

Gender Pay Gap Report 2020-2021

1. Introduction

The Trust is committed to providing outstanding care and we do this by ensuring we have a diverse, talented and high performing workforce where gender equity is considered at all stages of employment.

Gender Pay Gap legislation was introduced in 2017 and requires employers with 250 or more employees to publish statutory calculations no later than 30th March each year.

The gender pay gap is different to equal pay. Equal pay deals with the difference between men and women who carry out the same or similar jobs or work of equal value. The gender pay gap shows the difference in average pay between men and women.

The information aims to establish the pay gap between male and female employees as at 31st March the previous year. For example, 31st March 2021 pay information must be published by 30th March 2022 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.

2. Our Workforce

Every job at the Trust is evaluated through a national NHS job evaluation scheme. Panels of colleagues conduct job evaluations through the review of a job description and person specification; the post holder is not evaluated and there is no reference to gender or any other personal characteristics of existing or potential job holders. Once evaluated, a role is placed within a band, each of which vary depending upon levels of responsibility and/or specialism. Bandings enable clinical and non-clinical staff to progress through the grades of pay within the band as they develop their careers and their years of service in the NHS.

In addition, the Trust has adopted and implemented national NHS pay schemes which have undergone equality analysis.

Analysis of our data within the Trust indicates that 79.9% of our workforce are women and 20.1% are men.

3. Our Gender Pay Gap

i. Overall Gender Pay Gap

As 31 st March 2021	Mean Hourly Rate	Median Hourly Rate
Male	£22.82	£15.66
Female	£15.02	£12.45
Difference	£7.81	£3.20
Pay Gap %	34.2%	20.5%

The mean average and median hourly rate of pay is calculated from a specific pay period, in this case it is March 2021. 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 34.2%, an increase of 3.7% from 2020. This calculation is based on the average hourly rate of 5,237 female staff compared to 1,272 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 20.5%, an increase of 6.5% from 2020. 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.

4. Why do we have a gender pay gap?

The gap is because of the imbalance between males and females in the organisation and the roles they undertake; whilst our workforce is predominately women, there are a greater number of men in the upper quartile of our pay structure:

ii. Proportion of men & women in each quartile of the organisations pay structure

As 31 st March 2021	Female	Male	Female %	Male %
1 - Lower	1342	238	84.9%	15.1%
2 – Lower Middle	1414	259	84.5%	15.5%
3 – Upper Middle	1376	252	84.5%	15.5%
4 - Upper	1105	523	67.9%	32.1%

Note: In order to complete these calculations, we are required to list all employees along with their gender in order of lowest hourly to highest hourly rate of pay.

It should be noted that in the period 31st March 2019 to 31st March 2022 our workforce has increased by 34.6% in response to the Covid-19 pandemic. Whilst the gender split in the organisation has remained broadly the same, the roles recruited to were predominately in the lower and lower middle quartiles which has impacted our gender pay gap.

When reviewing the quartile data, it is important to consider 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 because of significantly different gender splits in medical staffing and senior managerial roles in the Trust.

5. Bonus gap

Sherwood Forest Hospitals only ‘bonus’ scheme is the Clinical Excellence Awards scheme; this scheme is only open to consultants in the Trust who meet specific criteria for the awards which is set nationally although the Trust can use its discretion when applying the award criteria.

In 2020 the Covid-19 Pandemic prevented the Trust from holding the Clinical Excellence Awards. As directed by NHS Employers, and in agreement with the British Medical Association, the financial envelope for the awards was distributed evenly between eligible consultants. The continued pressure on our consultants led to the same principles being applied for the awards in 2021 and this table shows the proportion of consultants who received the award:

iii. Proportion of male and female consultants receiving award

As 31 st March 2021	Employees Paid Bonus	Total Relevant Employees	%
Male	57	129	44.2%
Female	17	60	28.3%

Note: 70% of our consultants in the Trust are males

iv. Bonus pay gap data for Trust consultants

As 31 st March 2021	Mean Pay	Median Pay
Male	£12,620.7	£9,048.0
Female	£11,249.8	£6,032.0
Difference	£1,370.9	£3,016.0
Pay Gap %	10.9%	33.3%

The percentage variance for the mean bonus pay has reduced by 2.7% from 2020. The percentage variance for the median bonus pay gap has remained the same as 2020 and has been consistent since 2019; in the first year of the awards (2018), the gap was 66.6%.

The gap between bonus pay is affected by the length of service for consultants where there are more males with greater length of service for the Trust. Whilst the criteria for awards ensures equality, the amount of an award can be impacted by individual circumstances, for example part time working, absence due to maternity, paternity, adoption or shared parental leave, other absence from work which impacts pay (i.e. sickness).

6. Closing the gap

The following is a summary of actions the Trust is committed to delivering over the upcoming 12-18 months to address the gender pay gap within Sherwood Forest Hospitals:

- Identify and address the gap in the female medical workforce
- Address gender pay gaps in Divisions where gaps are evident
- Introduction of a women's network
- Identify an Executive Lead for gender equality
- Actively promote leadership development opportunities to those identified through our talent management programme
- Review options for flexible and/or agile working in senior and leadership roles
- Ensure gender balance on recruitment panels
- Review training offer to ensure colleagues are empowered to challenge gender inequality

Oversight of these actions and updates on delivery will be reported via the People, Culture and Improvement Committee.