

REPORT TO THE EQUALITIES & WORKFORCE COMMITTEE

January 2020

Title	Gender Pay Gap Reporting
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Purpose of the report

To provide the Equalities & Workforce Committee with information and data on the Gender Pay Gap Reporting for 2019.

Summary

This paper provides an information and data on the Gender Pay Gap reporting for 2019.

The Trust is committed to eliminating discrimination between men and women based on gender and also on the basis of all other protected characteristics such as age, nationality, disability, ethnicity and sexuality as examples. Through this commitment the Trust is aiming to promote and support an equitable and fair pay system that recognises the contribution of all staff irrespective of gender.

The Trust encourages best practice recruitment to attract applicants from all backgrounds and to create opportunities for all employees to progress once in employment and to challenge systems, processes and mind-sets to ensure they do not disadvantage women or any other group.

Quality Priorities, BAF risks, issues for escalation

This paper relates to the staff experience quality priorities:

- To reduce staff turnover by 10% over three years
- To increase to 75% the proportion of staff recommending SLaM as a place to work

This paper also relates to the following BAF risks:

- BAF risk 1 – Workforce: If the Trust cannot attract, recruit and retain enough highly skilled staff, in the right settings with the ability to respond to organisational change, the risk is that the quality of care may not be acceptable or consistent across services.

Gender Pay Gap Reporting 2019

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The Trust encourages best practice recruitment to attract applicants from all backgrounds and to create opportunities for all employees to progress once in employment and to challenge systems, processes and mind-sets to ensure they do not disadvantage women or any other group.

Our gender pay gap reporting provides a useful analysis of the broad differences in pay between men and women but the reasons for these need to be further explored.

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. We will establish this by **using our existing HR and payroll records** via the NHS Electronic Staff Record.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation at 31st March 2019.

The Gender Pay Gap data we are required to publish is tightly prescribed and is taken from existing data sources such as ESR. It is worth noting that the rigorous application of a robust job evaluation system, such as Agenda for Change supports our equality aims as it is based on equal pay for roles of equal value. It is also acknowledged that where unsocial hours are a regular feature of a working pattern for some staff groups, this will affect the average pay overall.

The key points from the data this year are:

- There is 11.54% difference between the average hourly rates paid to men and women. This has increased from a difference of 10.08% in the previous year.
- There is a 6.61% difference between the average bonus pay paid to men and women (bonus pay here are Clinical Excellence Awards paid to Consultant Medical Staff). This is an increase from 5.78% in the previous year.
- The difference in average median pay paid to men is 10.24% higher than that paid to women which has increased from 9.31% in the previous year.
- The difference in average median bonus pay paid to men compared to women has decreased from 23.42% last year to 15.91% this year.

Average Mean and Median Gender Pay Gap

We are required to calculate the following information:

- The mean gender pay gap
- The median gender pay gap

Gender	Mean (Average) Hourly Rate	Median Hourly Rate
Male	£23.18	£20.39
Female	£20.50	£18.30
Difference	£2.68	£2.09
Pay Gap %	11.54%	10.24%

- The data reveals that there is an 11.54% difference between the average hourly rates paid to men and women. This has increased from a difference of 10.08% in the previous year. In addition, the difference in average median pay paid to men is 10.24% higher than that paid to women which has increased from 9.31% in the previous year.

Median and Mean Bonus Pay Gap

The Trust does not pay traditional performance bonuses. The only related bonus pay made to staff is that of Clinical Excellence Awards (CEAs) which are only paid to senior Medical staff. Each year through the CEA process, Consultants can apply for Clinical Excellence Awards although achieving one is not guaranteed. For the purposes of gender pay gap reporting CEAs are used to calculate the mean and median bonus pay for staff.

- The mean bonus gender pay gap *
- The median bonus gender pay gap *

Gender	Mean (Average) Bonus Pay*	Median Bonus Pay*
Male	£13,491.34	£9,098.16
Female	£12,599.11	£7,715.93
Difference	£892.23	£1,382.23
Pay Gap %	6.61 %	15.91%

The above data indicates there is a 6.61% difference between the average bonus pay paid to men and women - bonus pay here are Clinical Excellence Awards (CEAs) paid to Consultant Medical Staff. This is an increase from 5.78% in the previous year. The difference in average median bonus pay paid to men compared to women has decreased from 23.42% last year to 15.91% in this reporting year.

Proportion of men and women receiving bonus pay (CEAs)

- The proportion of males receiving a bonus payment*
- The proportion of females receiving a bonus payment*

	Staff who received a bonus payment*	Total Staff	Proportion Receiving a bonus payment*
Male	69	1538	4.49%
Female	47	3539	1.33%

*Bonus payments are Clinical Excellence Awards paid over the financial year from April 18-March 19. These Awards are intended to recognise and reward senior medical staff who contribute most towards the delivery of safe and high quality care to patients and to the continuous improvement of NHS services.

Below is the proportion of staff who received a bonus payment, calculated based only on the number of senior medical staff.

	Staff who received a bonus payment	Total Senior Medical Staff eligible to receive a bonus	Proportion Receiving a bonus payment
Male	69	118	58.47%
Female	47	107	43.93%

The proportion of men receiving bonus pay has slightly increased on the previous year by 7.3% and the proportion of women receiving bonus pay has also increased by 12.2%.

The proportion of males and females in each quartile pay band

Quartile	Female	Male	Female %	Male %
Low - 1	785	348	69.29%	30.71%
2	895	286	75.78%	24.22%
3	819	352	69.94%	30.06%
High - 4	718	449	61.53%	38.47%

At March 2019 the overall proportion of staff in the Trust was:

Female %	Male %
70.01%	29.99%

This represents a 0.96% increase in female staff compared to the previous year.

We are required to publish the results on our own website and a government website.

Next Steps and future action:

- Publish our Gender Pay Gap data for 2019 in accordance with national guidance.
- Continue to promote opportunities for career progression for all staff and ensure fairness in processes for this.
- Ensure we use best recruitment practices to attract applicants from all backgrounds.
- Create opportunities for employees to progress through robust appraisal, personal development plans and talent management supported through education and development.
- Challenge systems and mind-sets to ensure they do not disadvantage women or other groups. Our Inclusive Leadership organisational intervention was a key approach to this.
- Encourage mentoring and using senior role models to mentor staff especially those from disadvantaged groups.
- Promote flexible working and staff support.
- Review CEA process to focus how we attract more women Consultants to apply for CEAs.
- Continue with our Disability Confident and Mindful Employer accreditation so we are committed to encouraging equality and access and to help and recruit and retain people with disabilities or health conditions.
- Build on our staff networks – BME, Lived Experience and LGBT to encourage increased equality and access and use those networks to inform further work to promote fairness.
- Continue to implement all aspects of our comprehensive Workforce Race Equality Standard (WRES) action plan to improve opportunities for staff.
- Continue to develop our Workforce Disability Equality Standard (WDES) Action Plan and deliver its implementation.
- Implement and embed our refreshed approach to Talent Management.

Michael Kelly

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