

Gender Pay Gap Reporting

We are an employer **required by law** to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Gender Pay Reporting requires our organisation to make calculations based on employee gender, **using our existing HR and payroll records** via the NHS Electronic Staff Record, and publish the results by 30 March 2018.

It involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation at 31st March 2017.

The Gender Pay Gap data that we are required to publish is tightly prescribed, and is taken from existing data sources ie ESR. The data poses more questions than it answers, and further analysis and an action plan will be taken through the Equality and Workforce Committee in due course.

The key points we can take from the data so far are:

- There is about a 10% difference between the average hourly rates paid to men and women
- There is about a 10% difference between the average bonus paid to men and women (bonuses here are clinical excellence awards paid to senior medical staff)

It is worth noting that the rigorous application of a robust job evaluation system, such as the system that underpins Agenda for Change, supports our equality aims because it is based on equal pay for roles of equal value. We need to understand more about the causes of the differences in average pay, and this will be the focus of our work going forward.

Mean and median gender pay gap

These calculations look at the average and median hourly rates paid to men and women, and the difference between the two.

Gender	Mean (Average) Hourly Rate	Median Hourly Rate
Male	£22.71	£20.19
Female	£20.34	£18.63
Difference	£2.37	£1.56
Pay Gap %	10.43%	7.74%

Mean and median bonus gender pay gap

The only payments we make that are classified as bonuses are clinical excellence awards (CEAs) paid to our senior medical staff.

Gender	Mean (Average) Bonus Pay*	Median Bonus Pay*
Male	£14,071.79	£11,934.30
Female	£12,649.76	£8,950.75
Difference	£1,422.03	£2,983.55
Pay Gap %	10.11 %	25.00%

Proportion of men and women receiving a bonus payment (CEAs)

	Staff who received a bonus payment*	Total Staff	Proportion Receiving a bonus payment*
Male	43	1403	3.06%
Female	66	3017	2.19%

When the proportion of staff who received a bonus payment is calculated based only on the number of senior medical staff, female staff are more likely to receive a bonus.

	Staff who received a bonus payment	Total Senior Medical Staff eligible to receive a bonus	Proportion Receiving a bonus payment
Male	43	127	33.86%
Female	66	111	59.46%

Proportion of men and women in each quartile pay band

Quartile	Female	Male	Female %	Male %
Low - 1	764	339	69.27%	30.73%
2	798	308	72.15%	27.85%
3	742	334	68.96%	31.04%
High - 4	713	422	62.82%	37.18%

At March 2017 the overall proportion of staff in the Trust was:

Female %	Male %
69.14%	30.86%

Next Steps

- We will undertake further analysis by Agenda for Change band and Medical grades, and by age, to better understand the issues that need to be addressed.
- We will develop an action plan based on this further analysis.