

Gender Pay Gap Report 2020/21

1. Context

As an NHS Foundation Trust we are governed by the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 which came into force on 31 March 2017. These regulations underpin the Public Sector Equality Duty (PSED) to consider how organisational policies and decisions affect people who are protected under the Act. The introduction of this legislation made it statutory for organisations with 250 or more employees to report annually on their Gender Pay Gap (GPG).

The Gender Pay Gap (GPG) is an equality measure that shows the difference in average (mean or median) pay between women and men in the workforce. It provides a framework within which gender pay gaps can be identified so that as an organisation and community we can constructively consider how close the gap. Further, it is a valuable tool for assessing levels of equality in the workplace, female and male participation and how effectively talent is being harnessed.

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

- 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 aims to provide further context to demonstrate our commitment to equality.

2. Gender Profile of the Organisation

The Trust's workforce comprises of 80% Women and 20% Men. This is representative of the healthcare economy at a national level.

Table 1: Trust Gender Profile

Gender	Headcount	%	FTE
Female	4349	79.77	3606.16
Male	1103	20.23	1030.06
Grand Total	5452	100	4636.22

3. Gender Profile by Banding

The Trust workforce comprises of a predominant female workforce across all bandings apart from Medical & Dental where 4.38% are male in comparison to 2.75% female, as % of the total workforce.

The below table shows gender distribution across the payment structure.

Table 2: Gender distribution by payment band

Gender Profile by Banding	Trust Headcount	Trust Headcount %	Female	Female %	Male	Male %
Band 1	125	2.29%	80	1.84%	45	4.08%
Band 2	1293	23.72%	989	22.74%	304	27.56%
Band 3	553	10.14%	474	10.90%	79	7.16%
Band 4	397	7.28%	354	8.14%	43	3.90%
Band 5	1053	19.31%	904	20.79%	149	13.51%
Band 6	867	15.90%	770	17.71%	97	8.79%
Band 7	477	8.75%	410	9.43%	67	6.07%
Band 8 - Range A	183	3.36%	142	3.27%	41	3.72%
Band 8 - Range B	50	0.92%	37	0.85%	13	1.18%
Band 8 - Range C	21	0.39%	14	0.32%	7	0.63%
Band 8 - Range D	8	0.15%	5	0.11%	3	0.27%
Band 9	8	0.15%	6	0.14%	2	0.18%
AdHoc	28	0.51%	14	0.32%	14	1.27%
Medical and Dental	389	7.13%	150	3.45%	239	21.67%
Grand Total	5452	100%	4349	100%	1103	100%

4. Gender Pay Gap

The figures show the Mean Gender Pay Gap for the Trust is 23.77% and the Median Gender Pay Gap is 3.06%. This shows that there has been a slight decrease in the gender pay gap from last year's Mean figure of 23.92%. This shows that for every pound men are earning, just over 76 pence, with no material change from last year.

Table 3: Gender distribution by payment band

Gender	Avg. Hourly Rate 2019/2020	Median Hourly Rate 2019/2020
Male	£20.43	£14.50
Female	£15.57	£14.06
Difference	£4.86	£0.44
Pay Gap %	23.77%	3.06%

5. 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.

Table 4: Bonus Pay Gap

Gender	Mean Bonus Pay	Median Bonus 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 the mean bonus pay gap has reduced by over 1.5% from last year.

Table 5: Consultant by Gender

Row Labels	FTE	% FTE
Female	70	32.86%
Male	143	67.14%
Grand Total	213	100.00%

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.

Table 6: Proportion of Males and Females receiving a Bonus

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 **5.8%** increase from last year

6. Proportion of males and Females in each quartile band

Table 7: Proportion of Males and Females by quartile

Quartile	Female 2020	Male 2020	Female % 2020	Female % 2019	Male % 2020	Male % 2019
1	1010	270.00	78.91	80.36	21.09	19.64
2	1090	264.00	80.50	79.91	19.50	20.09
3	1126	191.00	85.50	84.28	14.50	15.72
4	952	368.00	72.12	73.85	27.88	26.15

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, with the converse for men.

There is a decrease in quartiles 1, 2 and 4 for women and increase in quartile 3 and there is an increase for men in quartile 1 and 4 for men and decreases in quartiles 2 and 3 on last year's figures.

7. 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 23.77% 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, therefore much of the actions from last year's reports were not accomplished.

8. Closing the Gender Pay Gap

One reason for the much higher mean pay rates than median pay rates, especially for male staff, may be the increased numbers of staff paid at VSM, or higher non-Agenda for Change rates. Moving forward we will look to:

- Include Gender Pay Gap data within the Equality, Diversity and Inclusion dashboard
- Conduct deeper data analysis for the median pay gap
- Understand barriers to training and development opportunities and disproportionate distribution of gender across clinical skills e.g. 50% of female consultants opt for GP professions over a consultant role due to work/life balance
- Ensure the internal Leadership development programme; coaching and mentoring opportunities are inclusive of women.
- 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.
- Examine gender issues experienced by staff to improve the staff experience and increase retention via staff surveys, Ambassador's network and look at the feasibility of delivering a Gender Staff Network