

Gender Pay Gap Report

(2019 - 2021 comparison)

Introduction

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 male and female employees. There are two sets of regulations. The first is mainly for the private and voluntary sectors (that took effect from 5 April 2017) and the second is mainly for the public sector (that took 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 or Chief Peoples Officer.

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

To support the data a three year comparator report has been created to monitor trends.

2.2 Average gender pay gap as a mean average

Agenda for Change and Medical & Dental	Male	Female	% diff
Agenda for Change - Mean hrly rate 31/3/19	£14.05	£14.41	-2.5%
Agenda for Change - Mean hrly rate 31/3/20	£14.41	£14.81	-2.7%
Agenda for Change - Mean hrly rate 31/3/21	£15.02	£15.22	-1.2%
Medical & Dental - Mean hrly rate 31/3/19	£36.66	£29.97	18.2%
Medical & Dental - Mean hrly rate 31/3/20	£36.61	£30.50	16.7%
Medical & Dental - Mean hrly rate 31/3/21	£38.46	£31.15	19.0%

The percentage difference for Medical & Dental staff has increased by 2.3% in 20/21 whilst the difference for Agenda for Change staff, where female mean pay is higher than male, has reduced by 1.5% in the last year

2.3 Average gender pay gap as a median average

Agenda for Change and Medical & Dental	Male	Female	% diff
Agenda for Change - Median hrly rate 31/3/19	£12.01	£13.10	-8.3%
Agenda for Change - Median hrly rate 31/3/20	£12.38	£13.41	-7.7%
Agenda for Change - Median hrly rate 31/3/21	£13.04	£13.79	-5.4%
Medical & Dental - Median hrly rate 31/3/19	£34.93	£26.49	24.2%
Medical & Dental - Median hrly rate 31/3/20	£34.58	£27.29	21.1%
Medical & Dental - Median hrly rate 31/3/21	£38.65	£27.10	29.9%

The percentage difference for Medical & Dental staff has increased by 8.8%, in 20/21, whilst the difference for Agenda for Change staff, where female median pay is higher than male, has reduced by a further 2.3%.

2.6 Average bonus gender pay gap as a mean average

	Male	Female	% diff
Mean bonus payment - 31/3/19	£14,196	£10,570	25.6%
Mean bonus payment - 31/3/20	£14,449	£10,087	30.2%
Mean bonus payment - 31/3/20	£13,233	£10,509	20.6%

The gender pay gap, in respect of mean average, has reduced by 9.6% since 31/3/20

2.7 Average bonus gender pay gap as a median average

	Male	Female	% diff
Median bonus payment - 31/3/19	£9,048	£9,048	0.0%
Median bonus payment - 31/3/20	£9,048	£9,048	0.0%
Median bonus payment - 31/3/21	£8,596	£9,048	-5.3%

The gender pay gap, in respect of median average, has increased by 5.3% so that the female median bonus payment is 5.3% higher than the male.

2.8 Proportion of males receiving a bonus payment and proportion of females receiving 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
31/3/19	Male	4.4%	84	77.8%	59.8%
31/3/19	Female	0.4%	24	21.4%	40.2%
31/3/20	Male	3.8%	77	76.2%	61.4%
31/3/20	Female	0.4%	24	22.2%	38.6%
31/3/21	Male	7.6%	135	71.4%	59.0%
31/3/21	Female	0.9%	54	28.6%	41.0%

In line with national guidance, there were no rounds of applications for Clinical Excellence Awards this year. Instead, and also in line with the national guidance, the funds were distributed to all eligible consultants, hence the numbers increasing this year.

There has been an increase in the number of female staff receiving bonus payments across the 3 years, but it is still not proportionate to the gender breakdown of medical staff (the gender breakdown for Consultant staff was 70.3% male, 29.7% female on 31/3/21 which is more closely akin).

2.9 Proportion of males and females when divided into four groups ordered from lowest to highest pay

	31/3/19		31/3/20		31/3/21	
	Male	Female	Male	Female	Male	Female
Lower	23.2%	76.8%	22.0%	78.0%	21.2%	78.8%
Lower middle	21.0%	79.0%	22.1%	77.9%	22.4%	77.6%
Upper middle	14.9%	85.1%	16.1%	83.9%	17.5%	82.5%
Upper	32.5%	67.5%	32.8%	67.2%	33.3%	66.7%
TOTAL	22.6%	77.4%	23.1%	76.9%	23.1%	76.9%

3.0 Conclusion:

From reviewing the data it is apparent that ESHT need to better understand any of the disparities with a further deep dive into the data.

One area to note is the bonus payments broken down by gender. In line with national guidance, there were no rounds of applications for Clinical Excellence Awards this year. Instead, and also in line with the national guidance, the funds were distributed to all eligible consultants (not those holding either National or local level 9 awards) pro rata according to hours worked and length of service during the qualifying year

Divisions will be receiving the diversity detail of their workforce which will include gender as part of that information. This should help them to review any gender pay gap imbalance within their teams and more ownership at a local level.

The monitoring of the Action Plan currently sits with the Workforce Equality Group. Discussions will be held to explore other meetings where the Gender Pay Gap should be included in the agenda