

Gender pay gap report

(31 March 2019 snapshot)

1) What is the gender pay gap report?

Gender pay reporting legislation requires employers with 250 or more employees from April 2017 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 will 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) The gender pay gap indicators

An employer must publish six calculations showing their:

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

3) BSUH workforce context – 31/03/19

The current gender split within the overall workforce is 71.5% female and 28.5% male (Headcount). The breakdown of proportion of females and males in each banding by Headcount:

| Band | Male | Female |
|-------------|-------|--------|
| Apprentice | - | - |
| Band 1 | 45.7% | 54.3% |
| Band 2 | 29.7% | 70.3% |
| Band 3 | 25.6% | 74.4% |
| Band 4 | 22.3% | 77.7% |
| Band 5 | 21.5% | 78.5% |
| Band 6 | 18.1% | 81.9% |
| Band 7 | 22.5% | 77.5% |
| Band 8a | 26.8% | 73.2% |
| Band 8b | 34.8% | 65.2% |
| Band 8c | 33.3% | 66.7% |
| Band 8d | 57.9% | 42.1% |
| Band 9 | 70.0% | 30.0% |
| Medical | 50.1% | 49.9% |
| Trust Board | 46.7% | 53.3% |

Results for BSUH – 31 March 2019 snapshot

a) Average gender pay gap as a mean average

Overall

| | Male | Female | % Difference |
|------------------|--------|--------|--------------|
| Mean hourly rate | £19.69 | £16.34 | 17.0% |

Agenda for Change and Medical

| | Male (AfC) | Female (AfC) | % Difference |
|------------------|----------------|------------------|--------------|
| Mean hourly rate | £14.30 | £14.84 | -3.8% |
| | Male (Medical) | Female (Medical) | % Difference |
| | £36.49 | £30.99 | 15.1% |

b) Average gender pay gap as a median average

Overall

| | Male | Female | % Difference |
|--------------------|--------|--------|--------------|
| Median hourly rate | £14.68 | £14.72 | -0.2% |

Agenda for Change and Medical

| | Male (AfC) | Female (AfC) | % Difference |
|--------------------|----------------|------------------|--------------|
| Median hourly rate | £12.25 | £13.90 | -13.5% |
| | Male (Medical) | Female (Medical) | % Difference |
| | £35.30 | £27.90 | 21.0% |

c) Average bonus gender pay gap as a mean average

| | Male (Medical) | Female (Medical) | % Difference |
|--------------------|----------------|------------------|--------------|
| Mean bonus payment | £16,946 | £10,874 | 35.8% |

d) Average bonus gender pay gap as a median average

| | Male (Medical) | Female (Medical) | % Difference |
|----------------------|----------------|------------------|--------------|
| Median bonus payment | £12,064 | £7,238 | 40.0% |

e) Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment

| Male proportion receiving bonus | Male medical staff overall | % diff | Female proportion receiving bonus | Female medical staff overall | % diff |
|---------------------------------|----------------------------|--------|-----------------------------------|------------------------------|--------|
| 18.8% | 50.1% | -31.3% | 8.7% | 49.9% | -41.2% |

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

| | Male | Female |
|-------------------|-------|--------|
| Lower (Q1) | 29.4% | 70.6% |
| Lower middle (Q2) | 28.1% | 71.9% |
| Upper middle (Q3) | 20.3% | 79.7% |
| Upper (Q4) | 37.0% | 63.0% |

5) Goals and Summary

Brighton and Sussex University Hospitals goal is to help our colleagues by providing them with the flexibility, skills and rewards to grow at BSUH.

As a trust we have now abolished the Band 1 pay scale so all new employees going forward shall start on Band 2. We know that many of the actions we need to take to address the gap are not directly about pay, but are about ensuring a more inclusive balance across our trust. To that end we are taking actions now to help us achieve that goal.

Support and attract female talent

Apprenticeships - We continue to develop and expand our Apprenticeship programme to help colleagues shape their future career paths and achieve their aspirations at Brighton and Sussex University Hospitals.

Gender target - Over the past 12 months we have increased the number of women who occupy line manager roles plus we currently have 6 female board members including the CEO and 8 male board members reflecting how we are changing from the top to become a fair and equal employer with nearly 50% of the board members being female.

Learning and development – With the creation of the mentorship programme for all staff at BSUH and Board Directors supporting colleagues to attend training courses like Workforce Race Equality Standard (WRES) experts development programme.

Maternity and Paternity support - We've improved our maternity pay to help new parents manage those first months with their new baby, by extending the payments to colleagues on maternity leave. We have also have a shared parental leave policy which means that colleagues can be flexible about the way they care for their baby.

Staff Networks – BSUH currently have 3 staff networks Disability, LGBTQ+, Religion or Belief that are all focused on the protected characteristic they represent and focus on 3 main outcomes Communication, Recruitment and Support.

Equip and empower our leaders

Inclusion training – BSUH have senior management training and support employees to develop and this year the Equality, Diversity and Inclusion team shall be creating EDI training for employees. This training will be cascaded across our trust to attract and retain a more diverse workforce and has put us in the Stonewall index position of 143 hoping that in 2019 BSUH will be within the Top 100.

Coaching and support - We now provide enhanced access to coaching support for employees who are seen as high potential leaders of the future and have started a mentorship scheme where Dame Marianne Griffiths the trusts CEO will be mentoring a staff member among other senior staff developing new and existing staff to grow and develop within the trust.

Ensure we are being inclusive

Building an inclusive culture - Our aim is to build an inclusive working environment that values colleagues' needs. We are reviewing our approach to provisions for pay progression for colleagues and we already have a flexible work policy in place at the trust.

Diversity Matters Steering Group - We have created a Diversity Matter Steering Group made up of key figures within BSUH from the CEO, Head of HR, Head of EDI and Chairman's of all the protected characteristic networks i.e. Disability, LGBTQ+ and Religion the monthly meetings are to support, challenge and provide insight to our Senior Leadership Teams.

The panel help us to understand how we can best support diverse patients and colleague groups and make real change at BSUH to build a truly inclusive culture.