

**Western Sussex Hospitals
NHS Foundation Trust**

Gender Pay Gap - 31 March 2017

Gender Pay Gap legislation requires all employers of 250 or more employees to publish their gender pay gap as at 31 March 2017. Western Sussex Hospitals NHS Foundation Trust employed 7,226 staff in a range of roles, including nursing, administrative, medical, allied health and managerial roles at that time.

The Trust uses the national job evaluation framework for Agenda for Change staff to determine appropriate pay bandings; this provides a clear process of paying employees equally for the same or equivalent work. Each grade has a set of pay points for annual progression, the longer period of time that someone has been in a grade the higher their salary is likely to be irrespective of their gender.

In terms of Medics, there are generally a higher number of male consultants across the Country and they are more likely to claim Clinical Excellence Awards, hence there are more applications from them. Female medics tend to be GP partners or salaried rather than Consultants.

This report includes the statutory requirements of the Gender Pay Gap legislation but also provides further context to demonstrate our commitment to equality. It is important to recognise that the gender pay gap differs to equal pay. Equal pay is in relation to pay differences between men and women who carry out the same job for different pay, which is unlawful. The gender pay gap shows the difference in average pay of all men and the average pay of all women employed by the Trust. It is therefore possible to have genuine pay equality but still have a significant gender pay gap.

The results for Western Sussex Hospitals NHS Foundation Trust are as follows:

- the mean gender pay gap: 19.62%
- the median gender pay gap: - 0.89%
- the mean gender bonus gap: 51.22%
- the median gender bonus gap: 57.50%
- the proportions of men and women who received a bonus of the total workforce are 5.7% and 0.96% respectively

The proportions of men and women in each pay quartile:

- upper: 30.9% male, 69.1% female
- upper middle: 15.4% male, 84.6% female
- lower middle: 22.5% male, 77.5% female
- lower: 25.1% male, 74.9% female

Reducing the Gender Pay Gap

The Trust is committed to ensuring an equitable workforce and we will continue to work towards achieving the following actions:

- Conduct a further analysis of the data, this will enable us to formulate a targeted action plan to address our gender pay gap, in particular:
 - Understanding the levels of gender equality in our workplace.
 - Addressing the balance of male and female employees at different levels and exploring how we can attract more men into the organisation.
 - How effectively talent is being maximised and rewarded.
- Raise awareness of shared parental leave entitlements and flexible working opportunities.
- Undertake a review of the 2018 Clinical Excellence Awards applications to ensure both female and male employees are encouraged to apply and outcomes treated fairly.