

Gender Pay Gap Report (31 March 2019 snapshot)

1) Introduction

Gender Pay Gap (GPG) reporting shows the difference in average hourly pay and bonus payments between men and women.

This is the third Gender Pay Gap (GPG) report Western Sussex Hospitals NHS Foundation Trust (WSHFT) has produced following the introduction of the requirement in March 2017.

All Public Sector organisations listed in Schedule 2 of The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 are subject to the mandatory GPG reporting requirements, if they have more than 250 employees under a contract of employment. This includes all staff under Agenda for Change, Medical & Dental and Very Senior Managers (VSM).

Data relating to the pay period in which the snapshot date of 31 March 2019 is required, with full publication on 31 March 2020 and annually thereafter. Organisations are required to maintain data on their websites for three years in order to show progress made.

The legislation requires the Trust to report and publish six basic calculations:

- Mean gender hourly pay gap
- Median gender hourly pay gap
- Mean bonus gender pay gap
- Median bonus gender pay gap
- Proportion of male and female staff receiving a bonus payment
- Proportion of male and female staff in each of the four equal quartiles

The pay period is a snapshot of the gross hourly pay rate of all employees, excluding bank workers on the 31 March 2019 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) i.e.: VSM bonus or Clinical Excellence Award (CEA)

All posts are banded through the Agenda for Change (AfC) job evaluation process which determines the banding of the role, therefore this should ensure consistency in terms of equality. Job evaluation evaluates the content and specifics of the job and not the actual post holder. AfC makes no reference to gender or any other personal characteristic of existing or potential job holders.

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.

2) Purpose

GPG reporting shows the difference in average hourly pay and bonus payments between men and women.

WSHFT are required to analyse the information to identify any underlying root causes for GPG and put in place remedial actions to address and mitigate this. The results will be used to assess:

- the level of gender equality
- the balance of male and female employees in each of the four salary range quartiles
- how effectively talent is being maximised and rewarded

The benefits of reporting GPG include building a reputation for being known as a fair and progressive employer, attracting a wider pool of recruits, enhancing productivity and creating a culture committed to tackling inequality.

3) Analysis

Gender mean and median - hourly pay gap

The table below shows the mean and median hourly rates for male and female employees in the Trust and the actual gap in monetary and percentage terms in 2019. The 2018 figures are shown in brackets.

There is a 20% (21.16% in 2018) difference in favour of male employees when using the mean hourly rate; this is a decrease of 1.16% on the 2018 figures and is seen as a positive step in direction.

This however, moves to 2.78% in favour of male employees when the median hourly rate is used. This was 0.98% in favour of female employees in 2018. The mean figure is more indicative measure.

Table 1:

Gender	Mean Hourly Rate		Median Hourly Rate	
Male	£ 19.31	(£ 19.28)	£ 14.02	(£ 13.30)
Female	£ 15.44	(£ 15.20)	£ 13.63	(£ 13.55)
Difference	£ 3.87	(£ 4.08)	£ 0.39	(£-0.25)
Pay Gap %	20.0%	(21.16%)	2.78%	(-0.98%)

Gender mean and median – bonus pay gap

The table below includes Medical and Dental employees who received a Clinical Excellence Award (CEA) and Very Senior Managers (VSM) who received a bonus. There is a general reduction in the gap in both the mean and median, which is a positive decrease.

Table 2:

Gender	Mean Bonus	Median Bonus
Male	£12,913.65 (£13,230.18)	£ 9,048 (£ 9,040.50)
Female	£ 7,558.75 (£ 6,636.09)	£ 5,428.80 (£ 3,917.52)
Difference	£ 5,354.90 (£ 6,594.09)	£ 3,619.20 (£ 5,122.98)
Pay Gap %	41.47% (49.84%)	40.00% (56.67%)

Proportion of male and female receiving a bonus payment

A total of 128 (132) employees in the Trust received a bonus payment; this is shown as a percentage of the overall workforce. The reported data is comparable to that in 2018.

Table 3:

Gender	Employees Paid Bonus (% of this group)	VSM Staff Paid Bonus	Medical & Dental Staff Paid Bonus	%WSHFT Workforce
Female	41 32% (42) (31.8%)	3 (3)	38 (39)	0.73% (0.68%)
Male	87 68% (90) (68.2%)	1 (1)	86 (89)	5.0% (4.78%)

Proportion of male and female staff in each quartile band

The Trust is required to rank every employee by rate of pay on the 31 March 2019 (not by pay banding). The data has been presented in 4 equal quartiles in the table below. The reported data is comparable to that in 2018 and is also in line with the national NHS scene.

Table 4:

Quartile	Bracket/Band	Female%	Male%
Top	£18.76 - £85.92ph (£18.20 - £82.65ph)	69.3 (70.7) ↓ 1.4	30.7 (29.3) ↑ 1.4
Upper Middle	£13.73 - £18.74ph (£13.50 - £18.20ph)	81.9 (83.4) ↓ 1.5	18.1(16.6) ↑ 1.5
Lower Middle	£10.34 - £13.72ph (£10.00 - £13.49ph)	78.3 (80.0) ↓ 1.7	21.7 (20.0) ↑ 1.7
Lower	£5.68 - £10.33ph (£5.60 - £9.97ph)	75.8 (74.0) ↑ 1.8	24.2 (26.0) ↓ 1.8
WSHFT Total		76.3 (76.5)	23.7 (23.5)

4) Publication of data

This report will be submitted to the Diversity Matters Group and approved at the Trust Executive Committee. The Trust is required to publish information and make it accessible on the Trusts website. The published information is uploaded to the government website with a written statement confirming the calculations are accurate. This must be signed by an appropriate senior person, such as a Director or Chief Executive.

Organisations are required to provide written narrative with their calculations to support understanding of why a gender pay gap is present. This should explain what the organisation intends to do to reduce or eliminate the gender pay gap.

For reporting purposes submitted data is rounded up to one decimal place.

5) Actions to take forward

The Trust is committed to ensuring an equitable workforce and this paper highlights the gender pay gap data as of 31 March 2019 and the proposed actions that need to be taken in response to the requirement of the GPG. The focus in the next 12 months will be to:

- Undertake a further review of the 2019 CEA applications to ensure both female and male employees feel able, are encouraged and confident to apply and outcomes treated fairly.
- Monitor applications of Trust policies such as flexible working. Record the number of applications and outcomes on ESR, produce an annual report for sharing with the wider organisation.
- Develop improved career pathways for all lower paid staff, linked to the annual appraisal process.
- Ensure all staff have fair and equitable access to all leadership & management development opportunities.
- Stratify the GPG data by staff group in the 2020 snapshot.
- Review how well the Trust manages women's career progression after an employment break such as maternity.

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