

# Gender Pay Gap Report 2018

## Stockport NHS Foundation Trust

### Background

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

The gender pay gap shows the difference between the **average** (mean or median) earnings of men and women.

Used to its full potential, gender pay gap reporting is a valuable tool for assessing levels of equality in the workplace, female and male participation, and how effectively talent is being maximised.

Employers must follow the rules in the regulations to calculate the following information: The

- mean gender pay gap
- median gender pay gap
- mean bonus gender pay gap
- median bonus gender pay gap
- proportion of males receiving a bonus payment
- proportion of females receiving a bonus payment
- proportion of males and females in each quartile pay band

A **mean** average involves adding up all of the numbers and dividing the result by how many numbers were in the list.

A **median** average involves listing all of the numbers in numerical order. If there is an odd number of results, the median average is the middle number. If there is an even number of results, the median will be the mean of the two central numbers.

This report includes the statutory requirements of the Gender Pay Gap legislation but also provides further context to demonstrate our commitment to equality.

### 1. Gender Profile of the Organisation

Gender	%
Male	20
Female	80

The Trust's workforce comprises of 80% Women and 20% Men

## 2. Gender Pay Gap

Gender	Avg. Hourly Rate	Median Hourly Rate
Male	18.9056	12.9895
Female	14.4580	13.1493
Difference	4.4477	-0.1598
Pay Gap %	23.5257	-1.2300

The figures show the Mean Gender Pay Gap for the Trust is 23.5% and the Median Gender Pay Gap is 1.2%. This shows that for every pound men are earning, women are earning just over 76 pence. The median figures show that the gap in the pay, is reversed and the trust has more women earning in the mid salaries

## 3. Bonus Pay Gap

Bonuses paid within the Trust are exclusive to consultant medical and dental staff via the Clinical Excellence Awards. Under the national Medical & Dental terms and conditions Consultants are eligible to apply for Clinical Excellence Awards (CEA). This recognises and rewards individuals who demonstrate achievements in developing and delivering high quality patient care over and above the standard expected of their role, with a commitment to the continuous improvement of the NHS. The calculations above include both local and national CEA's.

Currently the consultant gender profile is 31% female and 69% male

**Table 1 Consultant Gender Profile with percentage of eligibility and applications**

Gender	Trust Profile %	No. of staff eligible %	No. of applications %	Successful Applications %
Female	31.09	32	31	29
Male	68.91	68	69	71

The figures show that

**Table 2** Bonus Pay Gap

Gender	Avg. Pay	Median Pay
Male	10,451.90	5,967.21
Female	5,618.52	2,983.55
Difference	4,833.37	2,983.66
Pay Gap %	46.24	50.00

The figures show the Mean Bonus Gender pay Gap is **46.2%** and the median bonus gender pay gap is **50%**. This shows that men earn on average **46.2%** more in bonuses

**Table 3** Proportion of males and Females receiving a Bonus Payment

Gender	Employees Paid Bonus	Total Relevant Employees	%
Female	22.00	4256.00	0.52
Male	69.00	1067.00	6.47

The figures show that the proportion of Women receiving a CEA is **0.52%** and the proportion of men **6.47%**

#### 4. Proportion of males and Females in each quartile band

Quartile	Female	Male	Female %	Male %
1	967.00	277.00	77.73	22.27
2	1027.00	227.00	81.90	18.10
3	1079.00	170.00	86.39	13.61
4	930.00	330.00	73.81	26.19

All female staff and all male staff are ranked separately according to their pay. They are then put in to four quartiles with quartile 1 being lowest paid staff, 2 being lower middle, 3

being upper middle and 4 being highest paid staff. The figures show that, compared to our workforce of 80% women and 20% men, women are over represented in quartiles 2 &3, and under-represented in quartile 1 (just over 2%) and quartile 4 ( 6%)

## **5. Gender pay gap Comparison**

The mean gender pay gap for the whole of the Public Sector economy (according to the October 2017 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 17.7%. At 23.5 % the Trust's mean gender pay gap is therefore, above that for the wider public sector. This is reflective of the pattern from the wider UK healthcare economy; traditionally the NHS has a higher female workforce due to the range of caring roles in the workforce, which tend to be in the lower bandings, and a predominantly male workforce in the higher banded Medical & Dental professions.

## **6. Reducing the Gender Pay Gap**

The following are some areas that will be discussed at the EDI steering group meeting, with a view to developing and monitoring an action plan going forward.

- Explore with the Trust's EDI steering to promote positive discussion and develop further awareness of the issues around the Gender Pay Gap and how the report should be shared widely with the organisation ,
- Utilise information from the Greater Manchester benchmarking exercise once this has been completed and look at opportunities to share best practice.
- Identify if there are any issues to training and development opportunities for women
- Continue to promote equal opportunities more prominently to prospective applicants to show the Trust as an inclusive employer
- Examine if the Trust has a culture that enables women to progress and develop into more senior roles
- Explore training and education to managers to address any issues related to unconscious bias