

Gender Pay Gap Report

(31 March 2017 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.

The pay period is a snapshot of the gross hourly pay rate of all employees, excluding bank workers on the 31 March 2017 and includes the following elements:

- Basic pay including other allowances
- Paid leave, including annual leave, sick leave, maternity, paternity, adoption or parental leave
(except where an employee is paid less than usual because of being on leave)
- Bonus pay (if paid in the pay period) ie: VSM bonus or Clinical Excellence Award (CEA)

The report does not include:

- Overtime pay, waiting list initiatives (WLI), expenses, value of salary sacrifice schemes, benefits in kind, redundancy pay and tax credits

3) BSUH workforce context

The current gender split within the overall workforce is 71.3% female and 28.7% male. The breakdown of proportion of females and males in each banding

Band	Male	Female
Apprentice	-	-
Band 1	46.1%	53.9%
Band 2	31.9%	68.1%
Band 3	25.5%	74.5%
Band 4	22.6%	77.4%
Band 5	20.2%	79.8%
Band 6	19.3%	80.7%
Band 7	20.0%	80.0%
Band 8a	27.0%	73.0%
Band 8b	30.4%	69.6%
Band 8c	41.5%	58.5%
Band 8d	42.1%	57.9%
Band 9	53.3%	46.7%
Medical	53.2%	46.8%
Trust Board	64.3%	35.7%

4) Results for BSUH – 31 March 2017 snapshot

a) Average gender pay gap as a mean average

Overall

	Male	Female	% Difference
Mean hourly rate	£19.13	£15.77	17.6%

Staff on Agenda for Change Pay (AfC) and Medical Pay

	Male (AfC)	Female (AfC)	% Difference
Mean hourly rate	£13.56	£14.39	-6.1%
	Male (Medical)	Female (Medical)	% Difference
	£36.04	£29.67	17.7%

b) Average gender pay gap as a median average

Overall

	Male	Female	% Difference
Median hourly rate	£14.10	£14.25	-1.0%

Agenda for Change and Medical

	Male (AfC)	Female (AfC)	% Difference
Median hourly rate	£11.66	£13.49	-15.6%
	Male (Medical)	Female (Medical)	% Difference
	£34.49	£26.11	24.3%

c) Average bonus gender pay gap as a mean average

Clinical Excellence Awards

	Male (Medical)	Female (Medical)	% Difference
Mean bonus payment	£17,542	£10,314	41.2%

Long Service Awards

	Male	Female	% Difference
Mean bonus payment	£31.00	£30.30	2.3%

d) Average bonus gender pay gap as a median average

Clinical Excellence Awards

	Male (Medical)	Female (Medical)	% Difference
Median bonus payment	£14,023	£6,713	52.1%

Long Service Awards

	Male	Female	% Difference
Median bonus payment	£31.00	£25.00	19.35%

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

Clinical Excellence Awards

Male proportion receiving bonus	Male medical staff overall	% diff	Female proportion receiving bonus	Female medical staff overall	% diff
22.1%	53.2%	-31.1%	10.8%	46.8%	-36.0%

Long Service Awards

Male proportion receiving bonus	Male staff overall	% diff	Female proportion receiving bonus	Female staff overall	% diff
7.2%	28.7%	-21.5%	92.8%	71.3%	21.5%

During this period, 37 men and 156 women were eligible for a long service award. Out of this 6 men (16.2% of those asked) and 77 women (49.4% of those asked) participated in the long service award programme.

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

	Male	Female
Lower (Q1)	32.0%	68.0%
Lower middle (Q2)	26.8%	73.2%
Upper middle (Q3)	20.1%	79.9%
Upper (Q4)	38.0%	62.0%

5) Summary of results and actions

Metric	Result	Action Taken
Average gender pay gap as a mean average	There is an overall difference in pay for men and women for agenda for change and medical staff.	A Gender Pay Working group will be established in April 2018 to carry out further investigations into data and advise on any proposed actions that may reduce the gap. The Gender Pay Group will report in to the Leadership, Culture and Workforce Programme Executive Steering Committee.
Average gender pay gap as median average	Female median pay is higher than males for agenda for change, but lower for medical	
Average bonus gender gap as a mean average	Female CEA pay less than the male CEA pay	
Average bonus gender pay gap as a median average	Female CEA pay less than the male CEA pay	

Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment	Higher proportion of males receiving CEA pay than females	
Proportion of males receiving Long Service Awards	Higher proportion of females receiving long service awards due to composition of eligible staff	
Proportion of males and females when divided into four groups ordered from lowest to highest pay	Higher proportion of males in the upper pay group than in the workforce overall.	