



Gender Pay Gap

R E P O R T

2020

What is the Gender Pay Gap

The gender pay gap is the average earnings difference between all male employees and all female employees in an organisation, regardless of the nature of their work. It is important to distinguish between the gender pay gap and equal pay. Equal pay concerns differences between the actual earnings of male and female employees doing like work, or work of equal value.

An organisation may be an equal pay employer, paying male and female staff equally for doing equal work, and it may still have a gender pay gap. This is because, while male and female employees doing like work or work of equal value are paid equally, there are different numbers of male and female employees doing different work for which they are paid differently.

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 set out a public authority's gender pay gap reporting duties, which form part of its public sector equality duty under the Equality Act.

These duties mean that we are obliged to publish information about:

- The gender split of our workforce
- The differences in mean and median hourly pay rates between genders
- The gender profile of the organisation split into quartiles
- The differences in bonus pay between genders

Key points from our Gender Pay Gap Report

- The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 set out a public authority's gender pay gap reporting duties, which form part of its public sector equality duty under the Equality Act
- Our gender profile has remained static at 80% women and 20% men
- There is a gender pay gap within the Trust, with median women's pay 10.23% lower than men's pay respectively
- Our Mean Gender Pay Gap has reduced to 27.68% (a reduction of 1.59% since reporting in 2019)
- Our Median Gender Pay Gap has decreased by 2.41% which is positive as it had increased in by 0.37% in 2019
- The percentage variance (pay gap percentage), decreased 11% (40.33% in 2019 to 33.33% in 2020)
- The 2020 variance between female and males median bonus pay was £3,015.9630 in favour of males compared to the 2019 variance of £4,011.30)
- In monetary terms, female bonus pay rose by £774.14 (£6,631.33 in 2019 to £7,405.47 in 2020)
- The Mean Bonus Pay Gap has reduced by 5.33% and the Median Bonus Pay Gap has reduced by 11%
- In monetary terms, female median bonus pay increased by £995.34 (£5,036.70 in 2019 to £6,032.04 in 2020)

Key Priorities to address our gender pay gap 2020-21

The results of the Gender Pay Gap analysis in this report (which includes the data required under the Gender Pay Gap Information Regulations) has been prepared for the Operational Workforce Committee and Trust Board and appropriate actions will be added to the Equality Delivery System Action Plan to further our work in reducing inequalities between staff groups

- Review existing development and talent management process's and opportunities and implement target actions to support women move from Band 5 into more senior roles
- Once the Clinical Excellence Award process is re-opened in 2022 at the earliest, ensure effective publicity and targeted actions to increase nominations and awards
- With effect from 1st April 2021, our Recruitment team will establish a register to record all instances whereby a non-compliance form has been used for recruitment purposes, to evidence where there has been a higher starting salary agreed. This will enable us to identify any disproportionality between male and female starting pay

Calculating the gender pay gap

The date for this report is 31 March 2020, with data based on the relevant pay periods of March 2020 for ordinary pay and the 12 months to 31 March 2020 for bonus pay.

For gender pay gap reporting, employees are those employed under a contract of employment, a contract of apprenticeship or a contract personally to do work. This includes those under NHS terms and conditions, Medical staff and Very Senior Managers (VSM).

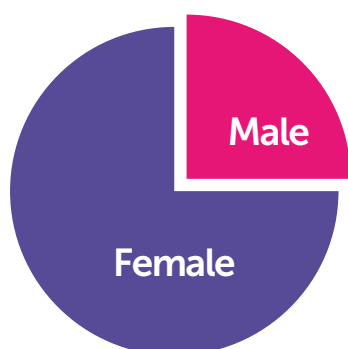
Therefore, this report:

- Summarises the data submitted for Gender Pay Gap Reporting, based on 2020 data compared with the same data for, 2018-2019; With commentary relative to the numerical data.

Figures for bonuses relate to the Clinical Excellence Awards made to Medical staff. This was a permanent addition to pay (not a one-off payment) for Medical staff who are only category of staff eligible for bonus payments. However, in 2018 these Awards were changed and are now only paid for 2 years and are non-pensionable. They are not awarded automatically, but must be applied for and are given for quality and excellence, acknowledging exceptional personal contributions. There is a review pending but due to the Covid-19 pandemic, this review has been delayed until April 2022 at the earliest. Equality Impact Assessments have been undertaken for the last 3 years of Awards made our Medical staff.

As a Trust, we have been taking action to encourage and support Clinical Excellence Awards applications from female Medical Consultants. The 2019 and 2020 rounds were changed due to the pandemic which was a national directive and the collective monies were shared out equally between all our eligible Consultants. The equal distribution of the Awards has resulted in a levelling of bonus allocation and therefore does not on this occasion highlight gaps attributed to gender which has reported on in the previous year.

Gender Breakdown:



Gender	Headcount	Percentage
Female	5190	80.33%
Male	1271	19.67%
Total	6461	

AfC Band Name	Female	Male	Total
Band 1	20	8	28
Band 2	1396	295	1691
Band 3	569	97	666
Band 4	379	51	430
Band 5	967	148	1115
Band 6	906	105	1011
Band 7	450	100	550
Band 8a	134	29	163
Band 8b	49	17	66
Band 8c	20	9	29
Band 8d	10	4	14
Band 9	3	5	5
Non AfC	287	406	693
Grand Total	5190	1271	6461

Table 1: Average Rates of Pay - all staff (Snapshot date 31/03/2020)

Average hourly rates of pay are calculated at specific pay point - 31 March 2020.

The hourly rate is calculated based on "ordinary pay": Basic pay, Allowances and Shift premium.

Group/Year	Average Hourly Rate of Pay (all staff)			Average Bonus Pay		
	2018	2019	2020	2018	2019	2020
Male	£20.48	£21.32	£21.46	£10,721.37	£11,143.60	£11,420.94
Female	£14.42	£15.08	£15.52	£6,658.89	£6,631.33	£7,405.47
Percentage Variance/Pay Gap %	29.60%	29.27%	27.68%	37.89%	40.49%	36.5%

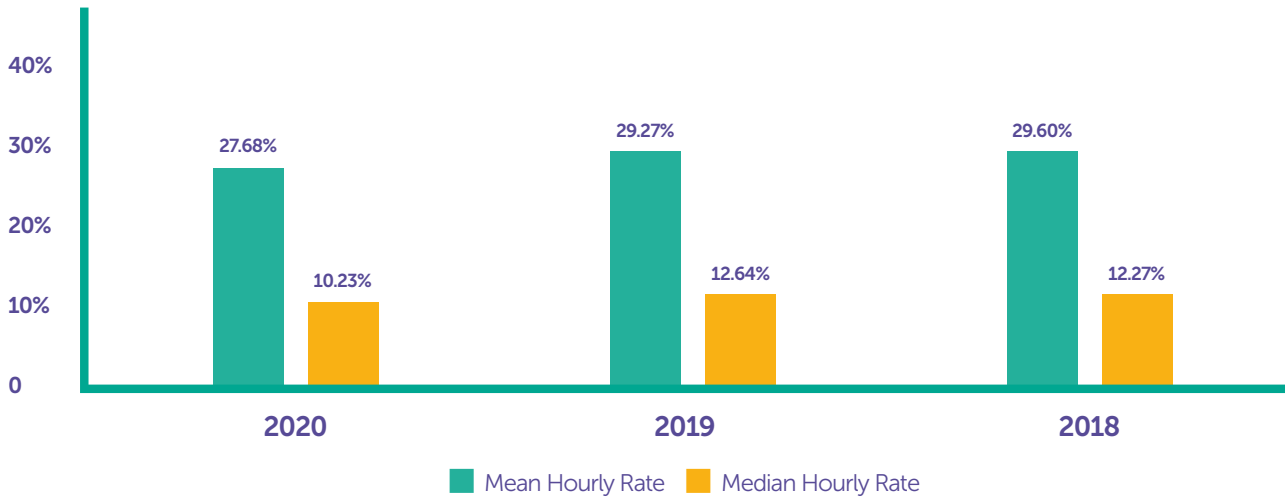
Table 2. Median Rates of Pay - all staff

Median hourly rates of pay are calculated at specific pay point - 31 March 2020.

The median hourly rate is calculated by selecting the mid-point for each gender group and conveys the difference between the median hourly rate of pay of male full-pay relevant employees and female full-pay relevant employees.

Group/Year	Median Hourly Rate of Pay			Mean Bonus Pay		
	2018	2019	2020	2018	2019	2020
Male	£14.52	£15.14	£15.24	£9,040	£9,048	£9,048
Female	£12.47	£13.23	£13.68	£6,027	£5,036	£6,032
Percentage Variance/Pay Gap %	12.27%	12.64%	10.23%	33.33%	44.33%	33.33%

Gender Pay Gap Differential %



The percentage variance (the pay gap) fell by 1.59% but still favoured men.

The figures for all staff remained heavily skewed by Medical – by excluding Medical, the picture differs.

Table 3. Average hourly rate of pay - excluding Medical

Group/Year	2019 Av. Hourly Rate of Pay	2020 Av. Hourly Rate of Pay
Male	£14.25	£14.25
Female	£14.33	£14.73
Percentage Variance/Pay Gap %	-0.49%	3.25%

Excluding Medical, the percentage variance (the pay gap) favoured female staff (representing approximately 80% of the workforce) by 3.25%.

Table 4: Median hourly rate of pay - excluding Medical

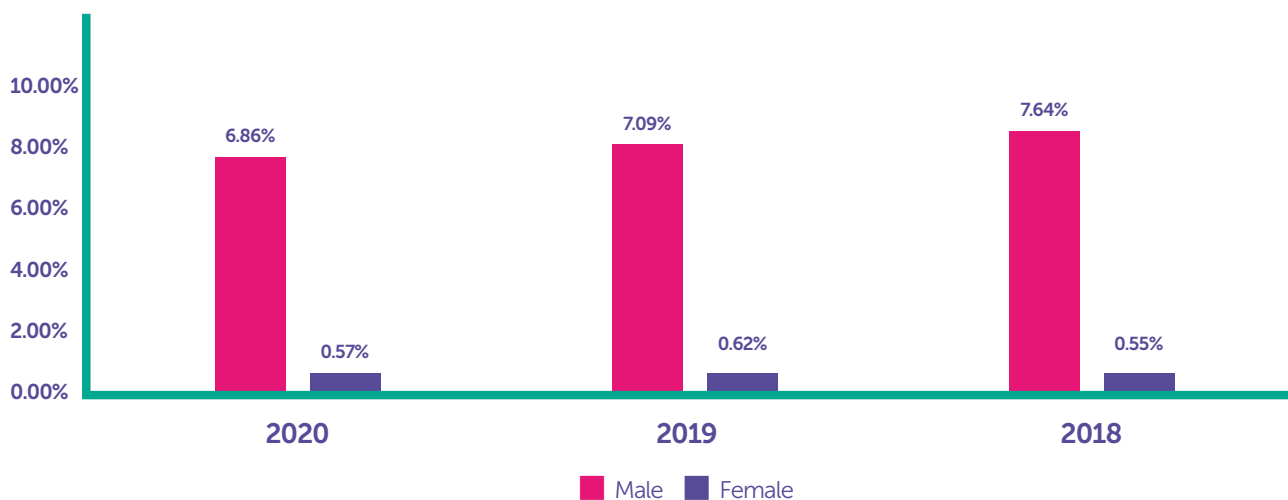
Group/Year	Median Hourly Rate of Pay 2019 (excl. Medical)	Median Hourly Rate of Pay 2020 (excl. Medical)
Male	£11.80	£11.95
Female	£12.72	£13.41
Percentage Variance/Pay Gap %	-7.79%	10.87%

Table 5: Male and female employees paid a bonus as % of the entire workforce.

Gender	Staff Paid Bonus			Total Relevant Staff			% Staff Paid Bonus		
	2018	2019	2020	2018	2019	2020	2018	2019	2020
Male	109	105	102	1426	1480	1487	7.64	7.09	6.86
Female	31	36	34	5672	5772	5926	0.55	0.62	0.57

Median Bonus Pay (only applicable to certain Medical staff) The median Bonus Pay (only applicable to certain Medical staff) is based on the mid-point for all staff receiving bonus pay and demonstrates the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.

Gender % who were paid a bonus



Staff split by Quartiles (Snapshot Date: 31/03/2020)

This method splits the proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands (Quartiles 1, 2, 3 and 4).

Male and female employees in each quartile - including medical staff

Note: 1st Quartile = lowest. 4th Quartile = highest.

Quartile	Female (number)			Male (number)			Female %			Male %		
	2018	2019	2020	2018	2019	2020	2018	2019	2020	2018	2019	2020
1	1253	1280	1327	295	296	325	80.94%	81.22%	80.33%	19.06%	18.78%	19.67%
2	1295	1319	1369	253	257	287	83.66%	83.69%	82.67%	16.34%	16.31%	17.33%
3	1313	1340	1435	231	234	213	85.04%	85.13%	87.08%	14.96%	14.87%	12.92%
4	1088	1087	1160	465	491	502	70.06%	68.88%	69.80%	29.94%	31.12%	30.20%

Quartile	Female (number)			Male (number)			Female %			Male %		
	2018	2019	2020	2018	2019	2020	2018	2019	2020	2018	2019	2020
1	1145	1167	1174	266	262	293	81.15%	81.67%	80.03%	18.85%	18.33%	19.97%
2	1171	1191	1264	239	233	257	83.05%	83.64%	83.10%	16.95%	16.36%	16.90%
3	1219	1230	1298	191	194	196	86.45%	86.38%	86.88%	13.55%	13.62%	13.12%
4	1217	1219	1293	194	206	201	86.25%	85.54%	86.55%	13.75%	14.46%	13.45%

Male and female employees - excluding medical staff

Conclusion

We remain confident that we have identified two key drivers of our pay gap: the uneven distribution of men in our overall workforce, and the higher number of male consultants than female consultants in the upper quartile of our pay distribution - removing Consultants from the data set alters the median pay gap in favour of female staff at 7.79%

The NHS provides great careers with opportunity at all levels and favourable terms and conditions, including generous annual leave entitlement and pension provision; fair, inclusive and family-friendly policies supportive of work-life balance, flexibility and job security; underpinned by nationally negotiated pay rates which, at lower levels, are higher than the national living wage rate typically paid for equivalent private sector jobs.

We are proud to be the employer of choice for people at all levels of our workforce. We are committed to attracting and retaining employees from all the communities we serve by promoting the benefits of working at the Trust and highlighting the many career opportunities available to them across all professional groups, and at all levels.