



Gender Pay Gap Report 2018

Introduction

As at 31st March 2018, the Trust had 7,334 employees.

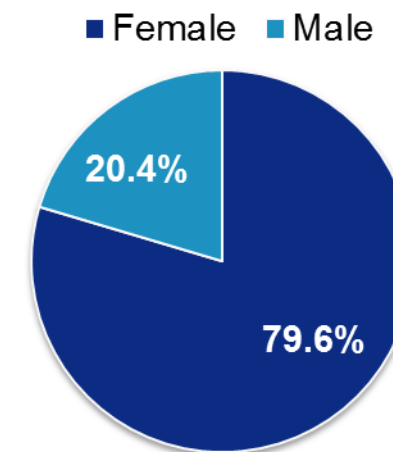
Like many other NHS hospitals, the female workforce makes up the majority of our total staffing at 79.6%, with the remaining 20.4% being male.

The bar graph illustrates each of the different staff groups that make up our total workforce, broken down by gender.

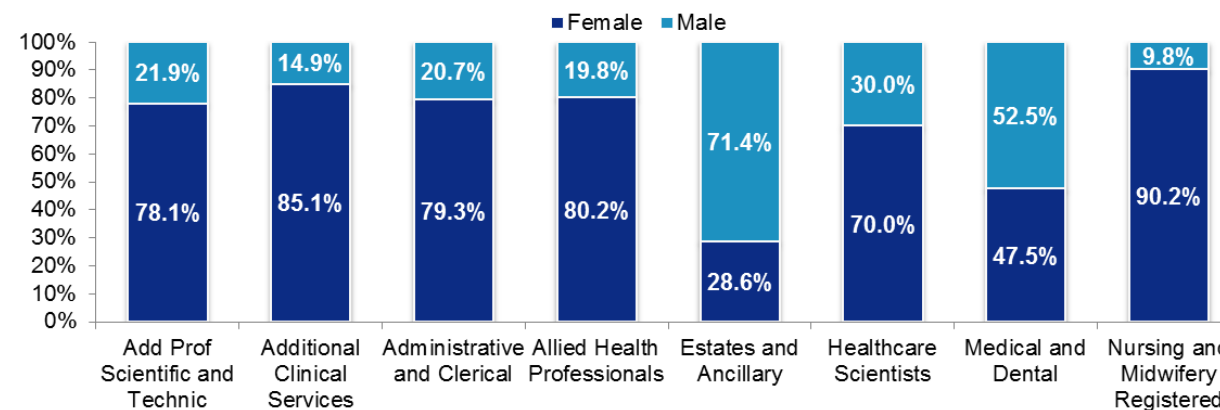
The Governments Equalities Office have asked each trust to report and publish the following metrics;

- Mean Gender Pay Gap
- Median Gender Pay Gap
- Mean Bonus Gender Pay Gap
- Median Bonus Gender Pay Gap
- Proportion of Males and Females receiving a bonus payment.
- Proportion of males and females in each quartile pay-band.

Total Workforce - By Gender



Staff Groups - By Gender



Ordinary Pay and Bonus Pay

For the purposes of Gender Pay Gap Reporting, all trusts have been instructed to split out all payments received by the workforce over the financial year into two defined categories:

1. Ordinary Pay
2. Bonus Pay

What is included?

- All pay gap data provided in this report was obtained through the national Gender Pay Gap dashboards via the Electronic Staff Record (ESR) Business Intelligence (BI) reporting suite. Default filters were used.
- This data includes both staff on Agenda for Change and staff on non-Agenda for Change terms and conditions.
- Clinical Excellence Awards for medical staff are included in both ordinary and bonus pay calculations.

What is excluded?

- Additional Programmed Activities (APA) are excluded from the data as APAs are classed as voluntary and are above the 10 PA basic consultant contract.

Mean Gender Pay Gap

The calculation

$$\frac{(A-B)}{A} \times 100$$

A is the mean hourly rate of pay of all male full-pay relevant employees.

B is the mean hourly rate of pay of all female full-pay relevant employees.

The result is expressed as a percentage.

The results

The result illustrates that females earn 32.1% less than males when calculating the Mean Gender Pay Gap.

This is slightly higher in comparison to neighbouring acute trusts, however this could be due to how each trust has decided to categorise their payments that employees have received under “ordinary” or “bonus”.

Deeper analysis demonstrates that some of the reasons for the pay gap include the following:

- Whilst the trust employs more female employees, a greater proportion of male employees occupy senior posts and receive on-call and clinical director allowances.

Gender	Mean Hourly Rate
Male	£22.83
Female	£15.49
Difference	£7.34
Pay Gap %	32.1%

Median Gender Pay Gap

The calculation

$$\frac{(A-B)}{A} \times 100$$

A is the median hourly rate of pay of all male full-pay relevant employees.

B is the median hourly rate of pay of all female full-pay relevant employees.

The result is expressed as a percentage.

Gender	Median Hourly Rate
Male	£17.43
Female	£14.18
Difference	£3.26
Pay Gap %	18.7%

The results

The result illustrates that females earn 18.7% less than males when calculating the Median Gender Pay Gap.

Deeper analysis demonstrates that some of the reasons for the pay gap include similar reasons to the mean gender pay gap in the previous slide;

- Whilst the trust employs more female employees, a greater proportion of male employees occupy senior posts and receive on-call and clinical director allowances.

Mean Bonus Gender Pay Gap

The calculation

$$\frac{(A-B)}{A} \times 100$$

A is the mean bonus pay of all male relevant employees who were paid bonus pay during the 12 month period ending on 31st March 2018.

B is the mean bonus pay of all female relevant employees who were paid bonus pay during the 12 month period ending on 31st March 2018.

Female and male relevant employees who were not paid bonus pay during the 12 month period are not included.

The result is expressed as a percentage.

Gender	Mean Bonus Pay
Male	£11,987.24
Female	£8,642.06
Difference	£3,345.18
Pay Gap %	27.9%

The results

The result illustrates that females earn 27.9% less than males when calculating the Mean Bonus Gender Pay Gap.

Deeper analysis demonstrates that some of the reasons for the pay gap include;

- A greater proportion of the medical workforce who are male apply and receive payments for clinical excellence awards.
- No other staff groups receive these types of bonus payments.
- A large number of female employees work part-time.

Median Bonus Gender Pay Gap

The calculation

$$\frac{(A-B)}{A} \times 100$$

A is the median bonus pay of all male relevant employees who were paid bonus pay during the 12 month period ending on 31st March 2018.

B is the median bonus pay of all female relevant employees who were paid bonus pay during the 12 month period ending on 31st March 2018.

Female and male relevant employees who were not paid bonus pay during the 12 month period are not included.

The result is expressed as a percentage.

Gender	Median Bonus Pay
Male	£9,040.50
Female	£6,027.04
Difference	£3,013.46
Pay Gap %	33.3%

The results

The result illustrates that females earn 33.3% less than males when calculating the Median Bonus Gender Pay Gap.

Deeper analysis demonstrates that some of the reasons for the pay gap include similar reasons to the mean bonus pay gender pay gap in the previous slide;

- A greater proportion of the medical workforce who are male apply and receive payments for clinical excellence awards.
- No other staff groups receive these types of bonus payments.
- A large number of female employees work part-time.

Proportion of Males & Females Receiving a Bonus Payment

First calculation

$$\frac{A}{B} \times 100$$

A is the number of male relevant employees who were paid bonus pay during the 12 month period ending on 31st March 2018.

B is the number of male relevant employees

C is the number of female relevant employees who were paid bonus pay during the 12 month period ending on 31st March 2018.

D is the number of female relevant employees

Second calculation

$$\frac{C}{D} \times 100$$

Gender	Employees Paid Bonus	Total Relevant Employees	%
Male	163	1574	10.4%
Female	71	5938	1.2%

The results

The result illustrates that 10.4% of male relevant employees received a bonus payment and 1.2% of female relevant employees received a bonus payment.

Deeper analysis demonstrates that some of the reasons for the pay gap;

- A greater proportion of the medical workforce who are male apply and receive payments for clinical excellence awards.
- A greater proportion of female employees work part-time or have flexible working patterns, and thus are less likely to work additional hours.

Proportion of Males & Females in Each Quartile Band

First calculation

$$\frac{A}{C} \times 100$$

A is the number of male full-pay relevant employees in the quartile

B is the number of female full-pay relevant employees in the quartile

C is the total number of employees in the quartile

Second calculation

$$\frac{B}{C} \times 100$$

Quartile	Female %	Male %
1	84.8%	15.2%
2	83.2%	16.8%
3	84.8%	15.2%
4	63.5%	36.5%

The results

All female staff and all male staff are ranked separately according to their pay (ordinary and bonus pay combined). They are then put in to four quartiles with;

- Quartile 1 being lowest paid staff
- Quartile 2 being lower middle – paid staff
- Quartile 3 being upper middle – paid staff and;
- Quartile 4 being highest paid staff.

Males are under-represented in Quartile 1, 2 and 3, while Quartile 4 shows a higher proportion of males.

Quartile 4 has a higher number of male, medical and dental workforce who receive a large number of bonus payments.

Improvement Actions

- Review the application process for Clinical Excellence Awards to ensure in line with equality requirements
- Clinical Excellence Awards panel to have female representation
- Actively encourage more applications for Clinical Excellence Awards from females
- Monitor outcomes of Clinical Excellence Awards panels against work profile to ensure equitable balance
- Ensure the Flexible Working work stream, identifies and responds to any areas of gender inequality
- Review of the National Staff Survey 2018 data to identify and respond to any hotspots highlighting gender inequality
- Hold a staff engagement event focussed on gender equality to better understand any barriers and potential areas for improvement
- Promote the Health and Care Women Leaders Network, delivered by NHS Confederation and NHS Employers:
<https://www.nhsemployers.org/campaigns/health-and-care-women-leaders-network>
- Promote the onsite nursery and childcare vouchers to support parents and guardians
- Conduct a review of the Special Leave Policy to ensure gender equality

Comparison

Mean & Median Gender Pay Gap

Mean Hourly Rate		
Gender	2017	2018
Male	£22.76	£22.83
Female	£14.68	£15.49
Difference	£8.08	£7.34
Pay Gap %	35.5%	32.1%

Median Hourly Rate		
Gender	2017	2018
Male	£13.65	£17.43
Female	£12.15	£14.18
Difference	£1.50	£3.26
Pay Gap %	11.0%	18.7%

Mean & Median Bonus Gender Pay Gap

Mean Bonus Pay		
Gender	2017	2018
Male	£11,075.00	£11,987.24
Female	£4,276.00	£8,642.06
Difference	£6,799.00	£3,345.18
Pay Gap %	61.4%	27.9%

Median Bonus Pay		
Gender	2017	2018
Male	£8,212.00	£9,040.50
Female	£1,550.00	£6,027.04
Difference	£6,662.00	£3,013.46
Pay Gap %	81.1%	33.3%

Comparison

Proportion of Males & Females Receiving a Bonus Payment

Gender	2017			2018		
	Employees Paid Bonus	Total Relevant Employees	%	Employees Paid Bonus	Total Relevant Employees	%
Male	154	1369	11.2%	163	1574	10.4%
Female	114	5690	2.0%	71	5938	1.2%

Proportion of Males & Females Receiving a Bonus Payment

Quartile	2017	
	Female %	Male %
1	81.6%	18.4%
2	85.1%	14.9%
3	82.7%	17.3%
4	71.3%	28.7%

Quartile	2018	
	Female %	Male %
1	84.8%	15.2%
2	83.2%	16.8%
3	84.8%	15.2%
4	63.5%	36.5%

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