

## Gender Pay Gap Reporting

### 1 Background

On 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. 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 31<sup>st</sup> March 2019:

- 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 themes for the Trust

Appendix 1 includes a full copy of the Trust's Gender Pay Gap information which has been obtained from the Electronic Staff Record standard reports that are 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 2018.

Key Points to note are:

- The Trust workforce is 79% female and 21% male
- The Trust Medical & Dental workforce is 76% male and 24% female with 48% of the overall male workforce being constituted within this staff group
- As at March 2018 the Trust has a 36.52% mean average gender pay gap with females earning **£7.93 an hour less** than males. The mean average gender pay gap in 2018 has worsened in comparison with 2017 data when as at 31<sup>st</sup> March 2017 females earned **£7.44 an hour less** than males with an 35.39% mean average gender pay gap

- As at March 2018 the Trust has a 21.68% median hourly rate gender pay gap with females earning **£3.29 an hour less** than males. The median gender pay gap in 2018 has worsened and as at 31 March 2017 females earned **£2.40 an hour less** than males with a 16.96% median gender pay gap.
- As at 31<sup>st</sup> March 2018 male staff proportionately continue to be heavily constituted within the highest earning quartile at 36.02% within quartile 4. A key factor is due to the medical & dental workforce being predominantly male and this staff group are predominantly constituted within the highest earning quartile.
- As at 31<sup>st</sup> March 2018 female staff proportionately continue to have lower representation in the highest earning quartile at 63.98% compared with female staff representing 79% of the overall workforce. This is a slight deterioration compared with March 2017 data when 66% of female staff were constituted within quartile 4.
- The 2018 bonus pay highlights an improving position with an average bonus gender pay gap of **60%** in 2018 compared with **65%** in 2017 data and a median gender pay gap of **71.05%** in 2018 compared with **75.0%** in 2017. 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 82%.
- Benchmarking NHS Trust information relating to the 31<sup>st</sup> March 2018 data is not yet fully available due to the deadline of reporting being 31<sup>st</sup> March 2019. However, a comparison will be undertaken once the March 2018 data for our Northwest peer group is available and any subsequent actions will be incorporated into the 2019-20 EDS action plan.

### 3 Actions in response to the Gender Pay Gap reporting

The actions in response to the Gender Pay Gap reporting are incorporated into the Equality Delivery system action plan which is overseen by the Inclusion & Diversity Steering Group.

Key actions in response to the Gender Pay Gap data include the introduction of a Springboard Women`s Development programme which will be designed for women from all backgrounds, ages and stages of their lives. It allows women to enhance their own skills and abilities, challenge power and equality, while building confidence, assertiveness and a positive image. In addition a key focus for 2019-20 will be the development of listening events for female staff aspiring to Senior Management level and there will be work undertaken to publicise case studies of females working at Senior Management level to further raise awareness in this area. In relation to the bonus pay indicator a recent positive change is any clinical excellence award payments for part time consultant staff are now based on the full time equivalent salary and are no longer a pro rata based payment.

Further work will be undertaken to analyse the Gender Pay Gap data at both a staff group and Divisional level. This granular level data will enable us to identify further actions that are required which may include the introduction of key performance indicators to improve our performance in these key areas and reduce inequality.

## Appendix 1

### Gender Pay Gap Report summary data As at 31<sup>st</sup> March 2018

#### 2.1 Table 1- Average & Median Hourly rate

Gender	Avg. Hourly Rate	Median Hourly Rate
Male	21.74	15.20
Female	13.80	11.90
Difference	7.93	3.29
Pay Gap %	<b>36.52%</b>	<b>21.68%</b>

##### 2.1.1 Average Hourly rate

As at 31<sup>st</sup> March 2018 the Trust has a 36.52% mean average gender pay gap with females earning **£7.93 an hour less** than males. In comparison with March 2017 data the mean average pay gap has deteriorated and as at 31 March 2017 females earned £7.44 an hour less than males with a 35.39% mean average gender pay gap.

##### 2.1.2 Median Hourly rate

As at 31<sup>st</sup> March 2018 the Trust has a 21.68% median hourly rate gender pay gap with females earning **£3.29 an hour less** than males. In comparison with March 2017 data the median gender pay gap in 2018 has worsened and as at 31 March 2017 females earned £2.40 an hour less than males with a 16.96% median gender pay gap.

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

Quartile	Female	Male	Female %	Male %
1	1024.00	189.00	84.42%	15.58%
2	1001.00	215.00	82.32%	17.68%
3	1017.00	200.00	83.57%	16.43%
4	778.00	438.00	63.98%	36.02%

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 4 equal parts.

Compared with quartiles 1-3 males are most highly constituted within quarter 4 at 36.02% compared with an average of between 15.58%- 17.68% within the other quartiles. Comparatively the reverse is true for females and they constitute 63.98% of quartile 4 compared with an average of between 82.32%- 84.42%% 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 1042 male employees and of these 438 are within quartile 4 which represents 42% of all male employees. Comparatively of 3820 female employees only 778 females are constituted within quartile 4 which represents only 20.4% of all female employees. This is a slight deterioration compared with March 2017 data when 66% of female staff were constituted within quartile 4.

## 2.3 Bonus information

Table 3

Gender	Avg. Pay	Median Pay
Male	17,216.98	11,451.15
Female	6,752.91	3,315.21
Difference	10,464.07	8,135.94
<b>Pay Gap %</b>	<b>60.78%</b>	<b>71.05%</b>

Table 4

Gender	Employees paid bonus	Total relevant employees	%
Female	10	4056	0.25%
Male	82	1113	7.37%

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 is 60.78% and the median pay gap is 71.05%. In comparison with March 2017 reporting the position has slightly improved and as at 31<sup>st</sup> March 2017 there was 65% average bonus pay gap and 75% median pay gap. As at 31<sup>st</sup> March 2018 0.25% of female staff received a bonus payment in comparison with 7.37% of male staff. When reviewing these figures consideration should be given to the overall consultant workforce profile which is predominately male.