

GENDER PAY GAP REPORT

Background

Under the Equality Act 2010 (Gender pay Gap Information) Regulations 2017 every employer who has 250 or more employees is required to publish their gender pay gap for workers in post as at the 31st March each year, which has to be published by the 30th March the following year.

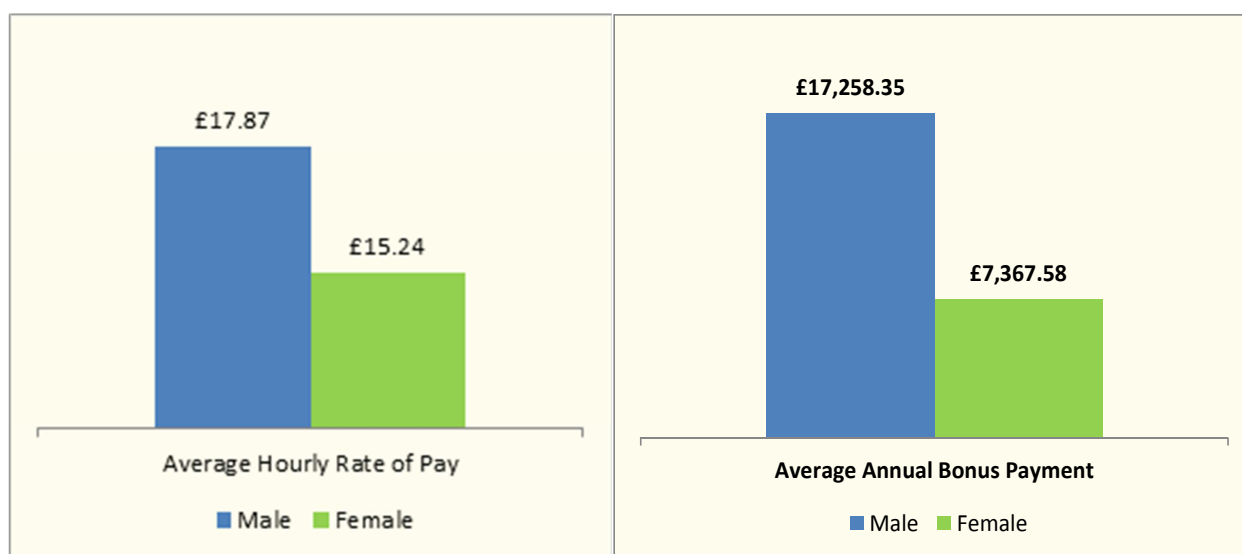
Calculating a gender pay gap involves carrying out six calculations that shows the difference between the average earnings of men and women within the Trust. No personal data of any individual is included in this report.

This report should not be confused with an equal pay report which is based on equal pay for work of equal value.

Average Rates of Pay

Group	Average Hourly Rate of Pay	Average Annual Bonus Payment*
Male	£ 17.8668	£ 17,258.35
Female	£ 15.2371	£ 7,367.58
Percentage variance	14.72%	57.31%

*average calculation based on those receiving a bonus payment.



Key Points

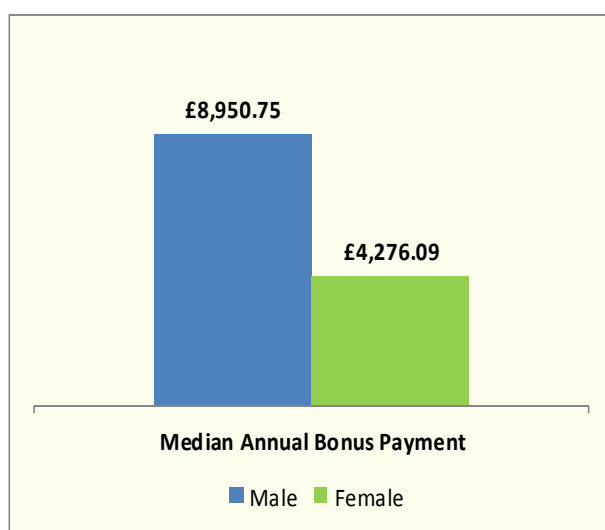
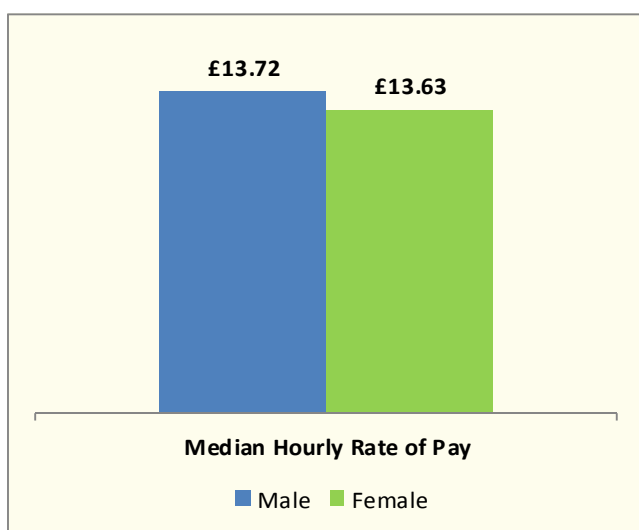
- The average hourly rate of pay is calculated from a specific pay period, in this case March 2017. The hourly rate if calculated for each employee based on “ordinary pay” which includes basic pay after any salary sacrifice deduction for childcare vouchers or nursery fees direct has been deducted, recruitment and retention payments, enhancements, on-call payments, additional hours/sessions, pay protection payments, additional responsibility payments, essential user for travel allowances. It does not include overtime, additional programme activities, emergency return to work payments for full time staff, pay in lieu of notice, redundancy pay, pay in lieu of annual leave, travel or subsistence payments.
- The percentage variance for the average hourly rate of pay is just under 15%. This calculation is based on the average hourly rate of 3078 female staff compared to 482 male staff; as 87% of staff making use of the salary sacrifice arrangements are female the variance in pay is to be expected. Whilst this does not affect the median pay it does have an impact on the average pay shown above.
- As an NHS organisation the only pay elements that fall under the bonus pay criteria are clinical excellence awards which are only paid to Medical and Dental consultants
- The percentage variance for the annual bonus payments is just under 58%. Although this may seem high there are an equal number of male and female staff receiving a bonus, but many of the female employees are part time, and the National Awards which are paid at the highest levels were held by male employees.



Median Rates of Pay

Group	Median Hourly Rate of Pay	Median Annual Bonus Payment*
Male	£ 13.7216	£ 8,950.75
Female	£ 13.6260	£ 4,276.09
Percentage variance	0.70%	52.23%

* median calculation based on those receiving a bonus payment.

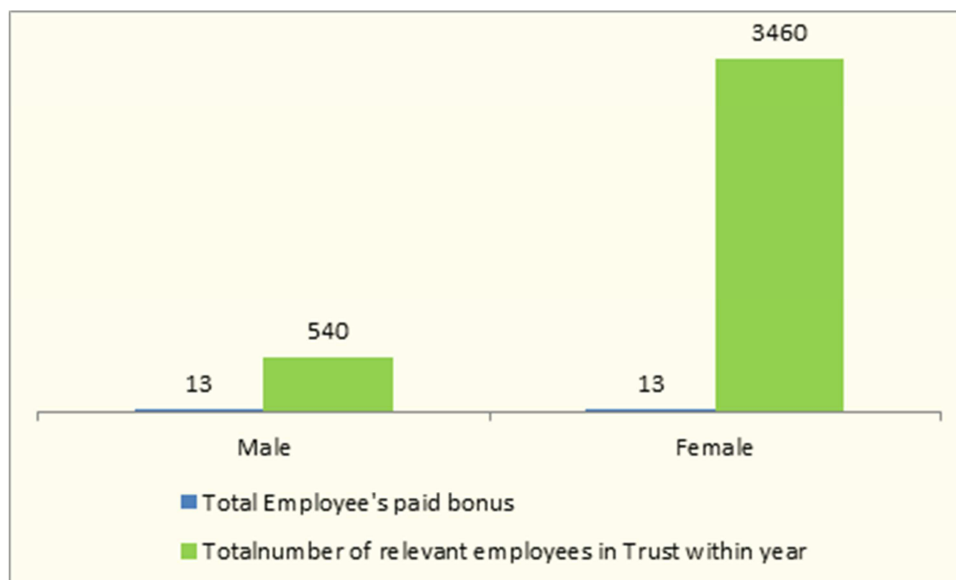


Key Points:

- The median hourly rate of pay is calculated from a specific pay period, in this case March 2017. The median rate is calculated by selecting the average hourly rate at the mid-point for each gender group.
- The percentage variance for median hourly rate is under 1%, within this Organisation which equates to less than 10p per hour. This is significantly lower than the average pay as shown above due to the impact of salary sacrifice arrangements.
- As with the median hourly rate of pay, the median bonus payment is the mid-point of the annual bonuses in payment.
- The percentage variance of the median bonus is under 53%. As stated in the average rates of pay, the number of employees receiving a Clinical Excellence awards are equal by gender. The pay elements that are used in this calculation are awarded as a result of recognition of excellence in practice over and above contractual requirements and have no gender bias. However they are paid on a pro rata basis for part time staff and as many of the female employees are part time this does impact median amount in payment.

Proportion of staff receiving a bonus

Gender	Total Employee's paid bonus	Total number of employees in Trust within year	Percentage
Male	13	540	2.41%
Female	13	3460	0.38%

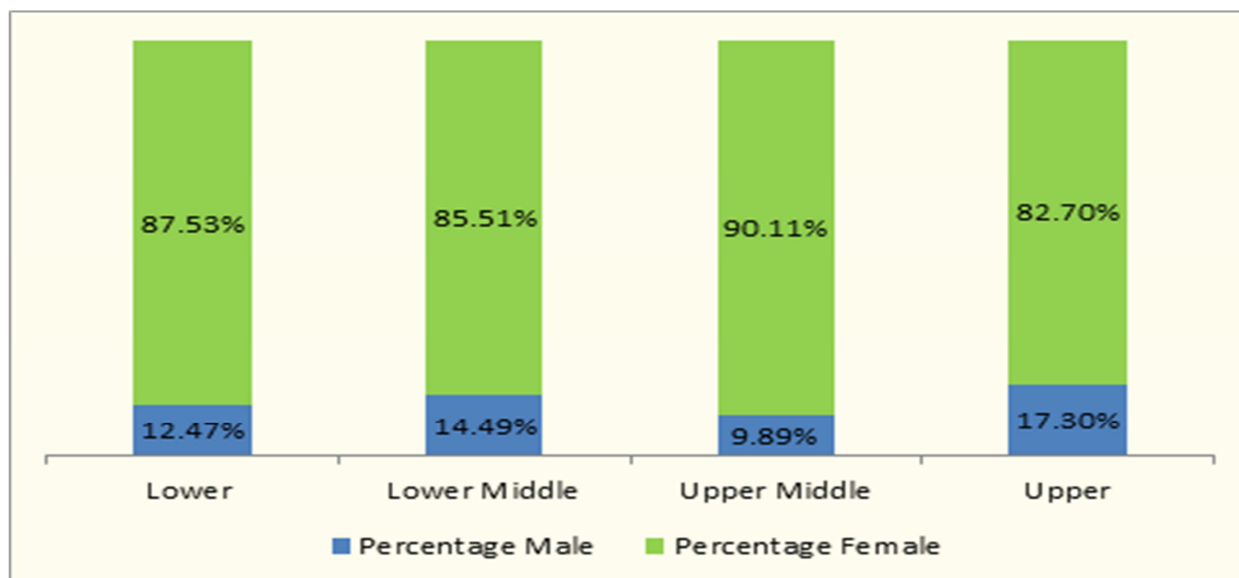


Key points:

- This calculation expresses the number of staff receiving bonus pay as a percentage of the total number of staff in each gender group.
- As previously stated bonus pay elements are awarded as a result of recognition of excellent practice over and above contractual requirements, and have no gender bias. Clinical excellence awards are split into local and national awards. The national awards are significantly higher than a local award, so where one or more is in payment this will show a higher payment for that particular gender.
- It is only consultants who are in receipt of clinical excellence awards that receive payments classified as bonus payments. Less than 2% of all staff employed in the year are eligible to receive a clinical excellence award and as a result the relevance of this indicator is less significant as bonus pay applies to less than 1% of the staff employed.

Quartile Analysis of Hourly Pay Rates

Gender	Lower	Lower Middle	Upper Middle	Upper	Trust
Male	111	129	88	154	482
Female	779	761	802	736	3078
Total	890	890	890	890	3560
Percentage Male	12.47%	14.49%	9.89%	17.30%	13.54%
Percentage Female	87.53%	85.51%	90.11%	82.70%	86.46%



Key Points:

- In order to create the quartile information all staff are sorted by their hourly rate of pay, this list is then split into four equal parts. Where a particular hourly pay rate falls into two different quartiles, the total gender of staff on that rate of pay is distributed evenly across the quartiles.
- It is important that when reviewing the quartile information the types of roles available within the organisation and the different gender splits that occur within specific roles
- The highest variances for the quartiles when compared with the overall Trust value are in the upper middle and upper quartiles
- There is a higher proportion of female staff in the upper middle quartile ranging from band 2 health care assistants with enhancements to some band 7 staff with salary sacrifices. The majority of staff are band 5 and 6 staff
- The higher proportion of male staff in the upper quartile includes band 5 and 6 staff with enhancements and the majority of staff above this band within the organisation. It does reflect the different gender split in managerial roles within the Trust
- The lower and lower middle are representative of the Trust as a whole with less than a 1% variance. The lower quartile includes band 1 to band 3 staff, whereas the lower middle quartile band 2 to band 4.