

Gender Pay Gap Report

(31 March 2018 & 31 March 2019 comparison)

1. What is the gender pay gap report?

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. There are two sets of regulations. The first is mainly for the private and voluntary sectors (taking effect from 5 April 2017) and the second is mainly for the public sector (taking effect from 31 March 2017). Employers have up to 12 months to publish their gender pay gaps.

The results must be published on the employer's website and a government website. They must, where applicable, be confirmed in a written statement by an appropriate person, such as a Chief Executive. While employers may already be taking steps to improve gender equality and reduce or eliminate their gender pay gap, this process will support and encourage action.

Gender pay reporting 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 difference in the average pay between all men and women in a workforce. If a workforce has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with, and the individual calculations may help to identify what those issues are.

The NHS terms and conditions of service handbook contain the national agreements on pay and conditions of service for NHS staff other than very senior managers and medical staff. Job evaluation (JE) enables jobs to be matched to national job profiles or allows trusts to evaluate jobs locally, to determine in which Agenda for Change pay band a post should sit.

2. Gender Pay Gap Indicators

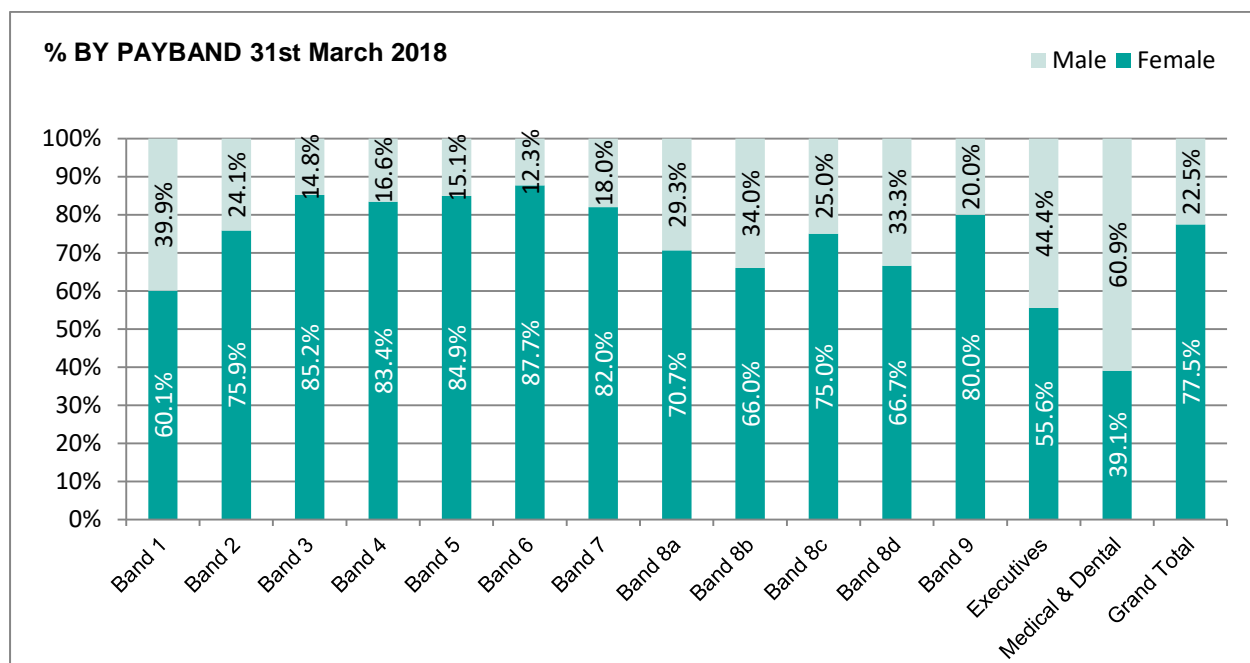
An employer must publish six calculations showing their:

1. Average gender pay gap as a mean average
2. Average gender pay gap as a median average
3. Average bonus gender pay gap as a mean average
4. Average bonus gender pay gap as a median average
5. Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
6. Proportion of males and females when divided into four groups ordered from lowest to highest pay

3. East Sussex Healthcare Trust Workforce context

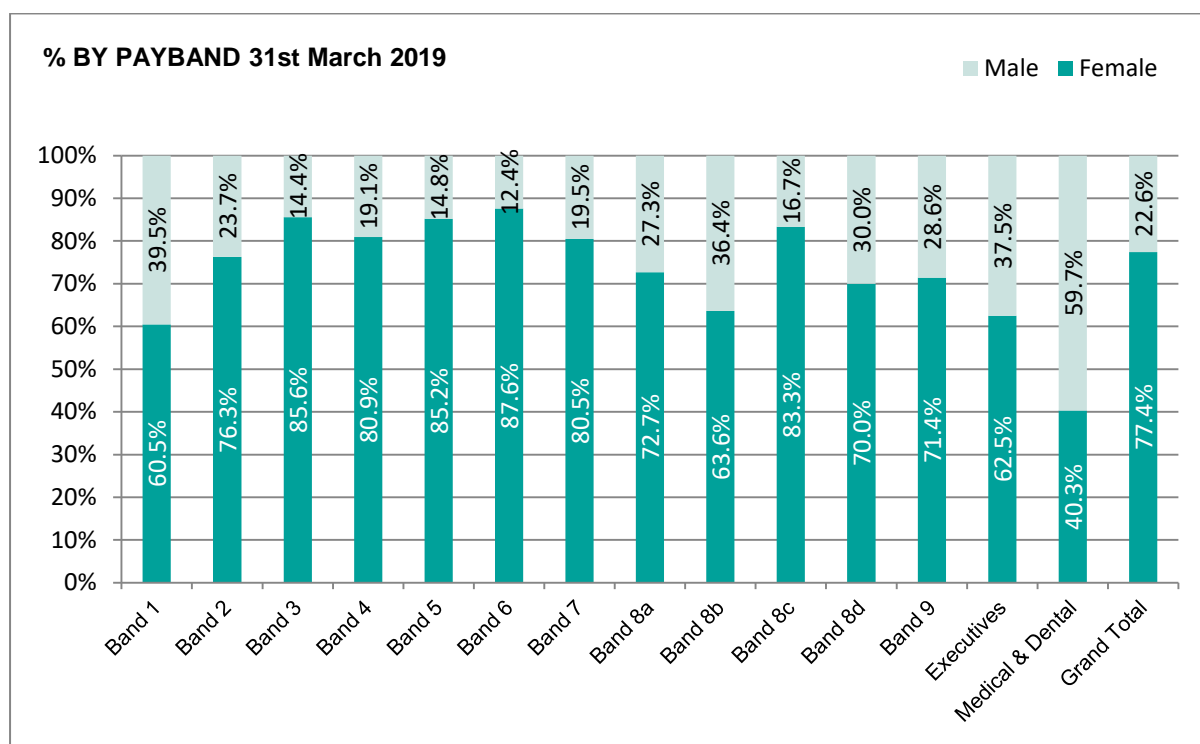
On 31st March 2018, the gender split within the overall workforce was 77.5% female and 22.5% male. On 31st March 2019 this had shifted slightly to 77.6% female and 22.4% male.

Graph 1.0 - Gender Breakdown % By Payband 31st March 2018



Source data: ESR extract for 31st Mar 2018

Graph 2.0 - Gender Breakdown % By Payband 31st March 2019



Source data: ESR extract for 31st Mar 2019

4. ESHT Gender Pay Gap Results for 31st March 2018 and 31st March 2019

- a) Gender pay gap as a mean (average) showing male to female hourly rate comparison as snapshots on 31st March 2018 and 31st March 2019. Hourly rate includes basic pay and additional allowances inc CEA. This rate does not include overtime or exceptional payments i.e. redundancy.

	Male	Female	% diff
Mean hrly rate 31/3/18	£18.41	£14.45	21.5%
Mean hrly rate 31/3/19	£19.39	£15.17	21.8%

The gender pay gap, in respect of mean hourly rate, has increased by 0.3%.

The below table shows a breakdown of the mean pay rates split for Agenda for Change and Medical & Dental staff

Agenda for Change and Medical & Dental	Male	Female	% diff
Agenda for Change - Mean hrly rate 31/3/18	£13.41	£13.94	-3.8%
Agenda for Change - Mean hrly rate 31/3/19	£14.05	£14.41	-2.5%
Medical & Dental - Mean hrly rate 31/3/18	£35.85	£29.12	18.8%
Medical & Dental - Mean hrly rate 31/3/19	£36.66	£29.97	18.2%

The % difference for Medical & Dental staff has reduced by 0.6% but is offset by the reduction in the difference for Agenda for Change staff, where female mean pay is higher than male, this gap has reduced by 1.3%.

- b) Gender pay gap as a median average showing male to female hourly rate comparison as snapshots on 31st March 2018 and 31st March 2019. The median is the middle value of the full range of hourly rates

	Male	Female	% diff
Median hrly rate 31/3/18	£13.24	£12.87	2.8%
Median hrly rate 31/3/19	£14.03	£13.57	3.3%

The gender pay gap, in respect of median hourly rate, has increased by 0.5%.

The below table shows a breakdown of the median pay rates split for Agenda for Change and Medical & Dental staff

Agenda for Change and Medical & Dental	Male	Female	% diff
Agenda for Change - Median hrly rate 31/3/18	£11.60	£12.77	-9.2%
Agenda for Change - Median hrly rate 31/3/19	£12.01	£13.10	-8.3%
Medical & Dental - Median hrly rate 31/3/18	£33.91	£24.40	28.0%
Medical & Dental - Median hrly rate 31/3/19	£34.93	£26.49	24.2%

The % difference for Medical & Dental staff has reduced by 3.8% but is offset by the reduction in the difference for Agenda for Change staff, where female mean pay is higher than male, this gap has reduced by 0.9%.

- c) Bonus gender pay gap as a mean average. Bonuses are payments within the 12 months up to the relevant snapshot dates. In both years, the bonuses relate purely to Clinical Excellence Awards.

	Male	Female	% diff
Mean bonus payment - 31/3/18	£15,484	£10,342	33.2%
Mean bonus payment - 31/3/19	£14,196	£10,570	25.6%

The gender pay gap, in respect of mean average, has decreased by 7.6%.

- d) Average bonus gender pay gap as a median average within the 12 months up to the snapshot dates. The median is the middle value of the full range of bonuses

	Male	Female	% diff
Median bonus payment - 31/3/18	£10,107	£7,177	29.0%
Median bonus payment - 31/3/19	£9,048	£9,048	0.0%

The gender pay gap, in respect of median average, has reduced by -29.0% to nil.

- e) Percentage of employees who received a bonus payment. The percentage shown in the table below reflects the male and female split against the overall Trust staffing in that gender. For this Trust the bonuses all relate to Clinical Excellence awards

Date	Gender	Trust %	No. receiving bonus	% of those receiving bonus	% medical staff overall
31/3/18	Male	4.2%	81	78.6%	60.7%
31/3/18	Female	0.4%	22	21.4%	39.3%
31/3/19	Male	4.4%	84	77.8%	59.8%
31/3/19	Female	0.4%	24	22.2%	40.2%

There has been a slight increase in the proportion of female staff receiving bonus payments, in tandem with the increase in the proportion of female medical staff.

- f) Proportion of males and females when divided into four quartiles. The below table divides all the hourly rates into 4 equal segments from lowest to highest hourly rate

	31/3/18		31/3/19	
	Male	Female	Male	Female
Lower	24.3%	75.7%	23.2%	76.8%
Lower middle	20.9%	79.1%	21.0%	79.0%
Upper middle	15.3%	84.7%	14.9%	85.1%
Upper	31.7%	68.3%	32.5%	67.5%
TOTAL	22.5%	77.5%	22.6%	77.4%

Summary of Results & Actions

Metric	Result	Action Proposed	Progress
Average gender pay gap as a mean average	<p>Female mean pay is lower than male by 21.8%. This is 0.3% higher than for March 2018</p> <ul style="list-style-type: none"> – Agenda for Change staff male mean pay is lower than female by 2.5% – Medical staff female mean pay lower than male by 18.2% 	<p>Governance</p> <ul style="list-style-type: none"> – Gender Pay Gap Report and action plan to be presented to People Organisational Development (sub-board committee) <p>Analysis</p> <ul style="list-style-type: none"> – Expand comparative analysis over a 3 year period to provide an in-depth understanding of trends for mean, median and bonus specific analysis. – This will include latest figs for 2020. 	<p>Report to be presented at POD by July 2020</p> <p>To be developed once March 2020 figures are available</p>
Average gender pay gap as a median average	<p>Female median pay lower than male by 3.3%. This is 0.5% higher than for March 2018</p> <ul style="list-style-type: none"> – Agenda for Change staff male median pay is lower than female by 8.3% – Medical staff female median pay lower than male by 24.2% 	<p>Recruitment</p> <ul style="list-style-type: none"> – Review of Recruitment Strategy to further promote equal opportunities for all roles – Regularly monitor and report on the male/female profile for applicants, shortlisted candidates and appointments, at all levels and across all occupations and working patterns. – Adverts to state flexible working options – Provide Recruitment managers with training around good recruitment practices and interviewing techniques and skills. 	<p>Under development. Strategy to be finalised by end April 2020</p> <p>Quarterly reporting to be monitored by Workforce Equalities Group</p>
Average bonus gender pay gap as a mean average	<p>Female mean bonus payments are lower than male by 25.6% showing an improvement of 7.6%</p>	<p>– Provide Recruitment managers with training around good recruitment practices and interviewing techniques and skills.</p>	<p>Interview skills workshop and TRAC training dates are being scheduled to be delivered throughout the year</p>
Average bonus gender pay gap as a median average	<p>Female and male median bonus payments are equal, an improvement of 29% since March 2018</p>	<p>Career Development & Education</p> <ul style="list-style-type: none"> – Review of career pathways and Education opportunities to ensure upskilling is accessible to both genders 	<p>Career Pathways have been included in the Trust Educational Strategy which has been put to the Education Steering Group last month. Signposting to educational opportunities has been included within the Learning Directory currently being mapped to the new Integrated Educational</p>

			Website under development by the Communications team- ready end of March 2020.
% of employees who received a bonus payment	Lower % of female staff receiving bonus payments (of those receiving a bonus male 77.8%: female 22.2%). Slight improvement over previous year.	<ul style="list-style-type: none"> – Develop network group for women consultants 	A Womens Network is currently being developed First meeting planned for April 2020
		<p>Bonus Opportunities</p> <ul style="list-style-type: none"> – Review to be taken of Clinical Excellence Award Scheme to promote participation by all appropriate Medical staff linking with Leadership & Engagement Strategy 	An engagement group is also currently being established to encourage and support female consultants in applying for CEA. Funds have been allocated and the group will include the Medical Director, HR Director & E&D Lead.
Proportion of males and females when divided into four quartiles	<p>As of 31st March 2019, the Gender split male 22.4%: female 77.6%.</p> <ul style="list-style-type: none"> – Higher proportion of males in upper pay quartile than workforce overall. – Higher proportion of females in upper middle and lower middle quartiles – Higher proportion of males in the lowest quartile 		