






Agenda item:	Gender Pay Gap Reporting 2021							
Presented by:	Padraig Brady							
Prepared by:	Nathaniel Williams							
Date prepared:	5 August 2021							
Subject / title:	Gender Pay Gap Reporting 2021							
Purpose:	Approval	x	Decision	x	Information	x	Assurance	x
Key issues:	<ul style="list-style-type: none"> The gender pay gap as at 31 March 2021 reports men have higher mean and median average pay than women. The difference between mean pay of men and women is 27% and that of median average pay is 18%. When medical and dental staff are separated from agenda for change staff (including very senior manager), the mean gap is that women earn 5% less than men and the median gap is in favour for women earning more. The medical and dental mean and median gap is 13% and 24% in favour for men. 							
Recommendation:	For information and discussion							
Trust strategic objectives: please indicate which of the five Ps is relevant to the subject of the report	 Patients	 People	 Performance	 Places	 Pounds			
	X	X	X	X	X			
Previously considered by:	Workforce Committee							
Risk / links with the BAF:	BAF Risk 2.1 Workforce Capacity							

Legislation, regulatory, equality, diversity and dignity implications:	The Trust is required by law to publish their gender pay gap report
Appendices:	

1. Introduction

The gender pay reporting legislation requires all organisations employing more than 250 people to measure and publish their gender pay information based on earnings. As at 31 March 2021, our gender profile is 78% women and 22% men.

2. Background and context

2.1 The legislation framework can be referenced to the Equality Act 2010 -Specific Duties and Public Authorities - Regulations 2017.

2.2 It is important to note that the gender pay gap reporting legislation is distinct from equal pay. Equal pay is concerned with men and women earning equal pay for the same or similar work. The gender pay gap is about the difference between men and women's average pay within an organisation.

2.3 The NHS has a national pay structure, job evaluation system and contractual terms and conditions for medical and non-medical staff, which has been developed in partnership with trade unions. This national framework provides a robust set of arrangements for pay determination.

2.4 The Gender Pay reporting requirements was introduced to highlight the differences in pay between men and women giving more transparency across all industry sectors. This assists employers to consider the reasons for any differences and to take any corresponding action.

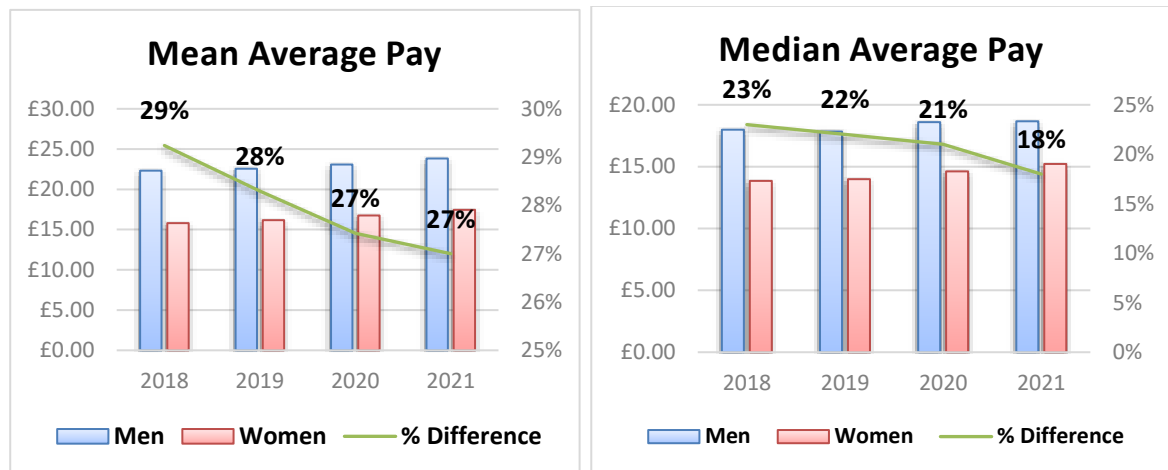
3. Requirements

The report is based on earnings as at 31 March 2021 on:

- Mean pay gap – the difference between the mean (average hourly earnings, excluding overtime) of men and women employees
- Median pay gap – the difference between the median (the difference between the midpoints of hourly rates of earnings, excluding overtime) of men and women employees
- Mean bonus gap – the difference between the mean bonus paid to men and women employees (bonus pay exclusively made up of local and national consultant clinical excellence awards, discretionary points and the welcome bonus for our international Nurses)
- Pay distribution by gender – the proportion of men and women employees in the lower, lower middle, upper middle and upper quartile pay bands



4. Mean and median ordinary pay gap



The Trust Mean gender pay gap indicates that women earn 27% less than men for the reporting period, a continuous decrease from 2018 whilst the median pay gap indicates that women earn 18% less than men, an improvement from the previous reporting periods. The high pay difference is partly due to medical & dental staff being the highest paid staff group.

The tables below give a clear separation of medical and dental staff group from Agenda for Change (AFC) pay bands (including very senior managers) for this reporting period only.

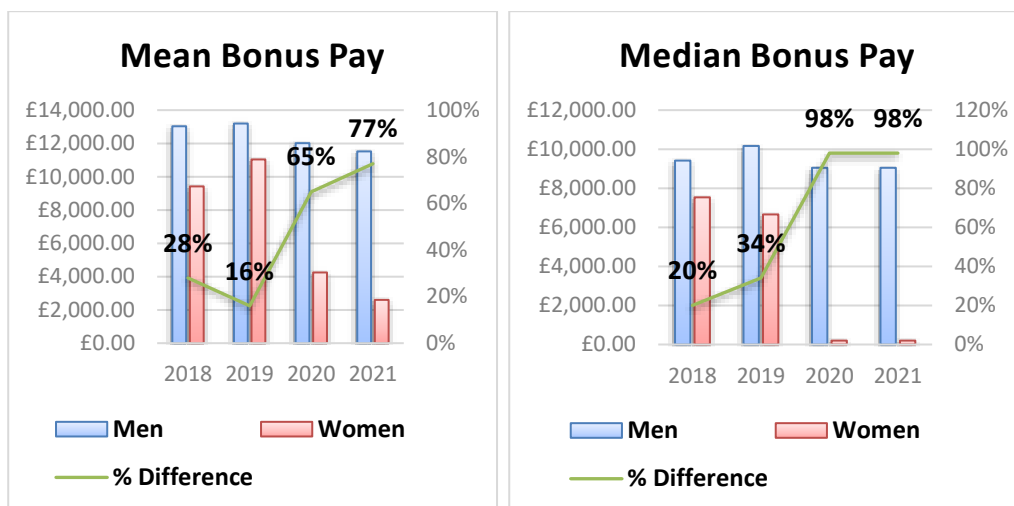
AFC and VSM	Mean hourly rate	Median hourly rate
Men	£17.17	£13.95
Women	£16.29	£14.66

M and D only	Mean hourly rate	Median hourly rate
Men	£37.00	£36.80
Women	£32.37	£28.04

This separation clearly indicates the mean pay gap for Agenda for Change pay band including VSM, women earn 5% less than men and the median pay shows that women earns 5% more than men. For medical and dental staff, the mean and median pay gap indicate women earn 13% and 24% less than men respectively.

5. Mean and median bonus pay gap

The only staff group prior to this reporting period in receipt of bonuses were consultants in accordance with the NHS national terms and conditions for medical staff. Within this reporting period, a relocation package for our international nurses include a welcome bonus. Therefore, bonus payments for this report are exclusively made up of local and national consultant clinical excellence awards, discretionary points and welcome bonus.



The tables below give a clear separation of the bonus paid to consultants and the welcome bonus paid to our international nurses for this reporting period.

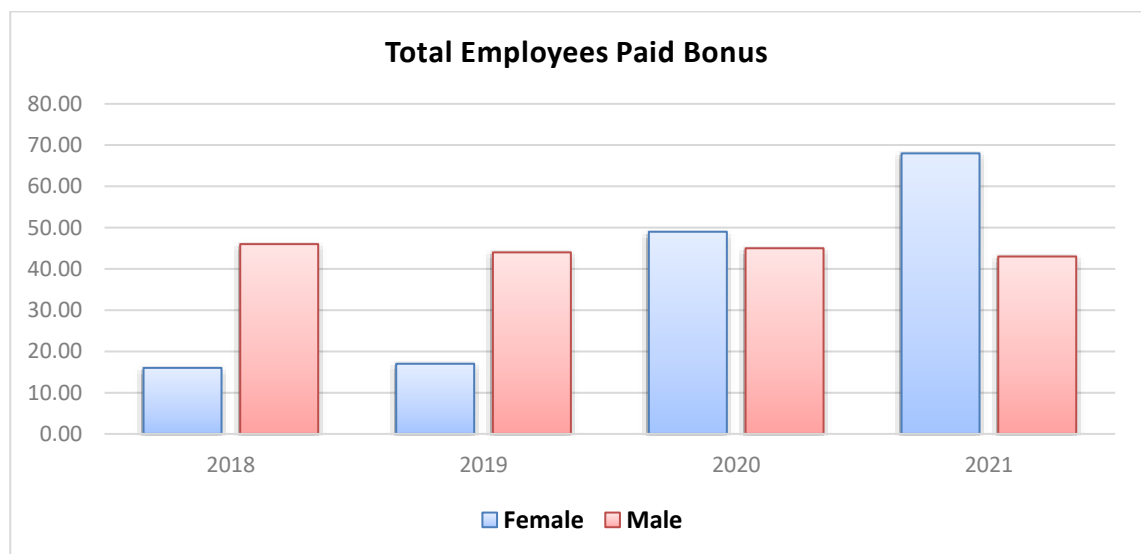
	Mean bonus payment	Median bonus payment
M and D only		
Men	£13,011.50	£10,555.98
Women	£9,806.60	£6,032.04

	Mean bonus payment	Median bonus payment
International nurses		
Men	£200.00	£200.00
Women	£200.00	£200.00

This separation indicates that medical & dental consultants mean bonus payment in this reporting period is 25% in favour for men and median bonus payment is 43% in favour for men. There is no pay gap for the international nurses as they all each receive £200.

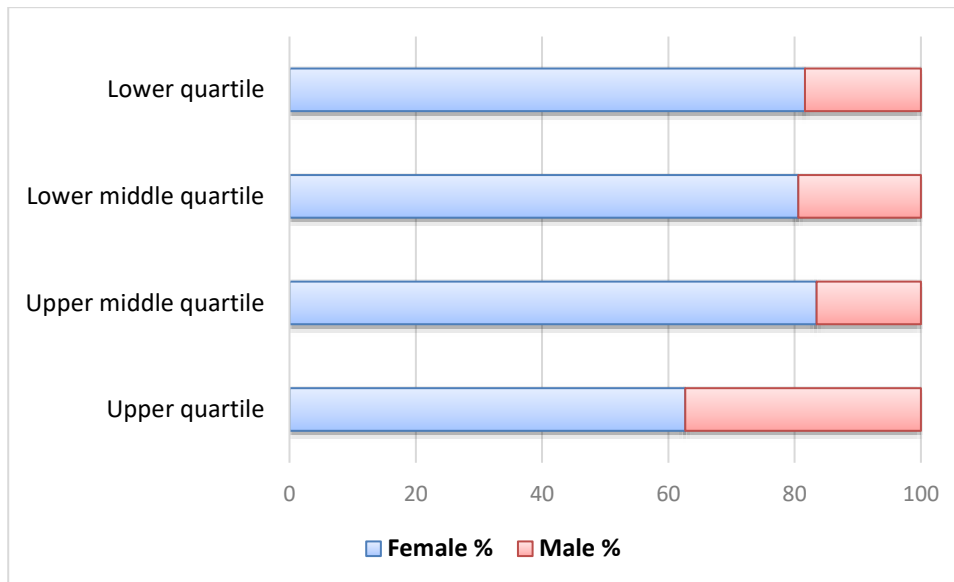
6. Total employees paid bonus

The chart shows more women received the bonus payment this reporting period than men. The women increase is due to the fifty-one international female nurses that received the £200 welcome bonus compared to only five men who received the £200 welcome bonus.



7. Pay distribution by gender

The chart shows the proportion of men and women employees in each quartile. Employees are allocated into each quartile based on their hourly rate of pay. Lower quartile is our lowest pay quartile and upper quartile is our highest pay quartile.



8. Recommendations

The Equality, Diversity and Inclusion Steering Group recommend the following:

- Continue to promote and encourage flexible working arrangements where practicable across all areas
- Raising awareness on shared parental leave
- For 2021/22 clinical excellence awards, the Trust will continue to follow the national guidance of apportioning the available funds across all eligible consultants.

The Equality, Diversity and Inclusion Steering Group will monitor delivery of these recommendations.