

Gender Pay Gap Report (31 March 2020 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 fourth Gender Pay Gap (GPG) report Western Sussex Hospitals NHS Foundation Trust (WSHT) 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 2020 is required, with full publication on 31 March 2021 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 2020 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.

WSHT 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 2020. The 2019 figures are shown in brackets.

There is a 19.17% (20% in 2019) difference in favour of male employees when using the mean hourly rate; this is a decrease of 0.83% on the 2019 figures and is seen as a positive step in direction.

This however, moves to 1.18% in favour of male employees when the median hourly rate is used. This was 2.78% in favour of female employees in 2019. The mean figure is more indicative measure.

Data obtained for the 2020 snapshot has been provided by staff group and pay banding. This shows outliers in the gender pay gap in favour of male employees of 15.81% for Medical and Dental staff and 19.08% Administration and Clerical. When reviewing the 2021 snapshot data these staff groups are to be reviewed further as a priority.

As part of the Agenda for Change contract refresh during the reporting period the pay band transition from band 1 to band 2 evidences that there are 3 times more women in band 2. This is impacting on the pay medium, compared to pay band 1 where the numbers of male to female are comparative. There is however a 0.47 difference

(4.68%) paygap. This is the first year data has been gathered in this way and to understand what changes have influenced the pay gap, a working group is to be established to explore further.

Table 1:

Gender	Mean Hourly Rate		Median Hourly Rate	
Male	£ 19.71	(£ 19.31)	£ 14.33	(£ 13.30)
Female	£ 15.93	(£ 15.44)	£ 14.17	(£ 13.55)
Difference	£ 3.78	(£ 3.87)	£ 0.16	(£ 0.25)
Pay Gap %	19.17%	(20.0%)	1.18%	(2.78%)

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	£12,308.88	(£12,913.65)	£ 8,818.67	(£ 9,048.00)
Female	£ 7,072.63	(£ 7,558.75)	£ 3,019.68	(£ 5,428.80)
Difference	£ 5,236.25	(£ 5,354.90)	£ 5,798.69	(£ 3,619.20)
Pay Gap %	42.54%	(41.47%)	65.75%	(40.00%)

Note: The 2019 Local Clinical Excellence Awards (LCEA) round was paused and payments incorporated into the 2020 LCEA round. Payments have been applied equally amongst all eligible consultants and paid in February 2021. Part time staff will receive the same amount as full-time colleagues.

It is a fair assumption that pausing the LCEA round will have a bearing on the overall median bonus data.

The 2020 snapshot will exclude the 2021 National CEA which closes for applications in mid-March 2021.

Proportion of male and female receiving a bonus payment

A total of 121 (128) 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 2019.

Table 3:

Gender	Employees Paid Bonus (% of this group)		VSM Staff Paid Bonus	Medical & Dental Staff Paid Bonus	%WSHT Workforce
Female	39 (41)	31.7% (32%)	2 (3)	37 (38)	0.69% (0.73%)
Male	82	68.3%	1	81	4.62%

	(87)	(68%)	(1)	(86)	(5.00%)
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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 2020 (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 2019 and is also in line with the national NHS scene.

Table 4:

Quartile	Bracket/Band	Female%	Male%
Top	£19.36 - £97.82ph (£18.76 - £85.92ph)	68.9 (69.3) -0.4	31.1 (30.7) + 0.4
Upper Middle	£14.39 - £19.35ph (£13.73 - £18.74ph)	83.1 (81.9) +1.2	16.9 (18.1) -1.2
Lower Middle	£10.64 - £14.38ph (£10.34 - £13.72ph)	77.6 (78.3) -0.7	22.4 (21.7) +0.7
Lower	£5.89 - £10.63ph (£5.68 - £10.33ph)	75.2 (75.8) -0.6	24.8 (24.2) +0.6
WSHT Total		76.2 (76.3)	23.8 (23.7)

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 2020. Towards the end of 2019/20 and in response to the COVID-19 pandemic, delivery of the proposed actions agreed in 2019 were delayed. Actions have been delayed to the next reporting period.

In view of Western Sussex Hospitals merging with Brighton Sussex University Hospitals from 1 April 2021 the ongoing collaboration, shared expertise, advice and guidance provided by the Equality, Diversity and Inclusion team at BSUH will support continuous gender pay progression and focus to:

- Establish a joint WSHT/BSUH gender pay working group lead by relevant stakeholders including the Trust's Medical Directors and provide regular progress reports to the merged 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 treated fairly.
- Seek confirmation on the detail available in the ESR Business Intelligence (BI) template report to understand the breakdown of local and national CEA.
- Monitor applications of Trust policies such as flexible working. Record the number of applications and outcomes on ESR, produce a quarterly report for the gender pay gap working group.
- Develop improved career pathways for all lower paid staff, linked to the annual welfare process.
- Ensure all staff have fair and equitable access to all leadership & management development opportunities.
- Investigate if 2021 Gender Pay Gap data can be stratified and broken down by Agenda for Change and Medical & Dental.
- Review how well the Trust manages women's career progression after an employment break such as maternity.

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