

## Gender Pay Gap Report 2020

<b>Presented for:</b>	Approval
<b>Presented by:</b>	David De Lisle – ESR Systems Manager Simon Howard – Equality, Diversity and Inclusion Lead
<b>Scrutinised by:</b>	Hospital Management Committee, Equality, Diversity and Inclusion Steering Group
<b>Strategic goal:</b>	Recruiting, developing and retaining our workforce
<b>Date:</b>	4 <sup>th</sup> March 2020
<b>Regulatory relevance:</b>	Equality and Diversity Human Rights Commission Care Quality Commission
<b>NHS Constitution delivery</b>	The NHS provides a comprehensive service, available to all The NHS is accountable to the public, communities and patients that it serves
<b>Equality and Diversity:</b>	This report reflects equality and diversity requirements throughout
<b>Equality and Diversity:</b>	This report covers services and individuals equally and there are no specific equality and diversity issues for consideration
<b>Freedom of Information Release:</b>	This report can be released under the Freedom of Information Act 2000
<b>Private Debate:</b>	This report is being considered in the private section of the Board due to Commercial Confidentiality.

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## **1. Executive Summary**

The Trust has made good progress in the reporting period of this Gender Pay Gap report in reducing the average mean and median Gender Pay Gap across the organisation.

The Trust has introduced a range of measures over the past twelve months to support more effective equality and diversity practices founded in the principle of co-production working.

The work led by our Equality, Diversity and Inclusion Steering Group has achieved a more responsive approach to the needs of our workforce through a deeper understanding of the issues affecting our staff and the ways we may be better able to improve their experience.

In 2019 the Trust launched Good to Outstanding in Every Way – a dedicated programme to improve life within our hospitals for patients, staff, volunteers and visitors; underpinned by five key work streams:

- Outstanding Health and Wellbeing
- Outstanding Patient Care
- Outstanding People
- Outstanding Leadership
- Outstanding Communications

Equality and diversity threads through the core of each of these work streams and throughout the culture of the organisation as a whole.

The Trust is committed to ensuring staff from all sections of society feel valued and respected in the work they do, proud of the contribution they make and positive in opportunity they have when working within the organisation.

## **2. Introduction**

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 30 March each year. The information will demonstrate the pay gap between male and female employees as at 31<sup>st</sup> March the previous year. This year's report has data as at the 31<sup>st</sup> March 2019 and then publishes their findings by no later than 30<sup>th</sup> March 2020. The results must be published on the employer's website. This cycle will continue year on year going forward with organisations being required to maintain the data on their website for three years in order to show progress made.

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

- 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.
- The Gender Pay Gap is a measure of the difference between men's and women's average earnings across an organisation. It is expressed as a percentage of men's earnings
- The Trust relies on national pay agreements and terms and conditions of service, supported by and a national NHS job evaluation scheme, to determine set pay grades and levels for roles.

The hourly rate is calculated for each employee based on 'ordinary pay' which includes:

- Basic pay
- Paid leave, including annual, sick, maternity, paternity, adoption or parental leave (except where an employee is paid less than usual or nothing because of being on leave)
- Area and other allowances
- Shift premium pay, defined as the difference between basic pay and any higher rate paid for work during different times of the day or night

It does not include:

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- Remuneration referable to overtime, remuneration referable to redundancy or termination of employment or remuneration in lieu of leave

The relevant pay period means the pay period within which the snapshot date of 30 March falls, which for monthly-paid staff would be the month in which the date is included.

Bonus pay relates to performance, productivity, incentive, commission or profit-sharing, but excludes:

- Remuneration referable to overtime
- Remuneration referable to redundancy
- Remuneration referable to termination of employment

In the NHS, Consultants clinical distinction/excellence awards are regarded as bonus pay. The relevant period means the period for 12 months ending with the snapshot date.

Data contained within this reports excludes inward secondment posts and staff employed in bank positions but includes outward secondment posts where the member of staff remains employed by the Trust.

### **3. Gender Pay Reporting and Gender Identity**

It is important for employers to be sensitive to how an employee chooses to self- identify in terms of their gender. The regulations do not define the terms 'male' and 'female' and the requirement to report gender pay should not result in employees being singled out and questioned about their gender. Electronic Staff Record (ESR) data on gender, as confirmed by employees, is used as a basis for the analysis.

### **4. The Gender Pay Gap Metrics**

The legislation requires an employer to publish the following 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

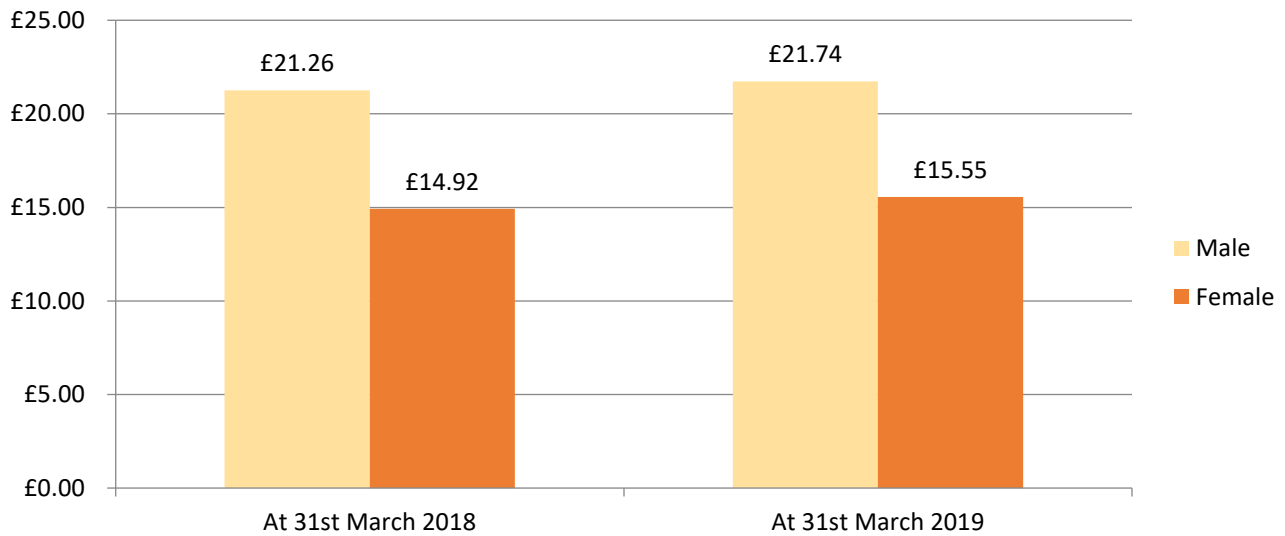
### **5. Summary of Results – Statutory Reporting Requirements**

<b>Metric</b>	<b>Result</b>	<b>% Rates at 31<sup>st</sup> March 2019</b>	<b>% Rates at 31<sup>st</sup> March 2018</b>
<b>Gender pay gap as a mean average</b>	Significant difference between males/females	<b>28.48%</b>	29.85%
<b>Gender pay gap as a median average</b>	Significant difference between males/females	<b>12.77%</b>	16.65%
<b>Bonus gender pay gap as a mean average</b>	No Significant difference between males/females	<b>-4.13%</b>	1.41%
<b>Bonus gender pay gap as a median average</b>	No Significant difference between males/females	<b>0.00%</b>	0.00%

## 6. Detailed Results

### 6.1. Average gender pay gap as a mean average

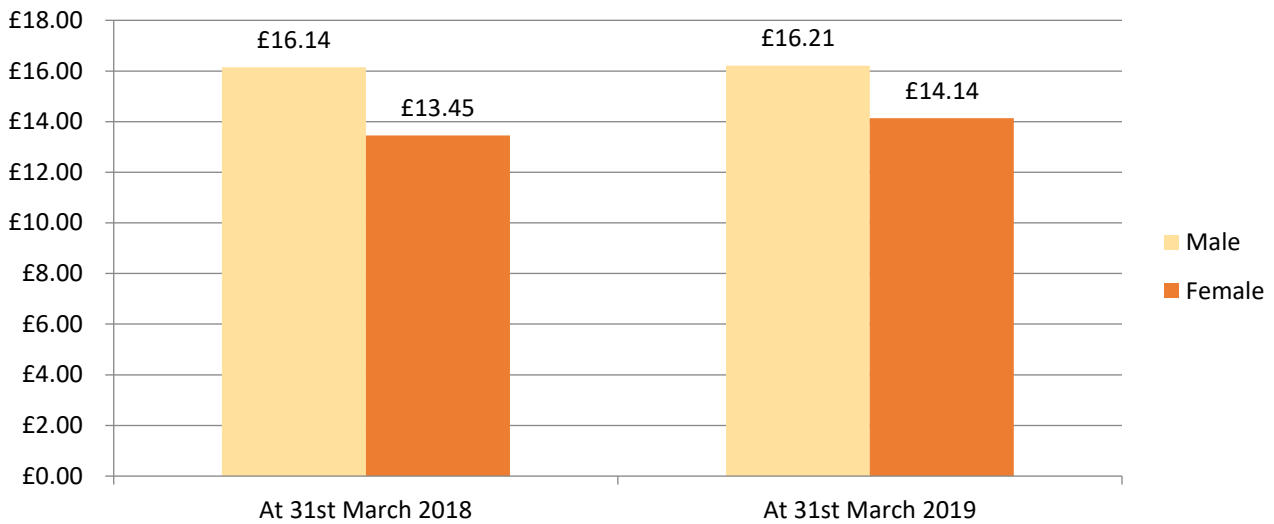
Mean Hourly Rate	Male	Female	Pay Gap %
At 31 <sup>st</sup> March 2018	£21.26	£14.92	29.85%
At 31 <sup>st</sup> March 2019	£21.74	£15.55	28.48%
+/- Changes	+ £0.48	+ £0.63	-1.37%



The hourly rate is calculated for each employee based on 'ordinary pay', which includes basic pay, allowances and shift premium pay. The percentage variance for the average hourly rate of pay is just under 30%. This calculation is based on the average hourly rate of 5186 female staff compared to 1325 male staff. When comparing with last year's results, there is a -1.37% decrease in the pay gap. The extent to which this mean average calculation is distorted, reflects the extent to which there are far more males in the higher remuneration positions. When comparing with last year's data for other NHS Acute Medium Trusts, the pay gap range ran from 3.9% to 40.8%.

### 6.2. Average gender pay gap as a median average

Median Hourly Rate	Male	Female	Pay Gap %
At 31 <sup>st</sup> March 2018	£16.14	£13.45	16.65%
At 31 <sup>st</sup> March 2019	£16.21	£14.14	12.77%
+/- Changes	+ £0.07	+£0.69	- 3.88%

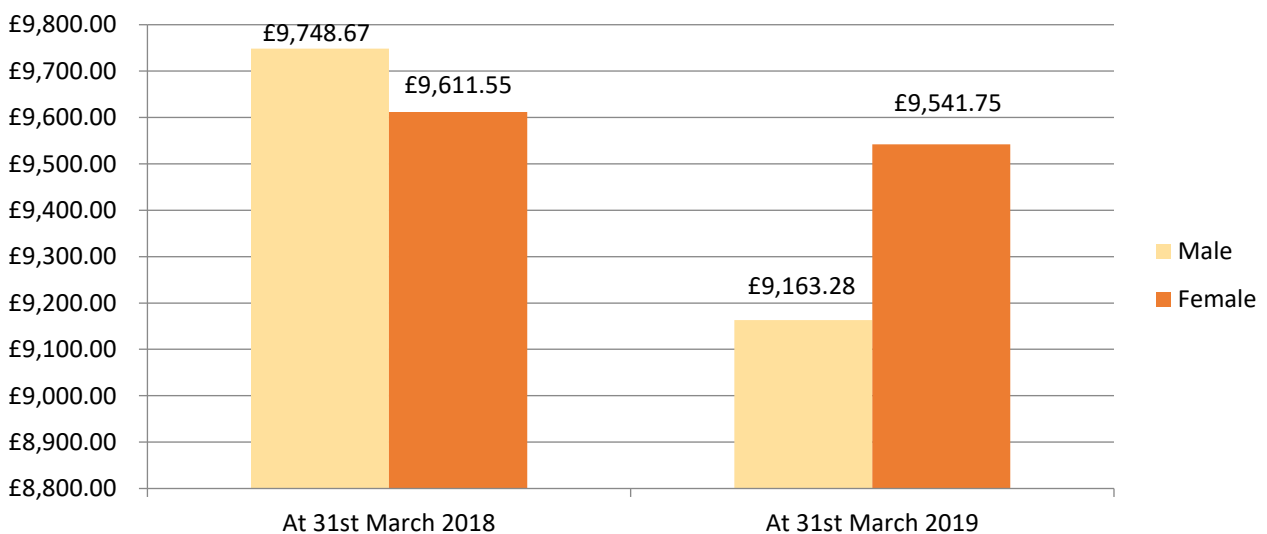


The median rate is calculated by selecting the average hourly rate at the mid-point for each gender group and is a better measure of central tendency as it does not use outliers in its calculation. However, by removing these outliers from the calculation it may mask the important consideration of which gender occupies the high remuneration positions across the organisation as a whole.

The percentage variance for the median hourly rate of pay has reduced to 12.77%. There is a -3.88% reduction over last year's result, although a pay gap does exist between genders. When comparing with last year's data for other NHS Acute Medium Trusts, the range ran from -0.3% to 27.7%.

### 6.3. Average bonus gender pay gap as a mean average (Medical & Dental staff only)

Mean Bonus Payment	Male	Female	Pay Gap %
At 31 <sup>st</sup> March 2018	£9,748.67	£9,611.55	1.41%
At 31 <sup>st</sup> March 2019	£9,163.28	£9,541.75	-4.13%
+/- Changes	- 585.39	+ £69.80	-5.54%

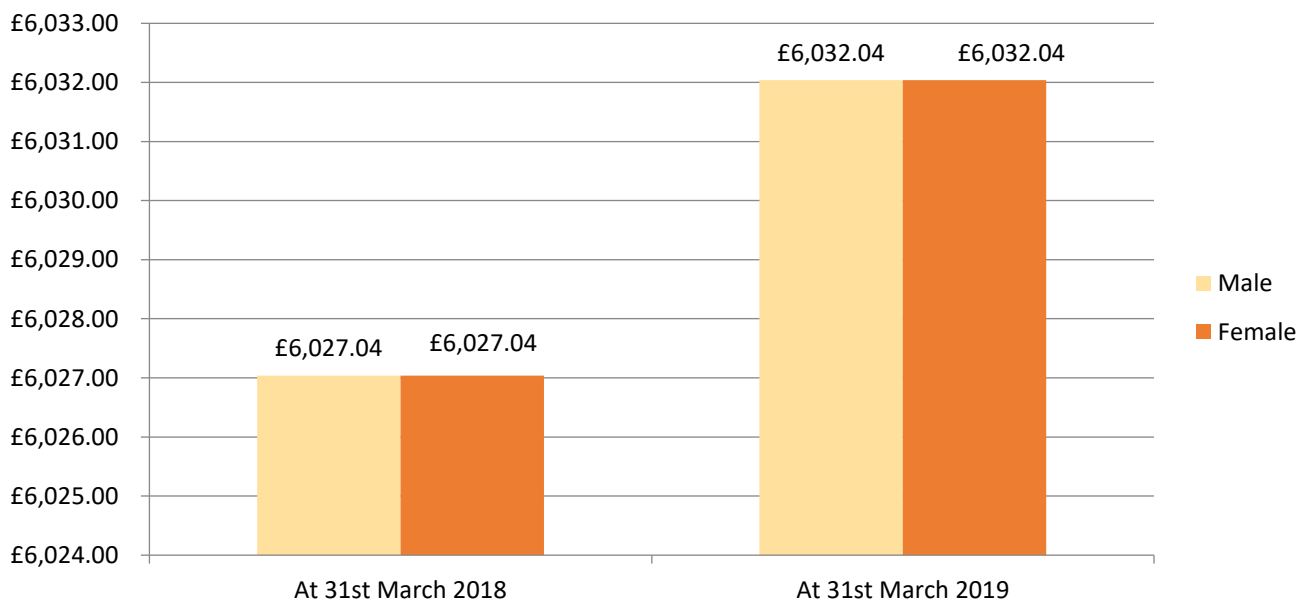


The percentage variance for average bonus payments is -4.13%. The staff group identified in this section has 144 staff of which over two thirds are male. The staff members within this group had to apply to receive a Clinical Excellence Award. The pay gap % change in favour of females, is in contrast to last year. There is a -5.54% growth in females receiving a bonus, so that on average female employees now have a -4.13% gap over male employees who receive a bonus. Male employees as a mean average have seen their bonuses decrease by £585.39 over the year, whilst females saw an increase of £69.80. This change appears to be similar to non-medical female employees (84.61% of non-medical employees are female), as more male employees receive a bonus on a wider spectrum (68.75% of bonuses are paid to male employees), this has affected the pay gap % rate.

The pay elements that are used in this calculation are awarded as a result of recognition of excellent practice over and above contractual requirements and have no gender bias.

#### 6.4. Average bonus gender pay gap as a median average (Medical & Dental staff only)

Median Bonus Payment	Male	Female	Difference %
At 31 <sup>st</sup> March 2018	£6,027.04	£6,027.04	0.00%
At 31 <sup>st</sup> March 2019	£6,032.04	£6,032.04	0.00%
+/- Changes	+ £5.00	+ £5.00	0.00%



The percentage variance for the median bonus payments is 0%. Whilst this does seem positive, it does again mask what is happening at the higher end of these bonuses.

#### 6.5. Proportion of males/females receiving a bonus (CEA) payment

Gender	Number employed receiving bonus	Total staff employed	2019%	2018%
Male	99	1325	7.47%	7.30%
Female	45	5186	0.87%	0.86%

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.
- Only certain medical staff receive pay that is classified as bonus pay. This group has a significantly different gender ratio when compared to the Trust as a whole. The relevance of this indicator for the Trust is less significant as bonus pay applies to just over 2% percent of all staff employed.
- The Clinical Excellence Awards (CEA) scheme is intended to recognise and reward those consultants who contribute most towards the delivery of safe and high-quality care to patients and to the continuous improvement of NHS services. This includes those consultants and senior academic GPs who do so through their contribution to academic medicine.

**6.6. Proportion of males/females when divided into quartile ordered lowest to highest pay**

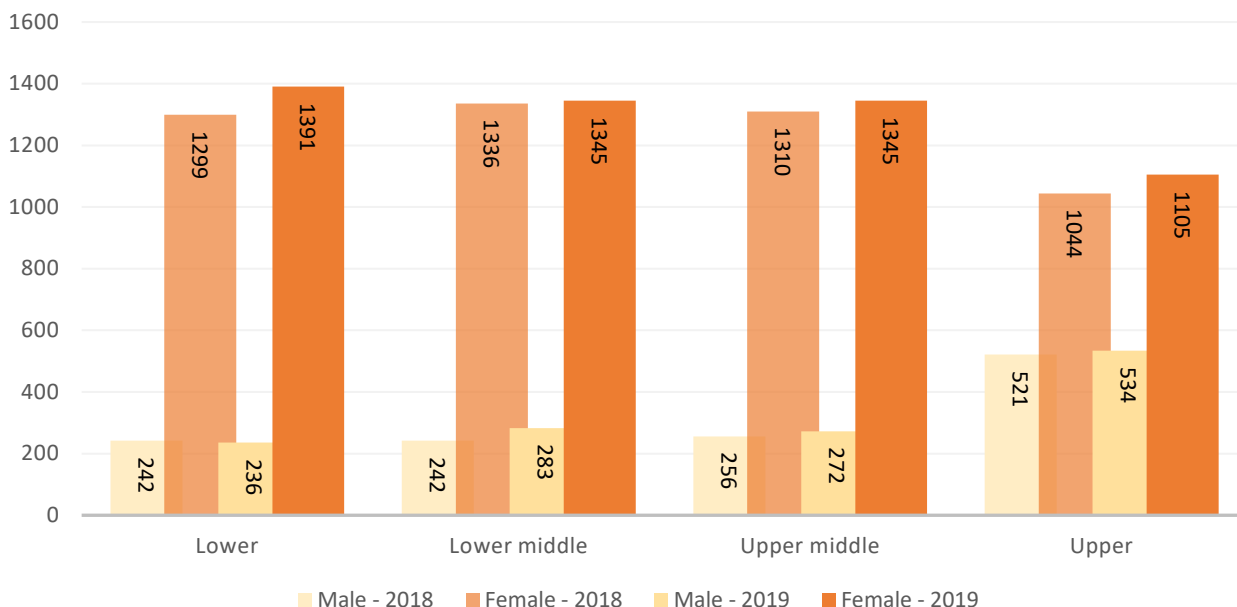
At 31 <sup>st</sup> March 2019					
Group	Quartile Range	Male	Female	% male of total employed	% female of total employed
Lower	£3.69 to £10.53	236	1391	14.52%	85.48%
Lower middle	£10.54 to £14.52	283	1345	17.29%	82.71%
Upper middle	£14.53 to £19.00	272	1345	16.88%	83.12%
Upper	£19.00 to £95.36	534	1105	32.58%	67.42%
At 31 <sup>st</sup> March 2018					
Group	Quartile Range	Male	Female	% male of total employed	% female of total employed
Lower	£3.69 to £10.53	242	1229	15.70%	84.30%
Lower middle	£10.54 to £14.52	242	1336	15.34%	84.66%
Upper middle	£14.53 to £19.00	256	1310	16.35%	83.65%
Upper	£19.00 to £95.36	521	1044	33.29%	66.71%

The table above shows the gender breakdown by quartile at both 31<sup>st</sup> March 2019 and 31<sup>st</sup> March 2018 for comparison. The 31<sup>st</sup> March 2019 data indicates that the quartiles 1, 2 and 3 are split at a comparable % to the overall gender ratio employed by the Trust, i.e. a ratio of approximately 4 females to 1 male. However, in the upper quartile, this ratio reduces dramatically to 2 females to 1 male. This is due to a greater proportion of males in the senior positions particularly within the Medical & Dental staff group.

When comparing the data across the two reporting period there is a small improvement in the overall picture which is reflected in the Trust's improved position.

The table below provides a graphical representation of the staff gender split within each quartile with comparisons between 31<sup>st</sup> March 2018 and 31<sup>st</sup> March 2019 reporting periods.





### 6.7. Pay Gap % by Medical and Non-Medical Staff

Separating medical from non-medical staff shows a very different picture, to when they are combined as seen above. The Trust mean average is currently 28.48%, when separated this now converts to 3.12% for non-medical staff, and 8.31% for medical staff. What is evident is that it is in the higher echelons of remuneration are where the pay gap is most noticeable.

Mean Hourly Rate	Male	Female	2019 %	2018 %
Non-Medical	£15.07	£14.60	3.12%	4.39%
Medical	£35.52	£32.57	8.31%	9.95%

Whilst as an overall median figure is currently 12.77%. We can see that amongst non-medical staff, the pay gap % is actually -3.19% in favour of female employees. Whilst the medical pay gap % is much larger at 18.82% in favour of male employees. This is a 10.2% reduction on last year.

Median Hourly Rate	Male	Female	2019 %	2018 %
Non-Medical	£13.21	£13.63	-3.19%	-11.79%
Medical	£37.36	£30.33	18.82%	29.02%

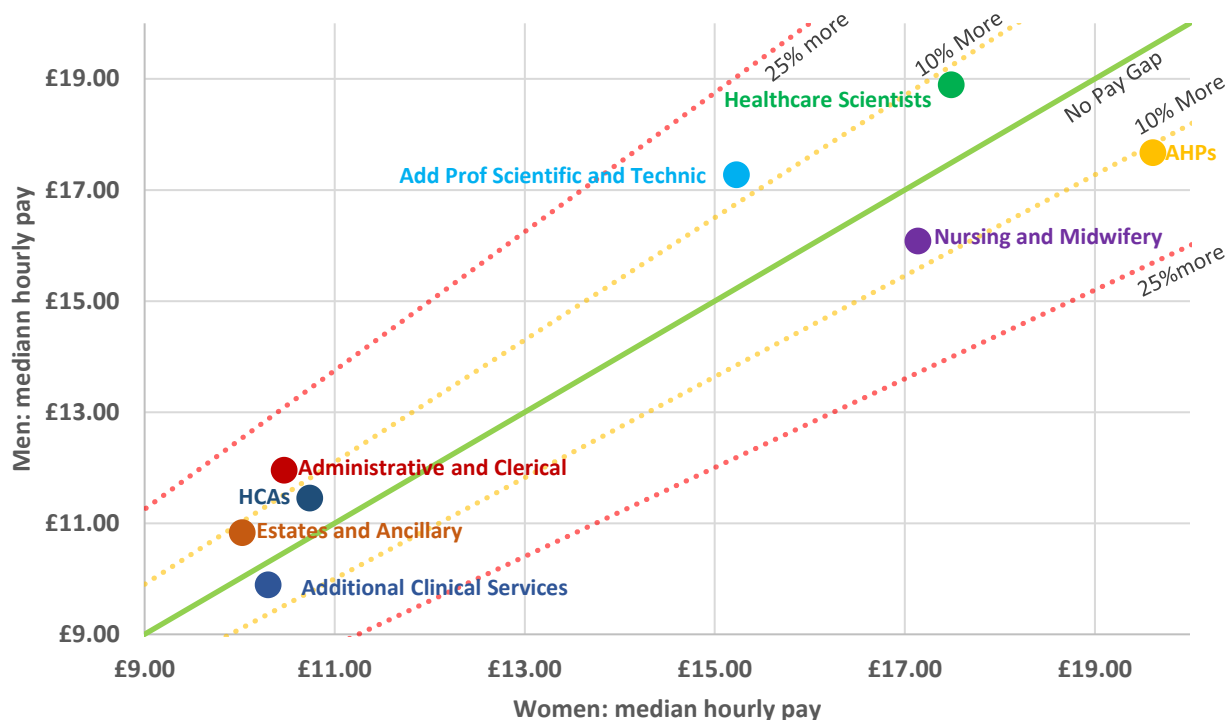
That there is a median average pay gap for non-medical staff in favour of women whereas the mean average calculation shows a pay gap in favour of males indicates there is a significant pay gap issue for the higher paid posts and par amongst Consultants.

The pay gap differences at 31<sup>st</sup> March 2019 for Band 8C posts and above have reduced dramatically, with Directors previously having a pay gap of 30% in favour of male employees. At 31<sup>st</sup> March 2019 the pay gap has reduced to 4.99%.

### 6.8. By Staff Group (Non-Medical) (Median Average)

Statistics representing this graph are shown in appendix 1. The designation of some staff may cross over multiple designations. Where this is the case the staff member has been categorised within their primary employment function. For example: an Executive Director is an Admin and Clerical Role but the Trust's Medical Director's primary employment function is within the Medical and Dental staff group and therefore has been designated in this way.

The breakdown across the Trust by staff group shows the differences in headcount between male and female employees. On average 79.67% of staff are female and broadly all staff groups correlate to this average except for the Medical and Dental staff group in which female represent only 38.64% of staff.



The graph above shows the median hourly rate broken down by gender and staff group, the green line dissecting the centre of the graph represents the point at which no pay gap would be achieved.

Any staff group above the green line show pay gaps in favour of male employees, whilst those below the no pay gap line are favour female employees. Dotted lines signifying 10% and 25% pay gaps more have also been added for illustration.

The largest pay gap between non-medical staff groups are Administrative and Clerical at 12.47% and Add Prof Scientific and Technical at 11.91%. The graph also highlights that the largest pay gap favouring female employees is Allied Health Professionals (AHPs) at -10.98% followed by Nursing and Midwifery at -6.59%.

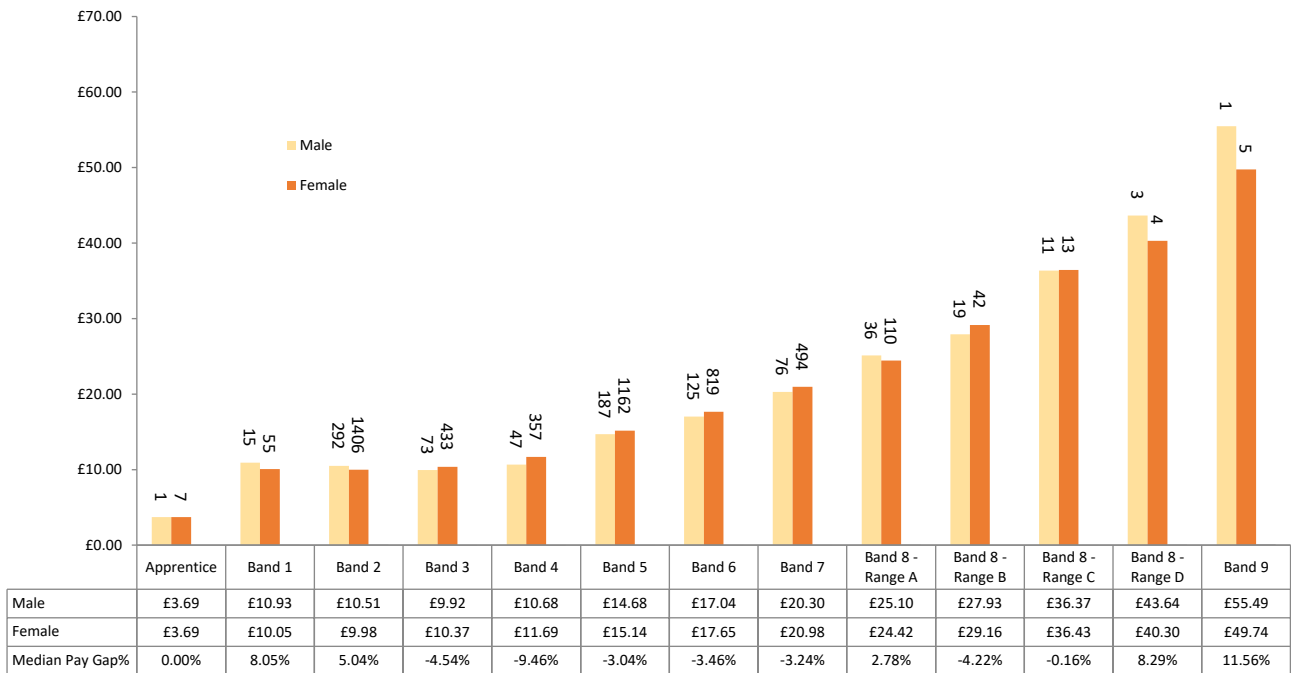
### 6.9. By Pay Grade (Non-Medical: Agenda for Change framework) (Median Average)

Detailed statistics representing this graph are shown in appendix 2.

The graph demonstrates a broad pattern whereby the higher the pay grade, the wider the gap becomes between male and female employees.

From the Apprentice level to Band 8c, female employees make up 84.74% (5780 overall employees, 4898 female employees) of all non-medical staff at the Trust.

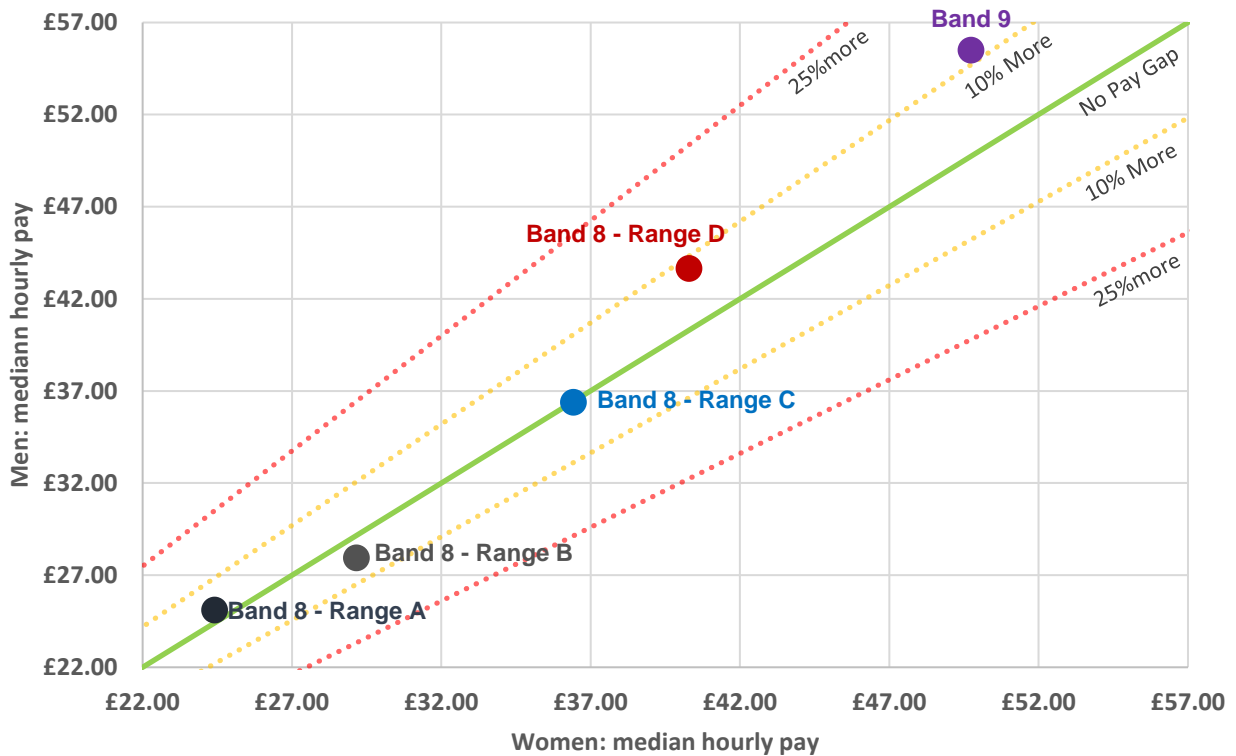
From band 8d upwards, this drops to only 58.62% of staff (28 overall employees, 17 female employees), this is a 10% improvement compared with 31<sup>st</sup> March 2018 and shows some significant improvement for a single year, but also that more work is needed to further improve the Trust's position.



Below is a graph plotting the median pay gap for employees within the Agenda for Change framework at Band 8a and above. In this graph the green line dissecting the centre of the graph represents the point at which no pay gap would be achieved.

Any staff group above the green line show pay gaps in favour of male employees, whilst those below the green line favour female employees. Dotted lines signifying 10% and 25% pay gaps more have also been added for illustration.

The Graph shows that up to Band 8c, the pay gap remains minimal remaining close to 0%. At Bands 8d and 9 the pay gap increases significantly in favour of men.



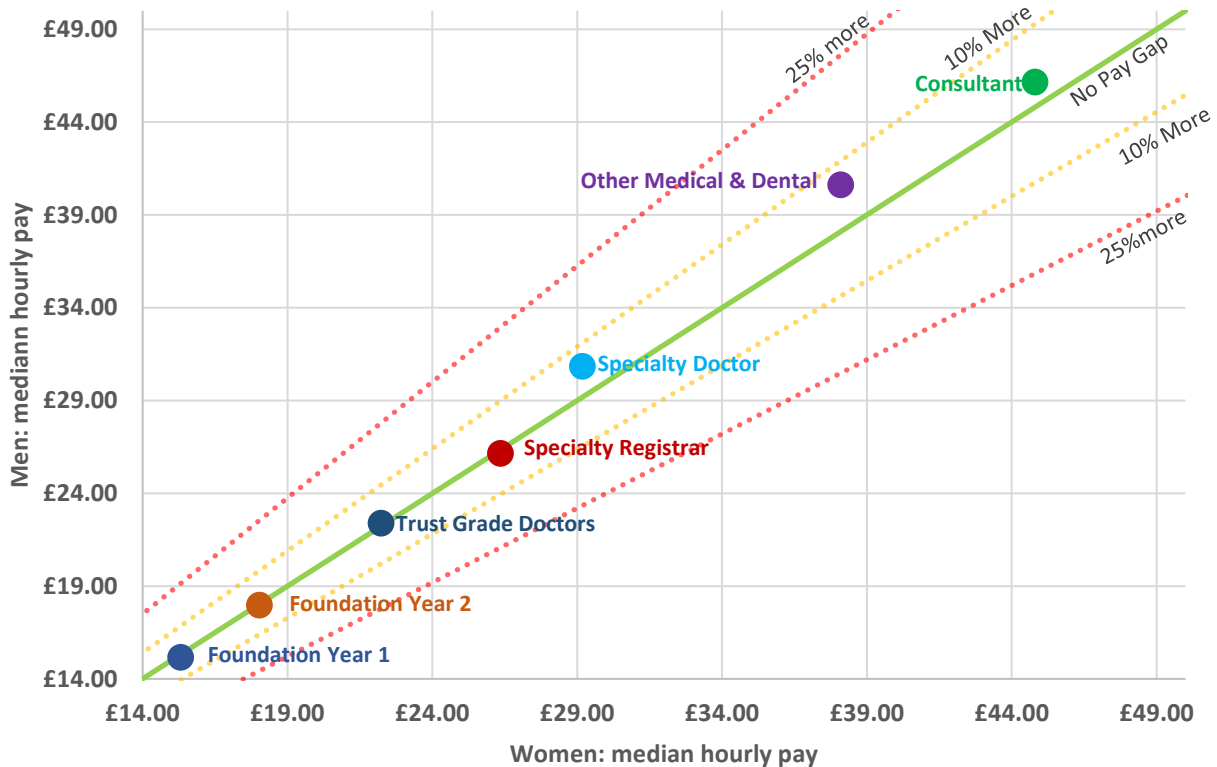
## 6.10. By Pay Grade (Medical) (Median Average)

Statistics representing this graph are shown in appendix 2.

The below details the pay gap within the Medical and Dental staff group. Medical and Dental is the only staffing group with numerically more male employees than female employees.

In this graph the green line dissecting the centre of the graph represents the point at which no pay gap would be achieved.

Any staff group above the green line show pay gaps in favour of male employees, whilst those below the green line favour female employees. Dotted lines signifying 10% and 25% pay gaps more have also been added for illustration.



\* Other Medical & Dental includes – Associate Specialists, Clinical Assistants, Clinical Medical Officer, Hospital Practitioner, Senior House Officer, Staff Grades

The graph shows that groups with the lower hourly pay have the smaller pay gaps between male and female employees, whilst the groups with higher remuneration have a more apparent pay gap.

The Consultants group has a pay gap of 2.92% and Specialty Doctors a pay gap of 5.32% in favour of male employees.

Within the Other Medical & Dental group, a pay gap exists of 6.18%, this is due to the group consisting of only 16 employees in which certain higher paid roles including Clinical Medical Officer affect the statistics to demonstrate a larger pay gap.

## 7. Actions in 2019/20

Action	Outcome
To establish a Gender Pay Gap Advisory or Working Group drawn from staff across the Trust	The Trust has established an Equality, Diversity and Inclusion Steering Group which includes divisional leads with specialist interests of specific equality work programmes including Gender Pay.
To appoint an Board Level Champion for workforce equality and inclusion	The Trust has appointed the Director of Workforce and Organisational Development as the Executive Lead for Equality, Diversity and Inclusion.  The Trust has also appointed the Chief Executive and a Non-Executive Director as Equality, Diversity and Inclusion Sponsors.
To determine specific objectives for reducing the Gender Pay Gap	Using research of national trends and areas of specific support needed within the Trust's own specific position the Trust has identified a range of mechanisms to reduce the Gender Pay Gap.  The strategies identified form the Plans for 2020/21 in section 7.
To undertake further analysis of workforce data to help inform improve pay differentials and understand whether gender composition is at different levels and in different occupations.	This report identifies significant differences in the Gender Pay Gap position for staff in a range of roles.
To use learning from across the NHS and other sectors on how to successfully reduce the gender pay gap.	The Trust has taken advice from colleagues in other NHS Trusts and used research from other sectors in identifying areas of improvement.  In this endeavour the Trust has introduced clear guidance in support of Staff as Unpaid Carers via a new policy and has committed to review the information available to applicants during the recruitment process.
To devise targeted strategies to address specific issues identified. These are likely to include recruitment, retention, development support, and pay practice to ensure that we have a framework in place that encourages potential employees to see the Trust as Employer of Choice.	The Trust has begun the process of redesigning the Equality and Diversity Strategy in 2020 to provide a comprehensive set of processes and tools in support of a more effective implementations of Equality and Diversity across the organisation.  The new strategy will take a holistic approach to Equality and Diversity, using highly effective techniques for organisational change to develop and present the moral, financial,

	strategic and business cases for equality and diversity.
To provide assurance to the Trust Board and workforce about progress on the gender pay gap outcomes	Work continues to assure the Trust Board of strategies to improving the Trust's Gender Pay Gap position

## 8. Plans for 2020/21

- Use the Equality, Diversity and Inclusion Steering Group oversight of the Gender Pay Gap to further develop our co-production based model of working to ensure comprehensive staff engagement in the further reduction of the gap
- Expand upon work already done in specific areas of development and identify where this work can be transposed into new areas
- The Trust will continue to highlight areas of work where additional support delivered could make a significant difference to the Gender Pay Gap
- Continue to monitor data to ensure the Trust maintains a direction of travel to reduce the gender pay gap
- The Trust will identify key strategic goals with which to hold itself to account in pursuit of reducing the Gender Pay Gap
- The Trust will continue to review the information available to applicants and potential employees, looking at work being done by organisations in other sectors of industry to ensure to ensure it remains an employer of choice
- The Trust will continue to assess consultant CEAs (bonuses) for gender equality prior to decisions being made
- The Trust will use Staff Survey results, Staff Councils and Equality, Diversity and Inclusion Steering Group work streams to identify feedback from staff and to co-produce changes to policies

## Appendix 1 – Statistics by Staff Group as at 31<sup>st</sup> March 2019

Staff Group	Number	Male	Female	Difference	Median Pay Gap
Add Prof Scientific and Technic	240	£17.27	£15.23	£2.04	11.81%
Additional Clinical Services	444	£9.89	£10.30	-£0.41	-4.15%
Administrative and Clerical	1434	£11.95	£10.46	£1.49	12.47%
Allied Health Professionals	347	£17.67	£19.61	-£1.94	-10.98%
Estates and Ancillary	257	£10.83	£10.03	£0.80	7.39%
Health Care Assistants	924	£11.45	£10.74	£0.71	6.20%
Healthcare Scientists	137	£18.89	£17.49	£1.40	7.41%
Nursing and Midwifery Registered	2024	£16.08	£17.14	-£1.06	-6.59%
<b>Non-Medical and Dental Average</b>	<b>6511</b>	<b>£13.21</b>	<b>£13.63</b>	<b>£0.42</b>	<b>-3.18%</b>

## Appendix 2 – Statistics by Pay Grade as at 31<sup>st</sup> March 2019

By Pay Grade	Headcount	Male	Female	Difference	Median Pay Gap%
Apprentice	8	£3.69	£3.69	£0.00	0.00%
Band 1	70	£10.93	£10.05	£0.88	8.05%
Band 2	1698	£10.51	£9.98	£0.53	5.04%
Band 3	506	£9.92	£10.37	-£0.45	-4.54%
Band 4	404	£10.68	£11.69	-£1.01	-9.46%
Band 5	1349	£14.68	£15.14	-£0.46	-3.13%
Band 6	944	£17.04	£17.65	-£0.61	-3.58%
Band 7	570	£20.30	£20.98	-£0.68	-3.35%
Band 8 - Range A	146	£25.10	£24.42	£0.68	2.71%
Band 8 - Range B	61	£27.93	£29.16	-£1.23	-4.40%
Band 8 - Range C	24	£36.37	£36.43	-£0.06	-0.16%
Band 8 - Range D	7	£43.64	£40.30	£3.34	7.65%
Band 9	6	£55.49	£49.74	£5.75	10.36%
Directors	6	£67.54	£64.23	£3.31	4.90%
Non-Executive Directors	7	£37.40	£31.20	£6.20	16.58%
Other Admin & Clerical	2	£59.31	£0.00	£59.31	100.00%
Medical and Dental	Headcount	Male	Female	Difference	Median Pay Gap%
Consultant	317	£46.16	£44.81	£1.35	2.92%
Foundation Year 1	48	£15.15	£15.32	-£0.17	-1.12%
Foundation Year 2	47	£17.97	£18.04	-£0.07	-0.39%
Specialty Doctor	53	£30.83	£29.19	£1.64	5.32%
Specialty Registrar	155	£26.15	£26.36	-£0.21	-0.80%
Trust Grade Doctor	67	£22.38	£22.24	£0.14	0.63%
Other Medical & Dental	16	£40.61	£38.10	£2.51	6.18%
<b>Organisational Average</b>	<b>6511</b>	<b>£16.21</b>	<b>£14.14</b>	<b>£2.07</b>	<b>12.77%</b>