

EXECUTIVE SUMMARY

Title	Gender Pay Gap Report		
Report to	Board of Directors	Date	
Executive Sponsor	Nick Parker, Executive Director of People & OD		
Author	Stephen Green, Workforce Information & Systems Manager		
Purpose of report	To present to the Board of Directors information relating to the mandatory requirement to present a Gender Pay Gap Report; and proposed actions		
		Please tick as appropriate	
	Approval	Yes	
	Assurance	Yes	
	Information	Yes	

Executive summary –the key messages and issues

- The difference between the median hourly rate of ordinary pay of male and female employees is **19.16%**. This is an increase from 13.43% last year.
- The median difference of ordinary pay differs greatly between occupational groups, with Admin & Clerical having the highest pay gap.
- The difference between the median hourly rate of bonus pay of male and female employees is **35.81%**. This is an increase from 18.92% last year.

How this report impacts on current risks or highlights new risks

- This report is for information only and does not highlight any new risks

Recommendations and next steps

- The Board of Directors is asked to note and approve the report and actions.

GENDER PAY GAP REPORT - REPORT FOR INFORMATION

1. Background and context

Since the Equality Act 2010 (Specific Duties) Regulations 2011 (SDR) came into force on 10 September 2011, there has been a duty for public bodies with 150 or more employees to publish information on the diversity of their workforce. Although the SDR did not require mandatory Gender Pay Gap (GPG) reporting, the Government Equalities Office (GEO) and the Equality and Human Rights Commission (EHRC) provided guidance that made it clear that employers should consider including GPG information in the data they already publish.

It was evident that not all employers did this, so the government made GPG reporting mandatory by amending the SDR so that all public sector employers with more than 250 employees have to measure and publish their gender pay gaps.

Employers need to publish information annually for all employees who are employed under a contract of employment, a contract of apprenticeship or a contract personally to do work. This will include those under Agenda for Change terms and conditions, medical colleagues and very senior managers. All calculations should be made relating to the pay period in which the snapshot day falls. This will be the pay period including 31 March 2020, for this year's report

This is the fifth year of mandatory reporting.

Employers need to publish the information on a website that is accessible to employees and the public free of charge. The information should remain on the website for a period of at least three years beginning with the date of publication. The EHRC will be responsible for monitoring how public bodies are complying with the GPG reporting requirements and can take enforcement action. Employers must also register their data with the Government online reporting service.

2. Summary of key points

The following shows the data required along with the equivalent data for last year, as a comparison.

Employers will need to:

- Calculate the hourly rate of ordinary pay relating to the pay period in which the snapshot day falls.
- Calculate the difference between the mean hourly rate of ordinary pay of male and female employees, and the difference between the median hourly rate of ordinary pay of male and female employees

All Colleagues

31/03/2021	Mean Hourly Rate	Median Hourly Rate
Male	22.47	19.38
Female	17.87	15.66
Difference	4.59	3.71
Pay Gap %	20.45%	19.16%

31/03/2020	Mean Hourly Rate	Median Hourly Rate
Male	21.68	17.79
Female	17.39	15.40
Difference	4.29	2.39
Pay Gap %	19.78%	13.43%

Medical Colleagues

31/03/2021	Mean Hourly Rate	Median Hourly Rate
Male	39.89	36.76
Female	37.70	36.38
Difference	2.19	0.38
Pay Gap %	5.49%	1.03%

31/03/2020	Mean Hourly Rate	Median Hourly Rate
Male	40.03	40.69
Female	36.42	34.81
Difference	3.61	5.88
Pay Gap %	9.02%	14.44%

Non-Medical Colleagues

31/03/2021	Mean Hourly Rate	Median Hourly Rate
Male	17.14	15.66
Female	15.94	14.96
Difference	1.20	0.70
Pay Gap %	6.97%	4.48%

31/03/2020	Mean Hourly Rate	Median Hourly Rate
Male	16.71	14.89
Female	15.52	14.59
Difference	1.19	0.30
Pay Gap %	7.10%	2.00%

- Calculate the difference between the mean (and median) bonus pay paid to male and female employees

31/03/2021	Mean Pay	Median Pay
Male	12,157.36	8,421.96
Female	7,509.30	5,406.00
Difference	4,648.06	3,015.96
Pay Gap %	38.23%	35.81%

31/03/2020	Mean Pay	Median Pay
Male	11,895.06	7,439.48
Female	7,676.34	6,032.04
Difference	4,218.71	1,407.44
Pay Gap %	35.47%	18.92%

- Calculate the proportions of male and female employees who were paid bonus pay

31/03/2021	Employees Paid Bonus	Total Relevant Employees	%
Female	100	3098	3.23%
Male	61	678	9.00%

31/03/2020	Employees Paid Bonus	Total Relevant Employees	%
Female	34	3039	1.12%
Male	41	652	6.29%

- Calculate the proportions of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands by number of employees rather than rate of pay

31/03/2021	Female	Male	Female %	Male %
Lower	756	135	84.85%	15.15%
Lower Middle	738	128	85.22%	14.78%
Upper Middle	778	142	84.57%	15.43%
Upper	649	244	72.68%	27.32%

31/03/2020	Female	Male	Female %	Male %
Lower	716	144	83.26%	16.74%
Lower Middle	735	124	85.56%	14.44%
Upper Middle	734	126	85.35%	14.65%
Upper	630	233	73.00%	27.00%

The following tables are not for reporting but are provided for context relating to the numbers of colleagues by occupational group and Gender. They first table shows the pay gap and the variance from last year. The second table shows the pay gap for each year.

Staff Group	Headcount		Median Pay Gap	Median Pay Gap Variance
	Female	Male		
Add Prof Scientific & Tech	168	62	-2.64%	-2.65%
Additional Clinical Services	451	64	1.34%	-3.08%
Administrative and Clerical	650	168	19.08%	-2.15%
Allied Health Professionals	231	18	4.36%	4.36%
Estates and Ancillary	186	78	4.53%	0.47%
Healthcare Scientists	95	51	0.00%	0.00%
Medical & Dental	273	158	1.03%	-13.41%
Nursing and Midwifery Reg'd	914	69	3.08%	-2.74%

Staff Group	2017	2018	2019	2020	2021
Add Prof Scientific & Tech	-1.17%	-1.70%	-3.83%	0.01%	-2.64%
Additional Clinical Services	-6.00%	0.09%	-2.37%	4.42%	1.34%
Administrative and Clerical	15.90%	11.97%	15.34%	21.23%	19.08%
Allied Health Professionals	0.32%	3.86%	9.81%	0.00%	4.36%
Estates and Ancillary	8.08%	6.45%	3.69%	4.06%	4.53%
Healthcare Scientists	3.55%	6.12%	3.31%	0.00%	0.00%
Medical & Dental	14.92%	12.23%	14.45%	14.44%	1.03%
Nursing and Midwifery Reg'd	2.61%	3.96%	6.12%	5.82%	3.08%
All Non Medical Colleagues	-4.01%	-1.51%	3.17%	2.00%	4.48%
All Colleagues	9.31%	15.60%	15.75%	13.43%	19.15%

3. How this impacts on the Trust

Since mandatory GPG reporting was introduced in 2018 there has been publicity in the media around what organisations report. This has led to some confusion in discussions between Gender Pay Gap and Equal Pay. The issues that GPG raises are important but different. The NHS has a pay system in place based on equal pay for work of equal value.

The information in the charts above shows both the Mean Pay Gap and the Median Pay Gap. For comparison and reference the Median is generally used.

The Trust's overall Median Pay Gap has increased from 13.43% to 19.15%. The Median Pay Gap for all non-medical colleagues is 4.48%, an increase from 2.00% last year.

The occupational group with the highest gap remains as Admin & Clerical (19.08%). This group has historically seen more male senior managers; however, it is worth noting that Bands 8a through to 8d currently have more females (33) than males (22).

Medical & Dental group usually has the second highest pay gap however this has reduced this year to 1.03%, from 14.44% last year.

The group with the biggest yearly increase is Allied Health Professionals, which rose from 0.00% to 4.36%.

Healthcare Scientists have remained with a zero pay gap

4. Actions and next steps

As a Trust we need to continue to:-

- Develop further awareness of the issues around the Gender Pay Gap; along with looking at representation, particularly at senior levels within the Trust, i.e. there needs to be a greater representation of women at senior pay levels and equally the Trust needs to attract more men into other roles. This will form part of the Recruitment Review in the Trust's People Plan; and will be an important element in the Trust's roll out of its talent management approach.
- Ensure training and development opportunities are accessible to all. Also look at targeting specific groups of people where the pay gap is seen as an issue to ensure that progress is based on merit not gender as part of the recruitment and talent work above.
- Continue to promote equality, diversity and inclusion to prospective applicants to show the Trust as an employer of choice
- Contribute to a culture which enables women to progress and develop into more senior roles. Consider establishing a Women's Network to replace the Gender Network.
- Provide training and education to managers to address any issues related to unconscious bias as part of the Equality, Diversity and Inclusion actions.
- Specifically target female consultants to encourage them to apply for CEA awards and ensure a diverse representation on the decision making panel. Plus consider equality issues as part of the review of job planning.

Continued analysis of the data is needed to identify specific groups of colleagues and areas of work where there are clear pay gaps to encourage further discussion and promotion of available opportunities.

Further benchmarking analysis will also be undertaken, once all organisations have reported their data. This is to help build a picture alongside benchmarked organisation to see where the Trust stands and how we compare with other NHS organisations.

NHS Employers recommends that Trusts shared reports and proposed actions with all colleagues and staff side organisations, along with communicating progress and achievements with the organisation.

Additional Notes

Ordinary Pay

This 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
- pay for piecework

It does not include:

- remuneration referable to overtime
- remuneration referable to redundancy or termination of employment
- remuneration in lieu of leave
- remuneration provided otherwise than in money

Bonus Pay

This 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
- Doctors' clinical distinction/excellence awards will be regarded as bonus pay, as well as any other payments above the level of ordinary for performance or expertise such as performance related pay for very senior managers and others.

Additional Notes

- Please note that SCH bonus pay only includes the Doctors' clinical distinction/excellence awards
- Employees on full maternity pay (OMP) are currently excluded from the ESR BI report as the element returns a cash value only and it is therefore not possible to return an hourly rate
- Mean = Average of all the numbers
- Median = Middle value in a list of numbers
- Quartiles
 - In descriptive statistics, the **quartiles** of a ranked set of data values are the three points that divide the data set into four equal groups, each group comprising a quarter of the data. A quartile is a type of quantile. The first quartile (Q_1) is defined as the middle number between the smallest number and the median of the data set. The second quartile (Q_2) is the median of the data. The third quartile (Q_3) is the middle value between the median and the highest value of the data set.
 - In applications of statistics **quartiles** of a ranked set of data values are the four subsets whose boundaries are the three quartile points. Thus an individual item might be described as being "in the upper quartile".