The Clinical Excellence Awards pilot scheme was initially being run until 2021; due to the Covid-19 pandemic, the scheme has been extended.

3. Proportion of men and women receiving a bonus payment

As 31 st March 2020	Employees Paid Bonus	Total Relevant Employees	%
Male	59	124	47.6%
Female	18	58	31.0%

Key Points:

This calculation expresses the number of staff receiving bonus pay as a percentage of the total number of staff in each gender group.

4. Proportion of men and women in each quartile of the organisation’s pay structure

As 31 st March 2020	Female	Male	Female %	Male %
1 - Lower	1094	212	83.8%	16.2%
2 – Lower Middle	1112	196	85.0%	15.0%
3 – Upper Middle	1130	173	86.7%	13.3%
4 - Upper	898	415	68.4%	31.6%

Key Points:

In order to create the quartile information all staff are sorted by their hourly rate of pay, this list is then split into four equal parts (where possible).

When reviewing the quartile information it is important to take into account the types of roles available within the organisation and the different gender splits that occur within specific roles.

The highest variances for the quartiles when compared to the overall Trust value are in the lower, lower middle and upper middle quartiles. It is these quartiles which have the most pronounced gender split, where female staff are the predominant majority. This is driving the mean and median pay differences. Included in the lower quartiles for instance are administrative & ancillary staff groups, such as Health Care Support Workers that traditionally have attracted a higher proportion of female staff.

The upper quartile has a lower proportion of female staff than the other three quartiles. The variance in this quartile is mainly due to significantly different gender splits in medical staffing and senior managerial roles in the Trust.

5. Actions

The Trust will undertake the following actions following the findings in this report;

- Gender analysis of the Trusts training and talent development programmes by the end of June 2021.
- Use the information within this report to inform the Trust’s Equality, Diversity and Inclusion strategy and work plan for 2021-22.