

## Equality Pay Audits 2017/2018

### 1. Introduction

The Trust is required to undertake a gender pay audit which must be published on the 31 March of the following year. This means the gender pay audit for 17/18 must be published by 31 March 2019.

Although the Trust is only required to undertake a gender pay audit, this year, as part of the EDS2 and the WRES joint action plan, it was agreed to extend the audit to cover ethnicity and disability.

The Workforce and Remuneration Committee were given an early sight of the results of the 2017/2018 gender, ethnicity and disability pay audits in October 2018.

This paper confirms the results of the 3 pay audits and proposes an action plan for consultation with Staff Side and the Staff Equality Networks. The Trust has undertaken an extensive search of gender pay action plans both in the private and public sector in helping to try and shape an action plan. The nature of the pay arrangements in the NHS, the vast majority of terms and conditions are nationally determined and very prescriptive, means that there is very little we can do on structural pay changes. The focus of the plan in the main is therefore developmental. However, nationally there has been a significant structural change to Agenda for Change with the removal of Band 1 with effect from the 1 April 2019. This will have a significant impact on the average pay for female staff who overwhelmingly occupy this grade.

The Trust employs approximately 4,400 staff and this is the figure the percentages below are based upon.

### 2. Gender Pay Audit Results

#### 2.1 Gender Profile of Workforce

Female: 3,318 members of staff	75.4% (76.4%)
Male: 1,082 members of staff	24.6% (23.6%)

#### 2.2 Gender Profile Agenda for Change Bands

Agenda for Change Pay Band	Female %	Male %
1	91.0% (88.2%)	9.0% (11.8%)
2	79.2% (80.5%)	20.8% (19.5%)
3	77.8% (78.9%)	22.2% (21.1%)
4	76.4% (78.5%)	23.6% (21.5%)
5	81.5% (79%)	18.5% (21%)
6	76.2% (76.2%)	23.8% (23.8%)
7	72.8% (74.2%)	27.2% (25.8%)
8a	68.9% (70.2%)	31.1% (29.8%)
8b, 8c, 8d and 9	61.6% (62.2%)	38.4% (37.8%)

### 2.3 Average Hourly Rate by Gender

Gender	Average Hourly Rate	Median (Mid-Point) Hourly Rate
Female	£14.62 (£14.41)	£13.54 (£12.81)
Male	£18.23 (£17.92)	£15.29 (£14.73)
Difference	£3.61 (£3.51)	£1.75 (£1.92)
% Pay Group	19.8% (19.6%)	11.4% (13%)

### 2.4 Pay Quartiles by Gender

Pay Quartile	Female	Male
1 Lower	84.3% (83.6%)	15.7% (16.4%)
2 Lower Middle	78.3% (77.5%)	21.7% (22.5%)
3 Upper Middle	80.3% (78.1%)	19.7% (21.9%)
4 Upper	65.2% (66.5%)	34.8% (33.6%)
<b>Overall</b>	<b>77.0% (76.4%)</b>	<b>23.0% (23.6%)</b>

### 2.5 Bonus Payments by Gender

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.

Gender	Employees Paid Bonus	Total Eligible Staff	%
Female	7 (10)	21 (25)	33.3% (40%)
Male	28 (31)	65 (62)	43.1% (50%)

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

Gender	Average Bonus Payment	Median Bonus
Female	£8,342 (£8,321)	£7,232 (£6,563)
Male	£9,693 (£9,264)	£6,2027 (£5,967)
Difference	£1,351 (£943)	-£1,025 (-£596)
Pay Gap %	13.9%	-16.5% (10%)

## 3. Ethnicity Pay Audit

### 3.1 Ethnic Profile of the Workforce

White: 3,990 members of staff	90.7%
BAME: 409.2 members of staff	9.3%

### 3.2 Ethnic Profile by Agenda for Change Bands

Agenda for Change Pay Band	White %	BAME %
1	92.3%	7.7%
2	92.9%	7.1%
3	93.4%	6.6%
4	92.4%	7.6%
5	90.5%	9.5%
6	92.4%	7.6%
7	95.5%	4.5%
8a	96.1%	3.9%
8b, 8c, 8d and 9	98.4%	1.6%

### 3.3 Average Hourly Rate by Ethnicity

Ethnicity	Average Hourly Rate	Median (Mid-Point) Hourly Rate
White	£15.04	£13.83
BAME	£19.12	£14.60
Difference	-£4.08	£0.77
% Pay Group	-27.1%	-5.6%

### 3.4 Pay Quartiles by Ethnicity

Pay Quartile	White	BAME
1 Lower	92.2%	7.8%
2 Lower Middle	90.8%	9.2%
3 Upper Middle	89.9%	10.1%
4 Upper	87.4%	12.6%
<b>Overall</b>	<b>90.1%</b>	<b>9.9%</b>

### 3.5 Bonus Payments by Ethnicity

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.

Ethnicity	Employees Paid Bonus	Total Eligible Staff	%
White	15	33	45.4%
BAME	20	52	38.5%

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

Ethnicity	Average Bonus Payment	Median Bonus
White	£8,975	£6,027
BAME	£9,758	£6,027
Difference	-£783	£0
Pay Gap %	-8.7%	0%

## 4. Disability Pay Audit

### 4.1 Workforce Profile by Disability

Disability No: 4,048 members of staff	92%
Disability Yes: 352 members of staff	8%

### 4.2 Breakdown of Agenda for Change by Disability

Agenda for Change Pay Band	Disability: No %	Disability: Yes %
1	91.6%	8.4%
2	90.6%	9.4%
3	92.3%	7.7%
4	91.0%	9.0%
5	92.8%	7.2%
6	92.3%	7.7%
7	89.7%	10.3%
8a	91.9%	8.1%
8b, 8c, 8d and 9	91.6%	8.4%

### 4.3 Average Hourly Rate by Disability

Disability	Average Hourly Rate	Median (Mid-Point) Hourly Rate
No	£15.29	£13.89
Yes	£15.09	£14.13
Difference	£0.20	-£0.24
% Pay Group	1.3%	-1.7%

### 4.4 Pay Quartiles by Disability

Pay Quartile	No	Yes
1 Lower	92.3%	7.7%
2 Lower Middle	93.1%	6.9%
3 Upper Middle	91.9%	8.1%
4 Upper	92.6%	7.4%
<b>Overall</b>	<b>92.5%</b>	<b>7.5%</b>

### 4.5 Bonus Payments by Disability

The Trust operates a Clinical Excellence Award scheme for Medical Consultants in line with the 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.

Disability	Employees Paid Bonus	Total Eligible Staff	%
No	20	47	42.5%
Yes	1	3	33.3%

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

Disability	Average Bonus Payment	Median Bonus
No	£10,193	£9,040
Yes	£6,027	£6,027
Difference	£4,166	£3,013
Pay Gap %	40.9%	33.3%

The above audits will require further in depth analysis to understand the issues underpinning any pay gap. This further work will be the basis of action plans to address any inequalities.

## 5. Conclusions

The Ethnicity pay audit is distorted by Medical Staff who given the level of remuneration can hide an underlying problem for the broader workforce, therefore, it best to focus on the agenda for change breakdown.

If we focus on Agenda for Change which covers the vast majority of staff, then there are some common themes in the gender and ethnicity pay audits. In both the gender and ethnicity pay audits they show there is a significant drop for both female and BAME staff progressing beyond band 5. However, for staff with a disability there is a more even spread across the agenda for change pay bands and no drop of progression after band 5.

The new agenda for change pay arrangements include the removal of band 1 with effect from the 1 April 2019 and this will have a positive impact on average hourly rates for both female and BAME staff and will go a small way to reduce the pay gap.

The focus for medical staff needs to be on the Clinical Excellence Awards and ensuring this process is fair and transparent. The 2016 and 2017 Clinical Excellence Awards resulted in female Consultants receiving a higher proportion of the awards compared to the number of eligible applicants. In 2016 60% of the awards were made to female Consultants compared to only 22% of eligible applicants being female. The 2017 round saw 29% of the awards being awarded to female Consultants compared to only 24% of eligible applicants being female. New arrangements for Clinical Excellence Awards have been agreed nationally which are subject to local negotiations and these discussions will include how we ensure that awards are fair and equitable as well as promoting excellence.

The picture from the pay audit for staff with a disability is more positive, with agenda for change band 7 and above having a higher percentage of staff with a disability than overall staff in the Trust. Although this is more positive the bigger issue for staff with a disability from the staff surveys is health and wellbeing.

The focus of the action plan from the pay audits is a developmental approach which removes any barriers for progression of female and BAME staff.

## **6. Action Plan**

There are common themes with the gender and ethnicity pay audits which are about development opportunities above band 5 and this is the focus of the action plan.

- Remove band 1 and ensure existing staff move to band 2 with opportunities for further development including qualifications.
- Review the Trust's flexible working arrangements and ensure all senior roles are advertised with the potential for flexible working, unless there are exceptional circumstances.
- Continue to support the positive action programmes for BAME staff including Moving Forward, Stepping Up and Ready Now.
- Review and monitor all senior leaders/managers development programmes to ensure female and BAME staff are appropriately represented.
- Ensure that talent management approach actively supports female and BAME staff.
- Consult on the establishment of a Senior Women's Leaders Influencing Group to support the development of future female senior leaders.
- Ensure all senior appointments have input from the Staff Equality Networks.
- Development of Career pathways for Nursing and Allied Health Professionals which supports flexible working and return to practice.
- Ensure that development opportunities e.g. acting up and secondments, wherever reasonable possible, are offered in a fair and transparent way.
- Staff equality network for staff with a disability to lead the development of a Disability Policy for the Trust.
- Ensure that the new Clinical Excellence Award scheme is fair, transparent and actively encourages female and BAME staff and staff with a disability to apply.