

**Gender Pay Gap Report**  
**For the Year Ending 31 March 2020**

Version 1.0 September 2021



## 1 Overview

The Government made Gender Pay Gap reporting mandatory by amending the SDR so that all public sector employers with more than 250 employees have to measure and publish their gender pay gaps. It became mandatory on 31<sup>st</sup> March 2017 for public sector organisations with over 250 employees to report annually on their gender pay gap.

## 2 Reporting Information

This report identifies the gender pay gap for employees who are employed under a contract of employment, a contract of apprenticeship or a contract personally to do work. This will include those under Agenda for Change terms and conditions, medical staff and very senior managers.

The information on pay by gender is of the 31 March 2020, which relates the statutory the reporting period. The calculations undertaken to produce this report are:

- Calculate the hourly rate of ordinary pay relating to the pay period in which the snapshot falls
- Calculate the different between the mean hourly rate of ordinary pay of male and female employees, and the difference between the median hourly rate of ordinary pay of male and female employees
- Calculate the difference between the mean (and median) bonus pay paid to male and female employees
- Calculate the proportions of male and female employees who were paid bonus pay
- Calculate the proportions of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands by number of employees rather than rate of pay.

## 3 Workforce Profile by Gender at 31 March 2020

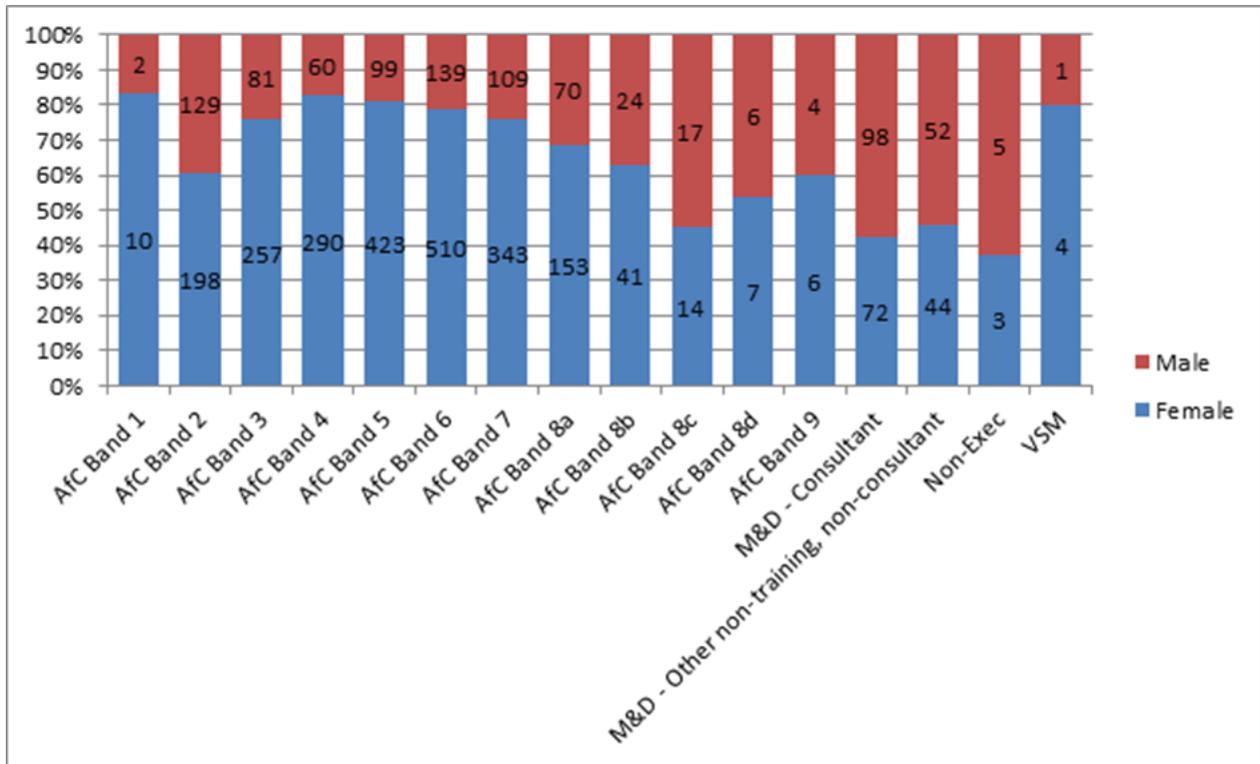
The statistical data that follows is of 31<sup>st</sup> March 2020 and represent the workforce of that date.

At 31 March 2020, our workforce was by gender was as follows, 73% females which equates to 2380 members of staff and 27% male which equates to 898 members of staff. **Figure 1** illustrates the gender split by AfC banding and grade.

From figure 1 we can also see that in the Agenda for Change bands (bands 1 -9) women are in the majority of all bands apart from 8c. 8c is the most male (55%). Male representation is greatest in the 8c - 9 Agenda for Change Bands and are over represented here as a proportion of the workload. Women are well represented in VSM posts. Men are in the majority of all the medical grades, the highest being consultants.



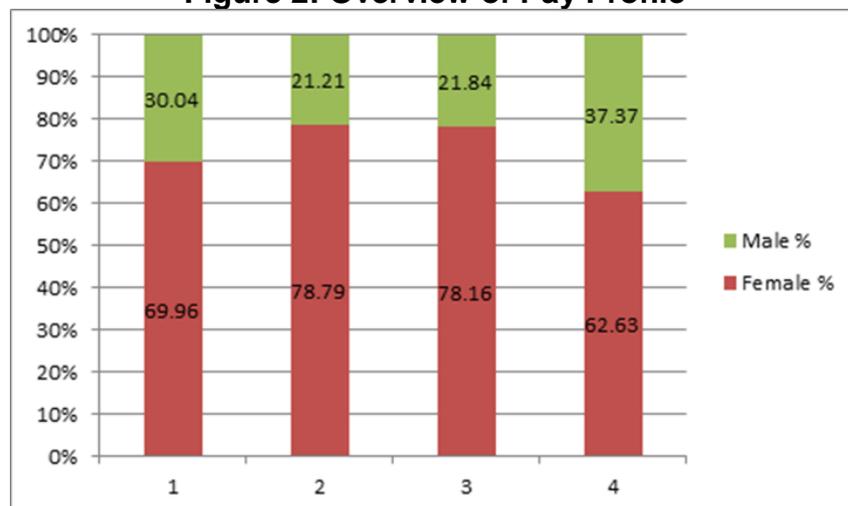
Figure1: Workforce Gender profile by banding



#### 4 Pay Profile

The pay profile of staff as illustrated in **Figure 2** shows that the lowest portion of women are in the first and fourth quartiles and conversely have the highest proportion of men.

Figure 2: Overview of Pay Profile



## 5 Gender Pay Gap: Mean Average

The mean average hourly rate is illustrated in **Table 1**. This calculation is based on the average hourly rate of female staff compared to male staff. There is an 17.24% pay gap between female and male staff, which is a slight decrease of 1.56 % in comparison with the previous, 2019 and represents an improving trend since 2017.

**Table 1: Mean Hourly Rate**

Year	Male	Female	Difference £	Pay Gap %
<b>2020</b>	<b>£21.09</b>	<b>£17.45</b>	<b>£3.64</b>	<b>17.24%</b>
2019	£20.10	£16.32	£3.77	18.80%
2018	£20.03	£15.97	£4.05	20.24%
2017	£19.41	£15.61	£3.81	19.62%

## 6 Gender Pay Gap: Median Average

The median hourly rate is illustrated in **Table 2**. This calculation is based on the mid-point hourly rate of female staff, compared with male staff. There is a 4.8% pay gap between female and male pay, which is a slight decrease of 0.52% based on the previous year.

**Table 2: Median Hourly Rate**

Year	Male	Female	Difference £	Pay Gap %
<b>2020</b>	<b>£16.85</b>	<b>£16.42</b>	<b>£0.43</b>	<b>4.8%</b>
2019	£15.15	£14.34	£0.80	5.32%
2018	£14.96	£14.13	£0.83	5.58%
2017	£14.56	£13.87	£0.69	4.74%

## 7 Gender Pay Gap: Bonus Pay profile

As an NHS provider organisation the only pay elements that fall within the bonus pay criteria are Clinical Excellence Awards. Clinical Excellence Awards (CEAs) recognise and reward NHS consultants and specialty doctors who perform over and above the standard expected of their role. Awards are given for quality and excellence, acknowledging exceptional personal contributions.

In terms of mean bonus pay average, the gap is 26.9% between male and female colleagues, as set in **Table 3** which is an increase of 1.19% from the 2019 position. There is a widening of the gap between male and female colleagues in relation to bonus pay in comparison with the previous year and a trend of a significant worsening of the gap since 2017.



**Table 3: Mean Bonus Pay Overview**

Year	Male	Female	Difference £	Pay Gap %
<b>2020</b>	<b>£16,363.36</b>	<b>£11,961.78</b>	<b>£4,401.59</b>	<b>26.90%</b>
2019	£17,775.64	£13,204.63	£4,571.01	25.71%
2018	£16,512.96	£15,541.79	£971.17	5.88%
2017	£17,950.49	£15,789.03	£2,161.46	12.04%

## 8 Gender Pay: Bonus Pay Median Average

In terms of median bonus pay average; there is a gap of **£2,010.64** between male and female colleagues, as illustrated in **Table 4**. There is a significant widening of gap of over 10% in median bonus pay for women and men compared to last year's data.

**Table 4: Median Bonus Pay Overview**

Year	Male	Female	Difference £	Pay Gap %
<b>2020</b>	<b>£12,063.96</b>	<b>£10,053.32</b>	<b>£2,010.64</b>	<b>16.66%</b>
2019	12,063.96	11,310.00	753.96	6.25%
2018	£12,053.96	£12,053.96	0.00	0.00%
2017	£10,442.53	£15,664.49	£5,221.96	33.34%

## 9 Conclusions

The average (mean) hourly pay difference between women and men has reduced slightly by 13 pence an hour. This is the smallest gap that has been recorded to date. Similar reductions also have been seen in relation to the median hourly rate.

However when the average (mean) bonus pay amounts are examined we have seen a significant increase in the gap between average male and female bonus payments to their highest recorded rates.

## 10 Results and Next Steps

An action plan to address the findings of this year's gender pay gap data analysis will be produced and signed off at the Equality, Diversity and Inclusion Programme Board. The action plan will focus on:

- Encouraging more women to apply for clinical excellence awards
- Support women to submit good quality applications
- Identify factors which discourage or prevent women from submitting applications for clinical excellence awards
- Further examine the existing data in terms of bonus payments
- Further examine workforce data to identify other inequalities in pay related to gender



## 11 Reporting Requirements

As an organisation, we are required to report on our gender pay gap via the online government portal and publish by 30<sup>th</sup> March 2020. However, due to Covid 19 a six month suspension to the enforcement of gender pay gap regulations was enacted. The information contained within this report will be published on a website that is accessible to employees and the public free of charge. The information will remain on our website for at least three years and will be made fully searchable. The data contained in this report will be uploaded onto the Government's online reporting service by 5<sup>th</sup> Oct 2021.

## 12 Further Details

For further information about this report, please contact Dr. Kelly Pickard-Smith, Equality, Diversity and Inclusion Manager.

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