



# Gender Pay Gap

R E P O R T

2021

## 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

## Calculating the gender pay gap

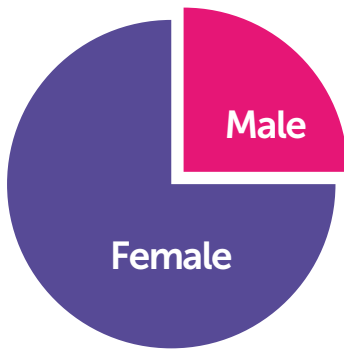
The date for this report is 31 March 2021, with data based on the relevant pay periods of March 2021 for ordinary pay and the 12 months to 31 March 2021 for bonus pay.

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 2021 data compared with the same data for 2019 and 2020.

## Gender Breakdown:



Gender	Headcount	Percentage
Female	5504	80.42%
Male	1340	19.58%
Total	6844	

AfC Band Name	Female	Male	Total
Band 1	17	7	24
Band 2	1447	315	1762
Band 3	552	93	645
Band 4	433	59	492
Band 5	1113	161	1274
Band 6	937	112	1049
Band 7	490	103	593
Band 8a	149	32	181
Band 8b	52	18	70
Band 8c	24	6	30
Band 8d	9	4	13
Band 9	7	2	9
Non AfC	274	428	702
Grand Total	5504	1340	6844

**Table 1: Average Rates of Pay - all staff (Snapshot date 31/03/2021)**

Average hourly rates of pay are calculated at specific pay point - 31 March 2021.

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

Our pay rates are above the national living wage.

Group/Year	Average Hourly Rate of Pay (all staff)			Average Bonus Pay		
	2019	2020	2021	2019	2020	2021
Male	£21.32	£21.46	£21.73	£11,143.60	£11,420.94	£11,594.26
Female	£15.08	£15.52	£15.97	£6,631.33	£7,405.47	£7,347.09
Percentage Variance/Pay Gap %	29.27%	27.68%	26.50%	40.49%	36.5%	36.6%

**Table 2. Median Rates of Pay - all staff**

Median hourly rates of pay are calculated at specific pay point - 31 March 2021.

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		
	2019	2020	2021	2019	2020	2021
Male	£15.14	£15.24	£15.65	£9,048	£9,048	£9,048
Female	£13.23	£13.68	£13.96	£5,036	£6,032	£6,032
Percentage Variance/Pay Gap %	12.64%	10.23%	10.82%	44.33%	33.33%	33.33%

**Table 3. Average hourly rate of pay - excluding Medical**

Group/Year	2020 Av. Hourly Rate of Pay	2021 Av. Hourly Rate of Pay
Male	£14.25	£14.71
Female	£14.73	£15.17
Percentage Variance/Pay Gap %	3.25%	3.03

Excluding Medical, the percentage variance (the pay gap) favoured female staff (representing approximately 80% of the workforce) by 3.03%.

**Table 4: Median hourly rate of pay - excluding Medical**

Group/Year	Median Hourly Rate of Pay 2020 (excl. Medical)	Median Hourly Rate of Pay 2021 (excl. Medical)
Male	£11.95	£12.35
Female	£13.41	£13.57
Percentage Variance/Pay Gap %	10.87%	8.98%

### Staff split by Quartiles (Snapshot Date: 31/03/2021)

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 %		
	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021
1	1280	1327	1450	296	325	339	81.22%	80.33%	81.05%	18.78%	19.67%	18.95%
2	1319	1369	1477	257	287	311	83.69%	82.67%	82.61%	16.31%	17.33%	17.39%
3	1340	1435	1538	234	213	251	85.13%	87.08%	85.97%	14.87%	12.92%	14.03%
4	1087	1160	1254	491	502	536	68.88%	69.80%	70.06%	31.12%	30.20%	29.94%

#### Male and female employees - excluding medical staff

Quartile	Female (number)			Male (number)			Female %			Male %		
	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021
1	1167	1174	1079	262	293	243	81.67%	80.03%	81.61%	18.33%	19.97%	18.387%
2	1191	1264	1364	233	257	280	83.64%	83.10%	82.96%	16.36%	16.90%	17.03%
3	1230	1298	1292	194	196	191	86.38%	86.88%	87.12%	13.62%	13.12%	12.87%
4	1219	1293	1293	206	201	192	85.54%	86.55%	87.07%	14.46%	13.45%	12.92%

## Next Steps

This data has been reviewed and used to inform and update our EDI strategy, objectives and action plans for improvement.

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 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.