

Wrightington, Wigan & Leigh NHS Foundation Trust

Gender Pay Gap report

1 Background

Gender Pay Gap legislation requires all employers of 250 or more employees to publish their gender pay gap information by the 31st March 2018 and by the same date every subsequent year.

The gender pay gap shows the difference between the average (mean or median) earnings of men and women. This is expressed as a percentage of men's earnings e.g. women earn 15% less than men. Used to its full potential, gender pay gap reporting is a valuable tool for assessing levels of equality in the workplace, female and male participation, and how effectively talent is being maximised.

The 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, 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.

There are many different factors that contribute to gender pay gaps and these include (but are not necessarily limited to) economic, cultural, societal and education factors. Key influences include unpaid caring responsibilities, part time working, segregation of occupational groups, potential undervaluing of women's work and pay discrimination.

The Trust is obliged to publish the following information on our public-facing website and report to government by the 31st March 2018:

- 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').

'Ordinary pay' means basic pay; allowances; pay for piecework; pay for leave; and shift premium pay. It does not include overtime pay; redundancy pay; pay in lieu of leave, or non-monetary remuneration.

'Bonus pay' means pay in the form of money, vouchers, securities, securities options, or interests in securities; and pay that relates to profit sharing, productivity, performance, incentive or commission. Non-consolidated bonuses are also included.

The gender pay gap information contained in this report has been obtained from the Electronic Staff Record standard reports that were nationally produced to ensure the NHS meet their gender pay gap reporting requirements. The reporting period for the gender pay gap data is as at 31 March 2017 and the

Trust is required to publish the information within one year of the snapshot date i.e. by 31st March 2018 and by the same date every subsequent year.

2 Contextual information: Trust gender headcount by pay band

To understand the context of the Trusts gender pay gap information it is important to also review the gender constitution of the Trust`s workforce by pay band.

As at 31 March 2017 the Trust employed 5120 staff and 79.51% are female and 20.49% are male. This gender distribution reflects the predominantly female workforce that can be found across NHS Organisations with national NHS figures highlighting a 23% male workforce and 77% female.

Table 1 details gender headcount by pay band:

Table 1

	Pay Band	Female Headcount	Male Headcount	Grand Total
Trust Board	Personal Salary	5	10	15
*Ad hoc salaries		4	4	8
Bands 1-9	Band 1	359	66	425
	Band 2	1024	221	1245
	Band 3	365	63	428
	Band 4	369	66	435
	Band 5	814	105	919
	Band 6	532	67	599
	Band 7	361	62	423
	Band 8 - Range A	94	34	128
	Band 8 - Range B	21	14	35
	Band 8 - Range C	6	6	12
	Band 8 - Range D	6	6	12
	Band 9	1	1	2
Bands 1-9 Total		3952	711	4663
Medical and Dental		110	324	434
Grand Total		4071	1049	5120

**Ad hoc salaries includes apprentices and staff not on medical & dental or AfC paycales*

This information highlights the following key points:

- 33.3% of the Trust Board (including Non-Executive Directors) are female and 66.7% are male. If we isolate this to Executive Directors 42.9% are female and 57.1% are male
- Proportionately the largest number of female employees are constituted within Band 2 and Band 5 paycales and these reflect the large % of female workforce which are employed as Band 5 Staff Nurses and Band 2 Nursing Auxiliaries
- Of the 434 medical & Dental staff 324 are male (74.6%) and only 110 are female (25.3%)
- Male employees are predominately constituted within Medical & Dental, Band 5 and Band 2 paycales

3 Gender Pay Gap information

The tables below detail the Trusts gender pay gap information with explanatory notes. The data is as at 31 March 2017 as defined by the national reporting requirements.

3.1 Average & Median Hourly rate

Table 2

Gender	Avg. Hourly Rate	Median Hourly Rate
Male	£21.01	£14.17
Female	£13.57	£11.76
Difference	£7.44	£2.40
Pay Gap %	35.39%	16.96%

3.1.1 Average Hourly rate

A **mean** average involves adding up all of the numbers and dividing the result by how many numbers were in the list. Mean averages are useful because they place the same value on every number they use, giving a good overall indication of the gender pay gap, but very large or small pay rates can 'dominate' and distort the answer.

The Trust has a 35.39% mean average gender pay gap with females earning **£7.44 an hour less** than males.

3.1.2 Median Hourly rate

A **median** average involves listing all of the numbers in numerical order. If there is an odd number of results, the median average is the middle number. If there is an even number of results, the median will be the mean of the two central numbers.

Median averages are useful to indicate what the 'typical' situation is i.e. in the middle of an organisation and are not distorted by very large or small pay rates.

The Trust has a 16.96% median hourly rate gender pay gap with females earning **£2.40 an hour less** than males.

3.2 % Male & Female staff in each pay quartile

Table 3

Quartile	Female	Male	Female %	Male %
1	1018.00	198.00	83.72%	16.28%
2	998.00	217.00	82.14%	17.86%
3	1034.00	184.00	84.89%	15.11%
4	804.00	414.00	66.01%	33.99%

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

Table 3 demonstrates that compared with quartiles 1-3 males are most highly constituted within quarter 4 at 33.99% compared with an average of 16.4% within the other quartiles. Comparatively the reverse is true for females and they constitute 66% of quartile 4 compared with an average of 83.5% within the other quartiles.

Table 3 information compares % within the individual quartiles. However, if we review the broader picture comparing the overall workforce constitution there are 1013 male employees and of these 414 are within quartile 4 which represents 40% of all male employees. Comparatively of 3854 female employees only 804 females are constituted within quartile 4 which represents only 20.8% of all female employees.

3.3 Bonus Information

Table 4

Gender	Avg. Pay	Median Pay
Male	£16,939.34	£11,934.30
Female	£5,929.35	£2,983.55
Difference	£11,010.00	£8,950.75
Pay Gap %	65.00%	75.00%

Table 5

Gender	Employees Paid Bonus	Total Relevant Employees	%
Female	11.00	4047.00	0.27
Male	81.00	1061.00	7.63

The data in tables 4 & 5 relates to Clinical Excellence Awards for medical staff as this is the only payment currently identified within the Trust which falls within the set definition of `bonus pay`.

Under the national Medical & Dental terms & conditions Consultants are eligible to apply for Clinical Excellence Awards (CEA). This recognises and rewards individuals who demonstrate achievements in developing and delivering high quality patient care over and above the standard expected in their role, with a commitment to the continuous improvement to the NHS.

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 the average bonus pay gap for females is 65% and the median pay gap is 75%. The Trust has a predominantly male consultant workforce (82%) and whilst we did have 11 female consultants in receipt of local CEA payments within the reporting period a number of male consultants were also in receipt of national CEA's which attract significantly higher payments than the local CEA's. This factor is significantly driving up the average and median bonus pay for the male consultants compared with females; however, this particular aspect is not within the management control of the Trust as the National CEA awards are determined externally by the Department of Health

4 Summary

The information highlights within the Trust we do have gender pay gap between female and male relevant employees with males across both the average, median and bonus gap being paid more than females.

In terms of average and median pay the key reason for this pay differential is due to a higher % of the overall male workforce being constituted in pay quartile 4 (see section 3.2). There are a number of factors that contribute to this which include:

- Medical & Dental staff are primarily constituted within quartile 4 due to their salary levels and there is a significant gender imbalance within this staff group at only 25.35% female and 74.65% male. This factor is driving up the overall average, median and bonus pay for the male workforce compared with females
- Another key factor is the number male staff within Band 6+ Agenda for Change Administration & Management staff group. There are 74 male staff that fall within this category compared with 89 female staff which when compared with the overall workforce gender constitution is disproportionate with males being overrepresented in this group.

5 Conclusion

5.1 Medical & Dental workforce composition

The issue of the disproportionate gender % of the Medical & Dental staff is a national issue and when we compare the Trust's gender constitution of medical & dental staff against the National NHS figures this highlights:

- 22% of male NHS staff are within the Medical & Dental staff group compared with 30.8% of the Trust's male workforce
- 5% of female NHS staff are within the Medical & Dental staff group compared with 2.71% of the Trust's female workforce

When comparing the Trust with the overall NHS national profile it should be noted the gender profile will vary slightly by NHS sector e.g. there are an increased number of female medical staff within the community setting when compared with the acute sector.

The overall number of female medical students and trainees is increasing and so we should start to see an overall shift in the gender make-up of the Medical & Dental workforce in the medium to longer term. However, the Trust will also give this matter due consideration and identify if there are any local actions it also wishes to consider in response to this issue.

5.2 Agenda for Change Band 6+ Administration & Management staff group

It is noted the gender composition of this staff group is overrepresented by males in comparison to the overall gender profile of the Trust. The Trust will therefore give this matter due consideration and identify if there are any local actions it wishes to consider in response to this issue. This may include a review of our current Leadership programme provision and Coaching/Mentoring programmes that are available within the Trust.

5.3 Wider follow up actions

An action plan to respond to the identified gender pay gap will be developed and will form part of the Trusts Equality Delivery system action plan and progress will be reported to the Inclusion & Diversity Steering Group. In addition each year onwards we will be required to publish our data on the Government website and the Trust's website.