

Gender pay gap report

(31 March 2020 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 – 31/03/20

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	44.8%	55.2%
Band 2	31.3%	68.7%
Band 3	25.8%	74.2%
Band 4	21.4%	78.6%
Band 5	21.8%	78.2%
Band 6	18.3%	81.7%
Band 7	21.5%	78.5%
Band 8a	30.5%	69.5%
Band 8b	34.5%	65.5%
Band 8c	34.2%	65.8%
Band 8d	63.2%	36.8%
Band 9	61.5%	38.5%
Medical	51.2%	48.8%
Ad-Hoc	35.7%	64.3%

Results for BSUH – 31 March 2020 snapshot

a) Average gender pay gap as a mean average

Overall

	Male	Female	% Difference
Mean hourly rate	£20.26	£16.96	16.3%

Agenda for Change and Medical

	Male (AfC)	Female (AfC)	% Difference
Mean hourly rate	£14.79	£15.35	-3.8%
	Male (Medical)	Female (Medical)	% Difference
	£36.71	£32.48	11.5%

b) Average gender pay gap as a median average

Overall

	Male	Female	% Difference
Median hourly rate	£15.51	£15.40	0.7%

Agenda for Change and Medical

	Male (AfC)	Female (AfC)	% Difference
Median hourly rate	£12.38	£14.50	-17.1%
	Male (Medical)	Female (Medical)	% Difference
	£36.01	£28.48	20.9%

c) Average bonus gender pay gap as a mean average

	Male (Medical)	Female (Medical)	% Difference
Mean bonus payment	£1,457	£899	38.3%

d) Average bonus gender pay gap as a median average

	Male (Medical)	Female (Medical)	% Difference
Median bonus payment	£1,082	£490	54.7%

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
17.1%	51.2%	-34.2%	8.6%	48.8%	-40.1%

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

	Male	Female
Lower (Q1)	30.9%	69.1%
Lower middle (Q2)	26.9%	73.1%
Upper middle (Q3)	21.2%	78.8%
Upper (Q4)	38.5%	61.5%

4) Actions to take forward

Brighton and Sussex University Hospitals is committed to ensuring an equitable workforce and this paper highlights the gender pay gap data as of 31 March 2020. Towards the end of 2019/20 the Covid-19 pandemic started to unfold and presented all organisations with unprecedented circumstances. As a result, the delivery of the proposed actions agreed in 2019 are to be continued to the next reporting period.

Brighton and Sussex University Hospitals are merging with Western Sussex Hospitals on 1st April 2021 and this will enable the continued collaboration, shared

expertise, advice and guidance provided by the Inclusion Team to become further imbedded within the new merged organisation.

The main focus will be:

- Establish a joint gender pay working group lead by relevant stakeholders including Trust's Medical Directors and provide regular update/progress reports to the Diversity Matters Group.
- Undertake a review of the 2021 local and national CEA applications to ensure both female and male employees feel able, are encouraged and confident to apply and outcomes are treated fairly.
- Review how well the Trust manages women's career progression after an employment break, i.e. maternity leave
- Monitor applications of Trust policies such as flexible working. Record the number of applications and outcomes on ESR and produce quarterly report for the gender pay working group.

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 9 female board members including the CEO and 5 male board members reflecting how the NHS reflects at all levels that over 70% of the NHS as a whole identify as female.

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+, BAME that are all focused on the protected characteristic they represent and focus on 3 main outcomes Communication, Recruitment and Support.

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 Chairs of all the protected characteristic networks i.e. Disability, LGBTQ+ ,BAME and our Lead Chaplain the 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.