

## Gender Pay Gap Report 2016/2017

### 1. Introduction

Our Workforce Strategy is built on a foundation of equality and fairness within the workplace. A crucial element of this is equal and fair pay. The Gender Pay Gap Legislation requires public employers (with over 250 employees) to publish details of female and male pay. Although a statutory requirement, we believe this new report provides an important insight into remuneration arrangements within the Trust. This report will help us to gain a greater understanding of the reasons behind any pay gaps between male and female staff.

It is important to note that the gender pay gap is different from equal pay for work of equal value. The vast majority of our staff are employed on national arrangements in the main Agenda for Change terms and conditions. The Agenda for Change pay structure is underpinned by a nationally agreed job evaluation system, which is designed to ensure that all staff are paid equally for the same work or work which can be deemed as equal.

The gender pay gap shows the difference between what female and male staff are paid on average across the whole Trust.

This report goes beyond the minimum requirements for gender pay gap reporting in order to help us identify ways of reducing or eradicating any pay gaps.

### 2. The Trust's Workforce

We employ over 4,500 staff, the majority of which are female. The gender profile for the Trust is shown below:

Female	76.4%
Male	23.6%

The predominant pay arrangements within the Trust is Agenda for Change, with over 80% of staff covered by these arrangements. These are nationally determined pay and conditions of service. The Agenda for Change has 12 pay bands with Band 1 being the lowest and Band 9 the highest. The gender profile by pay band is shown below:

Agenda for Change Pay Band	Female %	Male %
1	88.2	11.8
2	80.5	19.5
3	78.9	21.1
4	78.5	21.5
5	79	21.0
6	76.2	23.8
7	74.2	25.8
8a	70.2	29.8
8b, 8d and 9	62.2	37.8

### 3. Gender Pay Profile

#### 3.1 Average Hourly Rate by Gender

The table below shows the average hourly rate and the median (mid-point) hourly rate for all female and male staff within the Trust. It includes both full-time and part-time employees:

Gender	Average Hourly Rate	Median (Mid-Point) Hourly Rate
Female	£14.41	£12.81
Male	£17.92	£14.73
Difference	£3.51	£1.92
% Pay Group	19.6%	13.0%

The pay gap between what an average female and male staff are paid is 19.6% and this appears to be consistent with what other NHS organisations are reporting: There seems to be 2 underlying reasons for the difference:

- The vast majority of staff in pay band 1 and 2, which are the lowest pay rates, are female.
- Medical staff, below Consultant level, shows a significant difference between female and male staff, which seems largely to relate to on-call payments and additional activities.

#### 3.2 Pay Quartiles by Gender

The table below shows the percentage of females and males by each pay quartile (dividing the workforce pay into 4 equal parts) is shown below. Quartile 1 represents the lowest salaries and Quartile 4 represents the highest salaries.

Pay Quartile	Female	Male
1	83.6%	16.4%
2	77.5%	22.5%
3	78.1%	21.9%
4	66.5%	33.5%
<b>Overall</b>	<b>76.4%</b>	<b>23.6%</b>

This table shows that female staff occupy the largest portion of the lower pay bands jobs.

#### 3.3 Bonus Payments

The Trust operates a Clinical Excellence Award scheme for Medical Consultants in line with national terms and conditions. The scheme is designed to promote and reward clinical excellence. Under the statutory reporting arrangements, this is considered a bonus payment. The scheme is only open to Consultant medical staff and the gender profile of clinical excellence awards is shown below:

Gender	Employees Paid Bonus	Total Eligible Staff	% of Eligible Staff	% of whole workforce
Female	10.0	25	40	0.3%
Male	31.0	62	50	2.8%

The average and median clinical excellence awards (bonus payment) are:

<b>Gender</b>	<b>Average Bonus Payment</b>	<b>Median Bonus</b>
Female	£8,321.53	£6,563.90
Male	£9,264.67	£5,967
Difference	£943.13	-£596.70
Pay Gap %	10.2%	-10.0%

#### 4. Reducing the Gender Pay Gap

We are committed to reducing the gender pay gap within the organisation. In order to achieve this, the following actions are part of our 2018/19 Workforce Strategy Action Plan:

- To undertake a further pay gap report in June 2018 to identify changes
- To ensure that there is fair and equitable access to all leadership and management development under the Trust's new development framework
- To ensure there is a gender balance on all senior appointments panels
- To explore how we can attract more male applicants for roles graded in Bands 1 and 2
- To develop better career pathways for lower banded staff
- To ensure there is a gender balance on senior leadership and management development programmes
- To review the process for the Consultants Clinical Excellence Awards to ensure staff from all protected characteristics feel able and confident to apply
- To continue to support the living wage for our staff.

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