

REPORT TO TRUST BOARD

Thursday 27 June 2019

GENDER PAY GAP REPORTING 2020

1. Background

This report is intended to be published in July 2019, which is well in advance of the March 2020 deadline for the publication of Gender Pay Gap information by public sector organisations. Early scrutiny and publication of the data will place the Trust in a strong position in terms of its assurance that action planning to close the Gender Pay Gap is effective. This current Gender Pay Gap report contains data added from the previous 2019 Gender Pay Gap submission in order to provide comparative figures indicating where the Trust is making progress in closing the Gender Pay Gap.

In 2018 the government made Gender Pay Gap (GPG) reporting mandatory by amending the [Equalities Act 2010 \(Specific Duties and Public Authorities\) Regulations 2017](#) 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](#) and their own.

This report shows the Walton Centre NHS Foundation Trust's Gender Pay Gap figures from the snapshot date of 31 March 2019. The findings reflect pay by gender for the previous financial year to that date. This report covers all staff including those under Agenda for Change terms and conditions, medical staff and very senior managers. The Gender Pay Gap information must be published on a website that is accessible to employees and the public free of charge. The information should remain on the website for a period of at least three years beginning with the date of publication. The Trust must also register the relevant data with the Government online reporting service no later than 30 March 2020. The Gender Pay Gap is the difference between the average earnings of men and women, expressed relative to men's earnings. This is different to equal pay. 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 differences in the average pay between men and women rather than unequal pay.

2. Organisational Context

The Walton Centre is committed to promoting equality, diversity and inclusion and to tackling any inequalities that are identified in the workforce. This report details the Trust's third set of findings following the introduction of Gender Pay Gap reporting and also details how the organisation plans to respond to the data analysis.

It is important to note that although our Gender Pay Gap reflects a senior manager/consultant gender ratio that cannot be resolved in a short period of time, the Trust has been working on a number of initiatives that help to create the best culture in which all staff can prosper. The whole Equality, Diversity and Inclusion

agenda has been re-energised through our five year vision, with an internal network of champions and Equality, Diversity and Inclusion Lead, who are all committed to making ED&I a priority. We want to be a workplace that inspires leadership at all levels, with all staff, where everyone’s voice is heard. In respect the Gender Pay Gap, the Trust has recently signed up to participate on a three-year Gender and Behavioural Insights (GABI) research programme to improve gender equality in the workplace. This will be an initiative with The Government Equalities Office (GEO) and the Behavioural Insights Team (BIT). This step is recognition that the Gender Pay Gap is a complex and deeply entrenched feature of the workplace that is not susceptible to quick fixes and will require a deeper level of insight to be able to tackle it effectively across the public sector.

3. Findings and Narrative

3.1 Ordinary Pay

Ordinary pay includes basic pay, shift premium pay, allowances, pay for leave and pay for piecework. It does not include pay related to overtime, redundancy or termination of employment, pay in lieu of annual leave or pay which is not money (such as benefits in kind or securities).

Table 1a - April 2019 Published Figures

Gender	Average Hourly Rate	Median Hourly Rate
Female	£15.85	£14.04
Male	£23.46	£18.12
Difference	£7.62	£4.08
Pay Gap %	32.45%	22.52%

Table 1b - Figures for Publication in 2020

Gender	Average Hourly Rate	Median Hourly Rate
Female	£16.51	£14.40
Male	£23.28	£16.99
Difference	£6.77	£2.59
Pay Gap %	29.10%	15.27%

Graph A - April 2019 Published Figures



Graph B - Figures for Publication in 2020



The above tables and graphs detail the average and median hourly pay rate for Males and Females.

For the time periods covered the Gender Pay Gap has narrowed from 32.45% to 29.10% in relation to the Average Hourly Rate.

For the time periods covered the Gender Pay Gap has narrowed from 22.52% to 15.27% in relation to the Median Hourly Rate.

This lessening of the percentage difference is to be welcomed. That there is a difference to be closed can be explained by the unequal gender split within the Trust and the differences that occur within specific roles. The workforce has far more Females than Males however the number of Males within medical roles is significantly greater than Females. As these roles attribute a higher hourly rate this significantly skews the overall average figure and percentage pay gap.

The percentage variance for the median hourly rate of pay is less at 15.27%. The median looks at the mid-point hourly rate for all Females compared to the mid-point hourly rate of all Males. This calculation is lower than the average as it is less affected by extreme values. However, it is acknowledged that this figure still demonstrates a pay gap. This is because there are significantly fewer Males within the workforce, and a higher percentage of these are employed in higher paid medical, technical or management roles. Consequently this means the mid-point for Males is much higher than for Females who have a higher proportion within lower quartile roles also (e.g. administration and support staff).

3.2 Bonus Pay

As an NHS organisation the only pay elements that fall under the bonus pay criteria are clinical excellence awards (CEA's) awarded to consultants only, and staff recognition awards which include long service awards, employee of the month and annual awards.

Table 2a - April 2019 Published Figures

Gender	Employees Paid Bonus	Total Employees	Relevant %
Female	110	1111	9.90%
Male	50	309	16.18%

Table 2b - Figures for Publication in 2020

Gender	Employees Paid Bonus	Total Employees	Relevant %
Female	92	1098	8.38%
Male	42	316	13.29%

For the time periods covered there has been an improvement relating to the gap between the numbers of Females and Males paid bonus, the gap falling from 6.28% to 4.91%.

The above tables detail the number of staff, broken down by gender, who received any kind of bonus payment defined above.

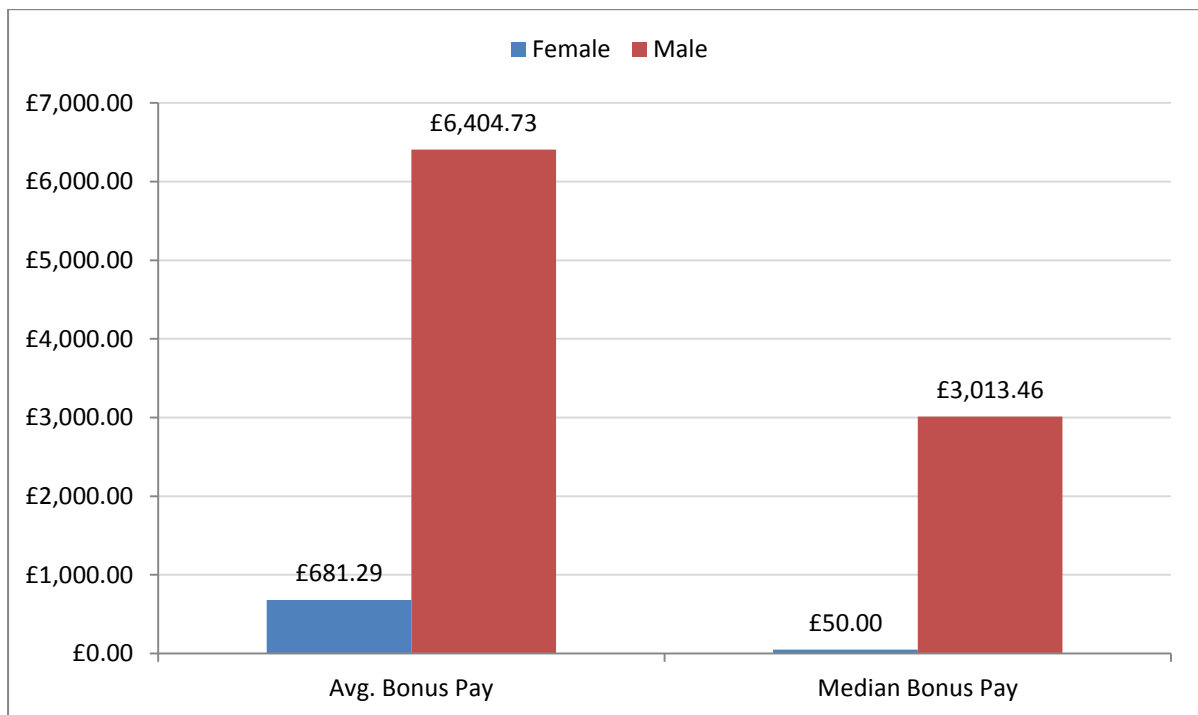
Table 3a - April 2019 Published Figures

Gender	Average Pay	Bonus	Median Bonus Pay
Female	£681.29		£50.00
Male	£6,404.73		£3,013.46
Difference	£5,723.44		£2,963.46
Pay Gap %	89.36%		98.34%

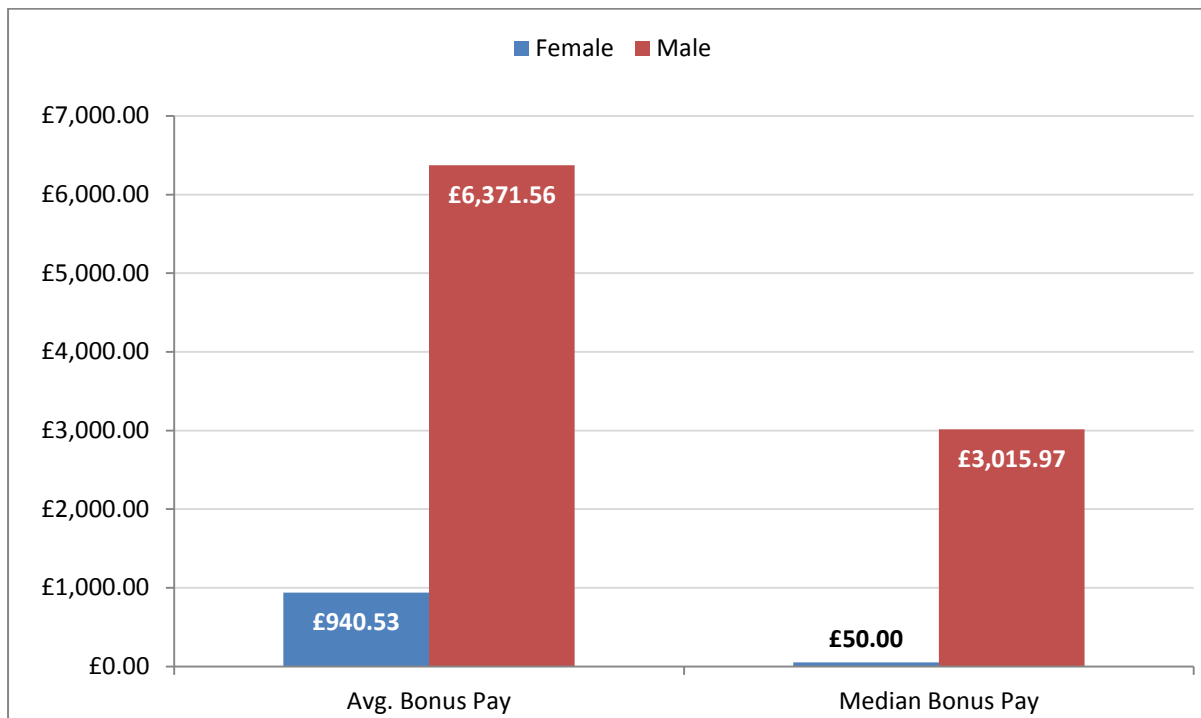
Table 3b - Figures for Publication in 2020

Gender	Average Pay	Bonus	Median Bonus Pay
Female	£940.53		£50.00
Male	£6,371.56		£3,015.97
Difference	£5,431.03		£2,965.97
Pay Gap %	85.24%		98.34%

Graph C - April 2019 Published Figures



Graph D - Figures for Publication in 2020



For the time periods covered the Average Bonus Pay Gender Pay Gap has narrowed from 89.36% to 85.24%.

For the time periods covered the Median Bonus Gender Pay Gap has remained stable at 98.34%.

The above tables and subsequent graph details the average and median bonus pay for Males and Females.

The percentage difference for both average and median bonus pay are improving but remain significant. This is due to the very large difference in value between Clinical Excellence Awards (CEAs) which are only applicable to consultants, who are predominately male (73.60%), and long service awards (between £25 and £400) or employee of the month awards (£30).

If CEA's are separated out from other bonus pay the calculations would be as follows:

Table 4a - April 2019 Published Figures

Gender (Excluding CEAs)	Average Bonus Pay	Median Bonus Pay
Female	£72.79	£50.00
Male	£46.67	£25.00
Difference	-£26.13	-£25.00
Pay Gap %	-55.99%	-100.00%

Table 4b - Figures for Publication in 2020

Gender (Excluding CEAs)	Average Bonus Pay	Median Bonus Pay
Female	£67.26	£50.00
Male	£54.69	£50.00
Difference	-£12.57	£0.00
Pay Gap %	-22.99%	0.00%

For the time periods covered the Average Bonus Pay Gender Pay Gender Pay Gap (Excluding CEAs) closed from **-55%** in favour of Females **-22.99%** in favour of Females.

This indicates that on average Females receive higher rates of bonus compared to Males. This there is no indication that this is caused by a general inequality in society or by discrimination at the Trust, therefor no equalities actions are required in respect of Average Bonus (Excluding CEAs).

Tables 4a-b, which excludes CEAs, show that both the average and median bonus pay would actually be higher for Females if CEAs were not a factor.

Table 5a - April 2019 Published Figures

Gender (CEAs Only)	Average Bonus Pay	Median Bonus Pay
Female	£8,439.58	£4,520.25
Male	£9,674.44	£4,521.50
Difference	£1,234.86	£1.25
Pay Gap %	12.76%	0.03%

Table 5b - Figures for Publication in 2020

Gender (CEAs Only)	Average Bonus Pay	Median Bonus Pay
Female	£8,986.57	£5,026.70
Male	£9,197.60	£6,032.04
Difference	£211.04	£1,005.34
Pay Gap %	2.29%	16.67%

For the time periods covered the Average Bonus Pay Gender Pay Gap (CEAs Only) decreased by 10.46%. This is a significant closing of this Gender Pay Gap at the Trust.

In summary for other bonus pay (staff awards) there is a gender pay gap but this is in favour of Females. Unfortunately, because of the large values of the CEA awards, and majority of Males receiving bonus pay being within this CEA category, when these two types are combined it creates a Gender Pay Gap. Separating these out can therefore help to understand this aspect of the gender pay return much better.

Although a comparison over two years is not really long enough to provide useful data on trends it does suggest some improvement with regards to median CEA bonus pay may have been made.

3.3 Quartile Analysis of Hourly Pay Rates

Quartile analysis divides the total number of full pay relevant employees into four equal parts, based on their hourly pay rates.

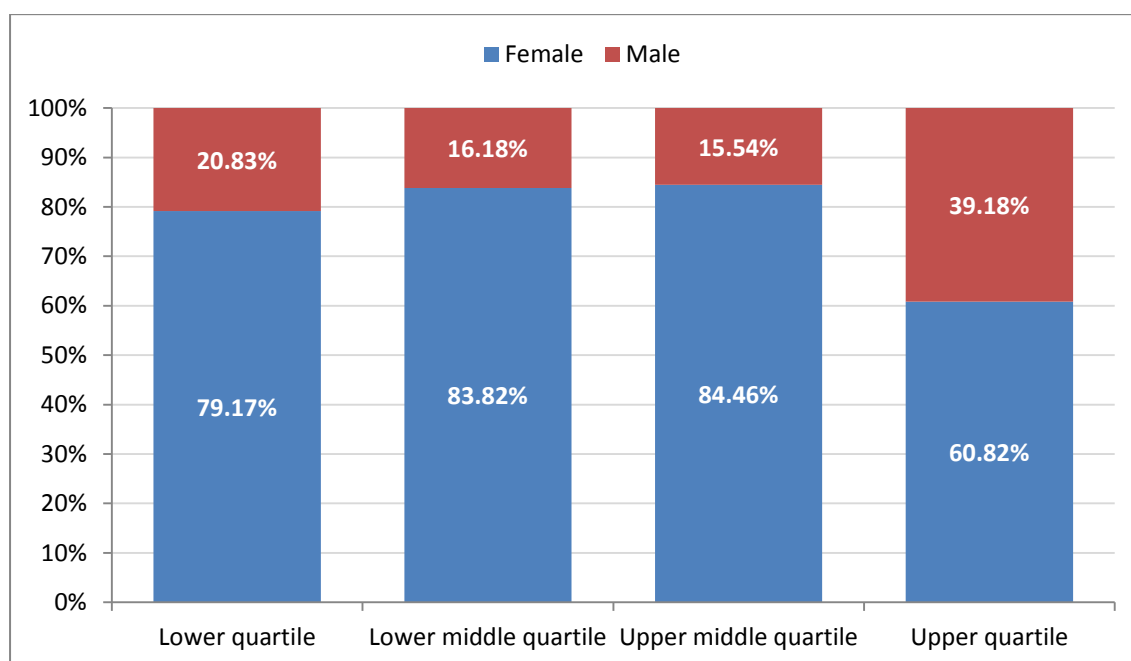
Table 6a - April 2019 Published Figures

Quartile	Female	Male	Female %	Male %
Lower quartile	266.00	70.00	79.17%	20.83%
Lower middle quartile	290.00	56.00	83.82%	16.18%
Upper middle quartile	288.00	53.00	84.46%	15.54%
Upper quartile	208.00	134.00	60.82%	39.18%

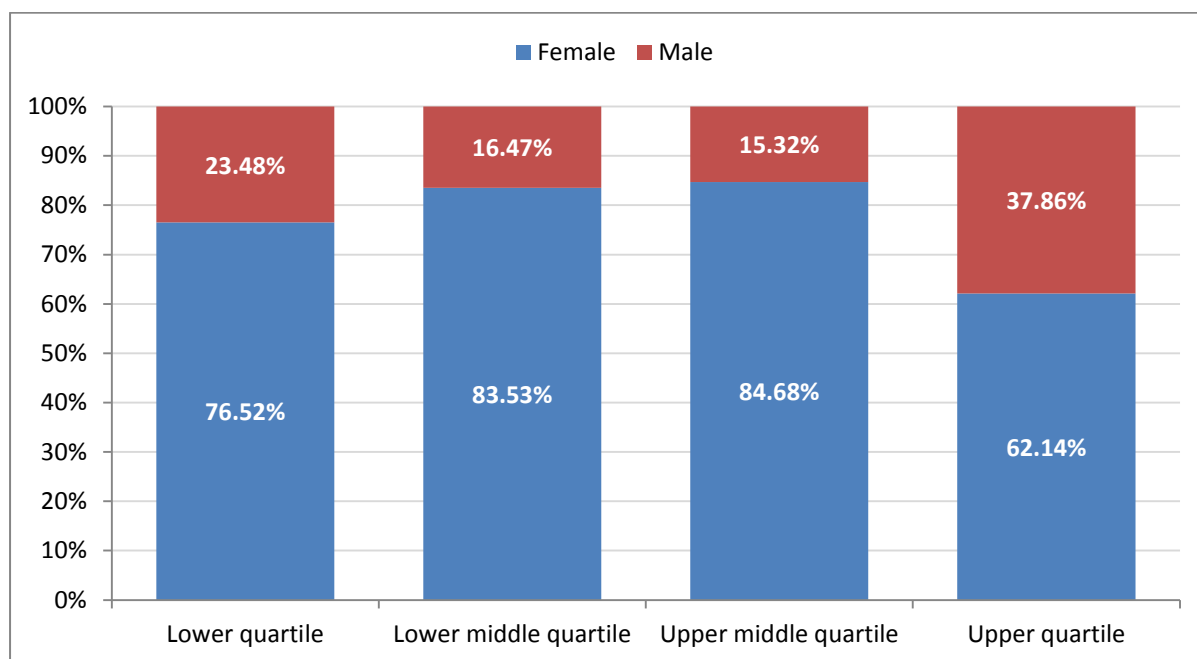
Table 6b - Figures for Publication in 2020

Quartile	Female	Male	Female %	Male %
Lower quartile	264.00	81.00	76.52%	23.48%
Lower middle quartile	289.00	57.00	83.53%	16.47%
Upper middle quartile	293.00	53.00	84.68%	15.32%
Upper quartile	215.00	131.00	62.14%	37.86%

Graph E - April 2019 Published Figures



Graph F - Figures for Publication in 2020



Average salary for each quartile as follows:

Lower = £16,543.08

Lower Middle = £23,102.23

Upper Middle = £31,204.78

Upper = £61,038.47

The quartile figures show that the main reason for the Gender Pay Gap is the lower proportion of women in senior roles (upper quartile) relative to men.

There is a higher proportion of female staff in the lower middle quartile and upper middle quartile; included in these quartiles are Administrative Staff, Clinical Support Staff and Registered Nurses, all of which have a higher proportion of female staff.

The upper quartile has a higher proportion of Male staff relative to the overall proportion of Males in the workforce. The variance in this quartile is mainly due to the different gender splits among medical staff.

Figures for publication in 2020 show a small decrease in the percentage of Males in the Upper quartile and a small increase in the percentage of Males in the Lower quartile. This is a positive change in terms of staff gender demographics which will contribute to lessening the Gender Pay Gap.

4. Conclusions

Despite the majority of the workforce being female a high proportion of the Trust's medical and senior roles are filled by men. This is consequently leading to a pay gap. In addition to this, the high value of Clinical Excellence Awards is causing a significant variation of bonus pay as these are primarily awarded to Males, whereas

local awards, which are much lower in value, are more likely to be awarded to Females as the majority of the workforce, however, the figures are starting to show the Gender Pay Gap closing.

5. Next Steps

- Continue to review the reasons why application for CEA awards is low for females.
- Investigate ways to further increase the number of females in senior management and medical roles, including consideration of mentoring schemes, coaching opportunities and availability flexible working arrangements at these levels
- Work with other public sector partners to better understand the reasons for the Gender Pay Gap and to find effective solutions for closing it.