

Gender Pay Gap Report 2019

Introduction

1. 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.
2. The results must be published on the Trust's own website and a government site. This means that the gender pay gap will be publicly available to stakeholders, employees and potential future recruits.

What are the calculations?

3. An employer must calculate and publish gender pay gap data every year. The information needs to include:
 - Mean and median gender pay gap
 - Mean and median bonus gender pay gap
 - Proportion of men and women receiving a bonus payment
 - Proportion of men and women in each quartile pay band (looking at the proportion in four pay bands when we divide our workforce into four equal parts)
4. The gender pay gap is expressed as a percentage of male earnings (e.g. "women earn x% less than men").

Gender Pay Reporting is different to Equal Pay

5. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman. The gender pay gap shows the difference in the average pay between all men and women in a workforce.
6. Salaries at ELHT are determined through a job evaluation scheme called Agenda for Change (AFC). Job evaluation evaluates the job and not the post holder. It makes no reference to gender or any other personal characteristics of existing or potential job holders.

Contextual information: Trust gender headcount by pay band

7. To understand the context of the Trusts gender pay gap information it is important to also review the gender constitution of the Trust's workforce by pay band. As at 31 2018 the Trust employed 8181 staff and 81.3% are female and 18.7% are male. This gender distribution reflects the predominantly female workforce that can be found across NHS Organisations with national NHS figures highlighting a 23% male workforce and 77% female.

Table 1

Payband	Male	Female	Total	Male %	Female %
Non-contracted hours	7	19	26	26.9%	73.1%
Band 1	45	105	150	30.0%	70.0%
Band 2	345	1314	1659	20.8%	79.2%
Band 3	152	993	1145	13.3%	86.7%
Band 4	70	516	586	11.9%	88.1%
Band 5	208	1522	1730	12.0%	88.0%
Band 6	143	1202	1345	10.6%	89.4%
Band 7	96	494	590	16.3%	83.7%
Band 8A	42	187	229	18.3%	81.7%
Band 8B	16	46	62	25.8%	74.2%
Band 8C	10	14	24	41.7%	58.3%
Band 8D	3	13	16	18.8%	81.3%
Band 9	5	6	11	45.5%	54.5%
VSM	15	7	22	68.2%	31.8%
Medical: Consultants	197	96	293	67.2%	32.8%
Medical: Non-consultant career grades	102	49	151	67.5%	32.5%
Medical: Trainee grades	72	70	142	50.7%	49.3%
TOTAL	1528	6653	8181	18.7%	81.3%

Gender Pay Gap information

8. The tables below detail the Trusts gender pay gap information with explanatory notes. The data is as at 31 March 2018 as defined by the national reporting requirements.

Average & Median Hourly rate

Gender	Avg. Hourly Rate	Median Hourly Rate
Male	£20.06	£14.39
Female	£14.69	£13.30
Difference	£5.37	£1.10
Pay Gap %	26.75%	7.62%

Average Hourly rate

9. A **mean** average involves adding up all of the numbers and dividing the result by how many numbers were in the list. Mean averages are useful because they place the same value on every number they use, giving a good overall indication of the gender pay gap, but very large or small pay rates can 'dominate' and distort the answer.
10. The Trust has a 26.75% mean average gender pay gap with females earning **£5.37 an hour less** than males.

Median Hourly rate

11. A **median** average involves listing all of the numbers in numerical order. If there is an odd number of a result, 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.
12. Median averages are useful to indicate what the 'typical' situation is i.e. in the middle of an organisation and are not distorted by very large or small pay rates.
13. The Trust has a **7.62%** median hourly rate gender pay gap with females earning **£1.10 an hour less** than males.
14. For Agenda for change (most of our staff are on Agenda for change) the trust has a **-3.15%** mean average gender pay gap in favour of women with females earning **£0.38** an hour more than males. For Agenda for change the difference in median hourly rate of pay is **0.13%**, see table 3 below.

Agenda for Change (AfC) pay gap by bands

Table 3			
Band	Female	Male	Pay Gap
Band 1	£9.29	£9.47	1.86%
Band 2	£10.09	£9.77	-3.34%
Band 3	£10.44	£10.48	0.41%
Band 4	£11.10	£10.84	-2.37%
Band 5	£14.68	£14.16	-3.68%
Band 6	£17.58	£16.95	-3.67%
Band 7	£20.32	£19.57	-3.88%
Band 8A	£23.90	£23.57	-1.42%
Band 8B	£28.02	£28.25	0.79%
Band 8C	£34.96	£32.72	-6.84%
Band 8D	£39.73	£38.04	-4.43%
Band 9	£44.24	£48.09	8.00%
Grand Total	£14.08	£13.65	-3.15%

% Male & Female staff in each pay quartile

Table 4				
Quartile	Female	Male	Female %	Male %
1	1580	379	80.65%	19.35%
2	1662	297	84.84%	15.16%
3	1665	294	84.99%	15.01%
4	1435	524	73.25%	26.75%

15. This calculation requires an employer to show the proportions of male and female full-pay relevant employees in four quartile pay bands. All employees are

placed into the cumulative order according to their pay which is undertaken by dividing the workforce into four equal parts.

16. Table 4 demonstrates that compared with quartiles 1-3 males are most highly constituted within quarter 4 at 26.75% compared with an average of 16.5% within the other quartiles. Comparatively the reverse is true for females and they constitute 73% of quartile 4 compared with an average of 83.5% within the other quartiles.
17. Table 4 information compares % within the individual quartiles. However, if we review the broader picture comparing the overall workforce constitution there are 1528 male employees and of these 524 are within quartile 4 which represents 35% of all male employees. Comparatively of 6653 female employees only 1435 females are constituted within quartile 4 which represents only 22% of all female employees.

Bonus Information

Table 5			
Gender	Employees Paid Bonus	Total Relevant Employees	%
Female	39.00	6653.00	30.23%
Male	90.00	1528.00	69.77%

18. The data in tables 5 relates to Clinical Excellence Awards for medical staff as this is the only payment currently identified within the Trust which falls within the set definition of `bonus pay`.
19. Under the national Medical & Dental terms & 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 in their role, with a commitment to the continuous improvement to the NHS.
20. The payments within the Trust`s bonus information contains both local and national Clinical Excellence Awards. The Local CEA`s are administered within the Trust on an annual basis and the national CEAs are determined externally and administered by the Department of Health.
21. The Trust has a predominantly male consultant workforce (62%) and (38%)

women whilst we did have 39 female consultants in receipt of local CEA payments within the reporting period 90 male consultants were also in receipt of national CEA's which attract significantly higher payments than the local CEA's.

22. This factor is significantly driving up the average and median bonus pay for the male consultants compared with females; however, this particular aspect is not within the management control of the Trust as the National CEA awards are determined externally by the Department of Health

Conclusion

23. The information highlights within the Trust we do have gender pay gap between female and male relevant employees with males across both the average, median and bonus gap being paid more than females.

24. In terms of average and median pay the key reason for this pay differential is due to a higher % of the overall male workforce being constituted in the upper pay quartile. There are a number of factors that contribute to this which include:

- Senior Managers and Medical & Dental staff are primarily constituted within the upper quartile due to their salary levels and there is a significant gender imbalance within this staff group. This factor is driving up the overall average, median and bonus pay for the male workforce compared with females

Action Plan

25. The Trust is committed to ensuring an equitable workforce and we will continue to work towards achieving the following actions:

- Use the NHS Leadership Academy Leadership programmes and local talent management to encourage women to progress more quickly into leadership roles.
- Explore how we can attract more men into the organisation at the lower bands, to create a more even gender balance.
- Raise awareness of shared parental leave entitlements and flexible working opportunities through our training and communications
- Take account of gender in the providing of leadership opportunities, including the recently launched Shadow Board Programme, encouraging an even gender split at Board level.
- Undertake an annual review of gender split across all bands as part of the annual Public Sector equality Duty process and take action where appropriate.

- Offer workshop sessions to Consultants to encourage CEA applications from across the workforce.
- Assessing candidates based on actual tasks they would be expected to perform in their role, and make interviews more structured to avoid unfair bias creeping in
- Encouraging salary negotiation by showing salary ranges, as women are currently less likely to negotiate their pay than men
- Introducing transparency to pay, promotion and reward processes.