**Gender Pay Gap Report 2021**

1. **Introduction**

In 2018 the government made gender pay gap (GPG) reporting mandatory by amending the [Equalities Act 2010 (Specific Duties and Public Authorities) Regulations 2017](https://www.legislation.gov.uk/ukdsi/2017/9780111153277/contents) so that all public sector employers with more than 250 employees are required annually to measure and publish their gender pay gap prominently on [the government website](https://www.gov.uk/report-gender-pay-gap-data) and their own. The Equality and Human Rights Commission (EHRC) is responsible for monitoring how public bodies are complying with the GPG reporting requirements and can take enforcement action.

This year, the figures from the snapshot date of 31 March 2021 must be reported on no later than the new rescheduled date of October 2021**.**

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 are an odd number of values, 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**

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

|  |  |  |  |
| --- | --- | --- | --- |
| **Gender** | **Headcount** | **%** | **FTE** |
| Female | 4,393 | 79.5 | 3665.35 |
| Male | 1,130 | 20.5 | 1054.36 |
| **Grand Total** | **5,523** | **100.0** | **4719.71** |

1. **Gender Profile by Banding**

The figures show the Gender Profile by Banding for the Trust. The Trust workforce comprises of a predominant female workforce across all bandings apart from Medical & Dental where 4.46% are male in comparison to 2.89% female.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Gender Profile by Banding** | **Trust Headcount** | **Trust Headcount %** | **Female** | **Female %** | **Male** | **Male %** |
| **Band 1** | 76 | 1.31% | 55 | 0.95% | 21 | 0.36% |
| **Band 2** | 1379 | 23.74% | 1032 | 17.77% | 347 | 5.97% |
| **Band 3** | 592 | 10.19% | 501 | 8.62% | 91 | 1.57% |
| **Band 4** | 454 | 7.82% | 398 | 6.85% | 56 | 0.96% |
| **Band 5** | 1096 | 18.87% | 936 | 16.11% | 160 | 2.75% |
| **Band 6** | 954 | 16.42% | 854 | 14.70% | 100 | 1.72% |
| **Band 7** | 516 | 8.88% | 431 | 7.42% | 85 | 1.46% |
| **Band 8 - Range A** | 196 | 3.37% | 151 | 2.60% | 45 | 0.77% |
| **Band 8 - Range B** | 52 | 0.90% | 39 | 0.67% | 13 | 0.22% |
| **Band 8 - Range C** | 27 | 0.46% | 15 | 0.26% | 12 | 0.21% |
| **Band 8 - Range D** | 7 | 0.12% | 4 | 0.07% | 3 | 0.05% |
| **Band 9** | 7 | 0.12% | 6 | 0.10% | 1 | 0.02% |
| **AdHoc** | 479 | 8.25% | 198 | 3.41% | 281 | 4.84% |
| **Medical and Dental** | 427 | 7.35% | 168 | 2.89% | 259 | 4.46% |
| **Grand Total** | 5809 | 100.00% | 4605 | 79.27% | 1204 | 20.73% |

1. **Gender Pay Gap**

The figures show the Mean Gender Pay Gap for the Trust is 23.76% and the Median Gender Pay Gap is 3.06%. This shows that there has been no significant change in the gender pay gap last year’s Mean figure of 23.92% to 23.76%. This shows that for every pound men are earning, women are earning just over 3 pence in comparison to 4 pence last year.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Gender** | **Avg. Hourly Rate 2019/2020** | **Median Hourly Rate 2019/2020** | **Avg. Hourly Rate 2020/2021** | **Median Hourly Rate 2020/2021** |
| **Male** | £20.00 | £14.34 | £20.4290 | £14.50 |
| **Female** | £15.21 | £13.78 | £15.5740 | £14.05 |
| **Difference** | £4.78 | £0.56 | £4.8550 | £0.44 |
| **Pay Gap %** | 23.92% | 22.23% | 23.7652% | 3.06% |

1. **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 below include both local and national CEA’s.

|  |  |  |
| --- | --- | --- |
| **Gender** | **Avg. Pay** | **Median Pay** |
| Male | £10,151.87 | £6,032.04 |
| Female | £4,929.01 | £3,015.96 |
| Difference | £5,222.86 | £3,016.08 |
| Pay Gap % | 51.45% | 50.00% |

The average bonus pay gap is 51.45% and the median is 50%. There is a significant difference between male and female bonus pay gap, however this is has reduced by 1.5% from last year.

**Table 1 Consultant by Gender**

|  |  |  |
| --- | --- | --- |
| **Row Labels** | **Count of FTE** | **Count of FTE2** |
| Female | 97 | 38.96% |
| Male | 152 | 61.04% |
| **Grand Total** | **249** | **100.00%** |

**Table 2 Consultant Gender Profile with percentage of eligibility and applications**

|  |  |  |  |
| --- | --- | --- | --- |
| **Gender** | **No of Applicants** | **No Shortlisted** | **Successful Appointment** |
| **Female** | 64 | 22 | 12 |
| **Male** | 117 | 59 | 11 |
| **Do not wish to disclose** | 3 | 2 | 0 |

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

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.

|  |  |  |  |
| --- | --- | --- | --- |
| **Gender** | **Employees Paid Bonus** | **Total Consultants** | **%** |
| **Female** | 24.00 | 78 | 30.76 |
| **Male** | 62.00 | 151 | 41.05 |

Although there has been an increase in the number of female Consultants, there has been a slight decrease in the percentage of female and male Consultants receiving a Bonus Payment.

The figures show that the proportion of Women receiving a CEA is **30.76%** and the proportion of men **41.05%,** a difference of **10.29%** which is a **5.7%** increase from last year

1. **Proportion of males and Females in each quartile band**

**2020**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Quartile** | **Female** | **Male** | **Female %** | **Male %** |
| **1** | 1009.00 | 270.00 | 78.89 | 21.11 |
| **2** | 1090.00 | 264.00 | 80.50 | 19.50 |
| **3** | 1126.00 | 191.00 | 85.50 | 14.50 |
| **4** | 951.00 | 366.00 | 72.21 | 27.79 |

**Current**



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 quartile 3 and under-represented in quartile 4**.** There is a very slight increase in quartile 1 and 3 for women and there is an increase for men in quartile 3 and 4 for men as can be seen from last year’s figures.

1. **Gender pay gap Comparison**

The mean gender pay gap for the whole of the Public Sector economy (according to the April 2020 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 15.5%, the national figure continues to decline. At 23.76% the Trust’s mean gender pay gap is therefore, above that for the wider public sector and remains consistent with last year’s figure. The mean gender pay gap 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 Medical & Dental professions. The pandemic reduced the usual level of turnover as it prevented colleagues moving and as a consequence much of the actions from last year’s reports were not accomplished.

1. **Reducing the Gender Pay Gap**

One reason for the much higher mean pay rates than median pay rates, especially for male staff, may be the relatively high numbers of staff paid at VSM, or higher non-Agenda for Change rates.

The following are some areas that will be revisited since the pandemic at the EDI steering group meeting.

* Inclusion of the issues around the Gender Pay Gap within the Equality, Diversity and Inclusion dashboard.
* Further data analysis including Ethnicity Pay Gap Report and median pay gap further investigations.
* Explore and understand barriers to training and development opportunities for women e.g. 50% of female consultants opt for GP professions over a consultant role due to work/life balance. To work with other Trusts to gather intelligence on good practice.
* Ensure the internal Leadership development programme; coaching and mentoring opportunities are inclusive of women.
* Ensure that recruitment and selection practices are inclusive in attracting men to apply for entry-level positions and inclusive for staff and prospective applicants regardless of gender.
* Analysis of recruitment and selection data and use improvement methodologies in R&S processes to develop /promote flexible working options, such as, part-time work, remote working, job sharing or compressed hours for senior roles.
* Attracting women to take on higher-banded positions, by offering flexible working/Agile working/maternity/paternity and returner’s scheme support packages.
* Nurture a culture that enables staff to succeed regardless of gender
* Examine gender issues experienced by staff to improve the staff experience and increase retention via staff surveys, Cultural Ambassadors network or develop a Gender Staff Network

1. **Conclusion**

In summary the report highlights that our gender pay gap has remained static from last year, there has been a minimal decrease in men and women receiving bonus payments however there is an increase of the gap in women receiving a bonus compared to male counterparts. The percentage of women in the top quartile is lower than the Trust average of 80%. (79.5).

The preponderance of women in the lowest pay quartile suggests that there is work to do in upskilling and attracting women to take on higher-banded positions, and in attracting men to apply for entry-level positions.