

Gender Pay Gap - April 2017 to March 2018

The purpose of this report is to detail our gender pay gap reporting for the year running from 1st April 2017 to 31st March 2018.

Gender pay gap differs from equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman. The gender pay gap shows the differences in the average pay between men and women. If a workplace has a particularly high gender pay gap, the individual calculations may help to identify what those issues are.

The new gender pay gap obligations have been introduced alongside the existing requirements for specified public bodies, including publishing annual information to demonstrate compliance under the Public Sector Equality Duty (PSED) and publishing equality objectives every four years. The deadline for all the publishing requirements is 30 March each year. Our data will be added to the annual Workforce Equality Report which is published on our Trust website, and will be entered into a designated government website.

To better understand our gender pay gap position and to comply with the regulations we have calculated the following information:

1. Average gender pay gap (Table 1)
2. Median gender pay gap (Table 1)
3. Average bonus gender pay gap (Table 2)
4. Median bonus gender pay gap average (Table 2)
5. Proportion of males receiving a bonus payment and. Proportion of females receiving a bonus payment (Table 3)
6. Proportion of males and females in each quartile pay band – (Table 4)

Standard reports have been built in Electronic Staff Records to provide the necessary data.

Table 1 - Average and Median Gender Pay Gap

2017/18

Gender	Avg. Hourly Rate	Median Hourly Rate
Male	20.1222	16.0007
Female	17.7020	15.4359
Difference	2.4202	0.5648
Pay Gap %	12.0275	3.5297

Hourly rates are not just made up of basic pay, they are also inclusive of enhancements, high cost area, unsocial hours and on-call, clinical excellence awards and recruitment and retention premia. Overall, there is a 12.02% gender pay gap in the average hourly rate. We have explored the reasons for this in more detail below.

Unfortunately our gender pay gap for 2016 – 2017 was mis-reported at 3.22%. The gap was actually 12.15%

75% of our staff are female and 25% are male. Female staff earn the equivalent of 82% of basic pay when compared to male staff when looking at actual salary paid ie it is pro rata for part time salaries. Of note is that 61% of clinical excellence awards are paid to men and those awards tend to be of a higher value. 52% of on call payments are made to men and they are also working proportionately more unsocial shifts which attract a higher pay rate. For example men earn between 31 and 39% of unsocial, weekend and Sunday enhancements. Therefore the percentage of male staff working shifts with enhanced pay is too high. It may be that gender stereotypes exist as culturally men see themselves as providers for their families and volunteer to work these shifts. It could also be a reflection of women not being given the same opportunities to work these shifts.

Action: To engage with and survey members of staff working in these environments to assess their preferences for working patterns.

Table 2 - Average and Median Bonus Gender Pay Gap

Gender	Avg. Pay	Median Pay
Male	5,756.04	3,000.00
Female	2,012.93	1,000.00
Difference	3,743.11	2,000.00
Pay Gap %	65.03	66.67

60 of the 164 payments (36%) which are classified within the bonus category were made to men. The context for the high average gap in bonus payments between men and women in part is due to the percentage of Clinical Excellence Awards (59%) awarded to male staff. Clinical Excellence Awards are the highest value bonuses paid to staff. Of the awards over £10,000, 88% were given to men. 54 of these payments were Golden Hellos which are of lower value from £1,000 to £3,000 per person. 83 percent of these were to female members of staff

Action: Continue to review the process of applying for Clinical Excellence Awards to ensure that it does not have the potential to discriminate against women.

Table 3 - Proportion of males receiving a bonus payment and Proportion of females receiving a bonus payment

Gender	Employees Paid Bonus	Total Relevant Employees	%
Female	104.00	1822.00	5.71
Male	55.00	585.00	9.40

The number of staff receiving what is classified as a bonus is relatively small compared with the total number in the Trust. The low figure is contributed to by the fact that there are few bonus arrangements in the Trust.

Action: To continue to review the process of awarding Clinical Excellence Awards to ensure that it does not have the potential to discriminate against women.

Table 4 - Proportion of males and females in each quartile pay band

Quartile	Female	Male	Female %	Male %
1	443.00	145.00	75.34	24.66
2	437.00	120.00	78.46	21.54
3	491.00	132.00	78.81	21.19
4	407.00	183.00	68.98	31.02

Please note that Q1 = low pay and Q4 = high pay

In the NHS there are more female employees than male and within our Trust 25% of our workforce are men. Whilst there female staff represent a much higher proportion of staff in all quartiles, in quartile 4 the representation of male staff increases. This could be in part because of the percentage of male staff in the medical profession where higher salaries and awards are paid.

We looked at this further by grouping by salary band and the table below demonstrates that the number of men in all salary groups above £40,000 is disproportionate.

Salary Band	Female	Male	Total	Proportionate Female	Proportionate Male	Gap Female	Gap Male
£100 - £200 K	6	9	15	11.25	3.75	-5.25	5.25
£80 - £99K	35	42	77	57.75	19.25	-22.75	22.75
£60 - £79 K	50	26	76	57	19	-7	7
£40 - £59 K	180	88	268	201	67	-21	21
£20 - £39 K	1085	270	1355	1016.25	338.75	68.75	-68.75
to £19 K	594	177	771	578.25	192.75	15.75	-15.75

Action: to continue to encourage applications from women for higher paid jobs within the Trust.