

Statutory Gender Pay Gap Reporting

1 Background

On the 31 March 2017, it became mandatory for public sector organisations with more than 250 employees to report annually on their gender pay gap.

The gender pay gap differs from equal pay and the two terms are not interchangeable. 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, this can indicate there may be a number of issues to deal with, and the individual calculations may help to identify what those issues are.

The Trust is obliged to publish the following information on our public-facing website and report to government by the 31st March 2021:

- The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees (‘the mean gender pay gap’);
- The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees (‘the median gender pay gap’);
- The difference between the mean bonus pay paid to male relevant employees and that of female relevant employees (‘the mean gender bonus gap’);
- The difference between the median bonus pay paid to male relevant employees and that of female relevant employees (‘the median gender bonus gap’)
- The proportions of male and female relevant employees paid bonus pay (‘the proportions of men and women getting a bonus’); and
- The proportions of male and female relevant employees in the lower, lower middle, upper middle and upper quartile pay band (‘the proportion of men and women in each of four pay quartiles’).

2 Gender Pay Gap Reporting Key points

Appendix 1 includes a full copy of the Trust’s Gender Pay Gap information which has been obtained from the Electronic Staff Record (ESR) standard reports. The ESR standard reports are nationally produced to ensure the NHS meet their gender pay gap reporting requirements and the reporting period for the gender pay gap data is as at 31 March 2020.

2.1 Key Points to note are:

- The Trust workforce is 81% female and 19% male
- The Trust Medical & Dental workforce is 69% male and 31% female with 26% of the Trust’s overall male workforce being constituted within the Medical & Dental staff group
- As at March 2020 the Trust has a 31.46% mean average gender pay gap with females earning **£6.86 an hour less** than males. The mean average gender pay gap in 2020 has improved in comparison with 2019 data when as at 31st March 2019 females earned **£7.92 an hour less** than males with a 35.53% mean average gender pay gap
- As at March 2020 the Trust has a 15.13% median hourly rate gender pay gap with females earning **£2.53 an hour less** than males. The median gender pay gap in 2020 has improved in comparison with 2019 data when as at 31 March 2019 females earned **£3.09 an hour less** than males with a **19.98%** median gender pay gap.

- As at 31st March 2020 **29.42%** of male staff are situated within the highest earning quartile (quartile 4) compared with male staff representing 19% of the overall workforce. A key factor is due to the Medical & Dental workforce being predominantly male at 69% and this staff group are predominantly constituted within the highest earning quartile.
- As at 31st March 20 female staff proportionately continue to have lower representation in the highest earning quartile at 70.58% compared with female staff representing 79% of the overall workforce. This position has improved compared with March 2019 data when 64.38% of female staff were constituted within quartile 4.
- The 2020 bonus pay highlights an improving position over a 5-year timeframe with an average bonus gender pay gap of **65%** in 2017, **60%** in 2018, **55%** in 2019 and 53% in 2020. The median gender pay gap is **75%** in 2017, **71.05%** in 2018, **55.56%** in 2019 and **35.93%** in 2020. The bonus pay is primarily related to clinical excellence awards that are awarded to recognise and reward Consultants who perform `over and above` the standard expected in their role. It should be noted the Consultant workforce is predominantly male at 76.3%.

2.2 Gender Pay Gap Granular reporting

In response to the gender pay gap reporting the Trust has undertaken a granular analysis of the gender pay gap data by staff group to identify any hot spot areas. Medical & Dental and Administrative & Management staff groups continue to be areas where gender pay is a particular concern.

The medical & dental staff group has a 23.42% mean gender pay gap with female medical & dental staff earning **£9.43 per hour less** than male medical & dental staff. This is due to female medical & dental staff being primarily constituted within this staff group`s lower pay quartiles with only 13.9% of female medical & dental staff being constituted within the medical & dental highest pay quartile (quartile 4).

If we exclude Medical & Dental staff from the Trust wide gender pay gap figures the Trust`s mean gender pay gap is **3.16%** which equates to females earning **0.48pence** less than male staff per hour. This compares with the Trust`s overall gender pay gap (inclusive of Medical & Dental staff) of 31.46% which equates to females earning **£6.86 an hour less than male staff**.

An analysis of the gender pay gap for the Administrative & Management staff group highlights this staff group has a 29.28% average pay gap with female administrative & management staff earning **£5.25 an hour less** than male administrative & management staff. Males within this staff group are significantly constituted within the highest pay quartile at 43.6% male in quartile 4 compared with 12% male in quartile 1, 8% male in quartile 2 and 27% male in quartile 3.

It should be noted that in a number staff groups there is a negative pay gap ie. females earn more than males and these are within Additional Clinical Services staff group (includes HCA, Nursing Auxiliaries, ST & T Assistants) with a -4.65% pay gap (females earn **48 pence** more than male staff per hour), Allied Health Professionals staff group -1.36% pay gap (females earn **25pence** more than male staff per hour) and Healthcare Scientists staff group -11.52% pay gap (females earn **£1.91** more than male staff per hour).

Appendix 1

Gender Pay Gap Report summary data

As at 31st March 2020

2.1 Table 1- Average & Median Hourly rate

Gender	Avg. Hourly Rate	Median Hourly Rate
Male	£21.84	£15.54
Female	£14.94	£13.19
Difference	£6.86	£2.35
Pay Gap %	31.46%	15.14%

2.1.1 Average Hourly rate

As at 31st March 2020 the Trust has a 31.46% mean average gender pay gap with females earning **£6.86 an hour less** than males. In comparison with March 2019 data the mean average pay gap has improved and as at 31 March 2019 females earned **£7.92 an hour less** than males with a 35.53% mean average gender pay gap.

2.1.2 Median Hourly rate

As at 31st March 2020 the Trust has a 15.14% median hourly rate gender pay gap with females earning **£2.35 an hour less** than males. In comparison with March 2019 data the median gender pay gap in 2020 has improved and as at 31 March 2019 females earned **£3.09 an hour less** than males with a 19.98% median gender pay gap.

2.2 Table 2- % male and female employees in each pay quartile

Quartile	Female	Male	Female %	Male %
1	1258	244	83.75%	16.26%
2	1267	240	84.07%	15.93%
3	1301	204	86.45%	13.55%
4	1063	443	70.58%	29.42%

This calculation requires an employer to show the proportions of male and female full-pay relevant employees in four quartile pay bands with quartile 1 being the lowest paid and quartile 4 being the highest paid. All employees are placed into the cumulative order according to their pay which is undertaken by dividing the workforce into 4 equal parts.

Compared with quartiles 1-3 males are most highly constituted within quarter 4 at 29.42% compared with an average of between 13.55%- 16.25% within the other quartiles. Comparatively the reverse is true for females and they constitute 70.58% of quartile 4 compared with an average of between 83.75%- 86.45% within the other quartiles.

The information compares % within the individual quartiles. However, if we review the broader picture comparing the overall workforce constitution there are 1131 male employees and of these 443 are within

quartile 4 which represents 39.2% of all male employees. Comparatively of 4889 female employees only 808 females are constituted within quartile 4 which represents only 21.7% of all female employees.

In comparison with 2019 reporting there have been improvements in the composition of females within the pay quartiles, namely increases of female staff within quartiles 2- 4 in the 2020 reporting data.

2.3 Bonus information

Table 3

Gender	Avg. Pay	Median Pay
Male	£16,069.02	£9,414.18
Female	£7,459.01	£6,032.04
Difference	£8,610.01	£3,382.14
Pay Gap %	53.58%	35.93%

Table 4

Gender	Employees Paid Bonus	Total Relevant Employees	%
Female	9.00	5236	0.17%
Male	80.00	1186	6.75%

The data in tables 3 & 4 relates to clinical excellence awards for medical staff as this is the only payment identified within the ESR standard report which falls within the set definition of `bonus pay`. Clinical Excellence Awards recognise and reward Consultants who perform `over and above` the standard expected in their role. The payments within the Trust`s bonus information contains both local and national Clinical Excellence Awards. The Local CEA`s are administered within the Trust on an annual basis and the national CEAs are determined externally and administered by the Department of Health.

The data highlights that the average bonus pay gap for females as at March 2020 is 53.58% and the median pay gap is 35.93%. In comparison with March 2019 the position has improved and as at 31st March 2019 there was 55% average bonus pay gap and 55.56% median pay gap. As at 31st March 2020 0.17% of female staff received a bonus payment in comparison with 6.75% of male staff. When reviewing these figures consideration should be given to the overall consultant workforce profile which is predominately male at 76.3%.