

2019 Gender Pay Gap

(31 March 2020 snapshot)

1. What is the gender pay gap report?

Gender pay reporting legislation requires all employers with 250 or more employees from April 2017 to publish statutory calculations every year showing how large the pay gap is between male and female employees within their organisations.

There are two sets of regulations. The first is primarily for the private and voluntary sectors (taking effect from 5th of April 2017) and the second is primarily for the public sector (taking effect from 31st of March 2017).

Under both sets of regulations, employers will have up to 12 months to publish their gender pay gaps. A snapshot of data was taken using the NHS Electronic Staff Records system, a specific update (update 39) was completed in December 2017 to allow trusts to produce the data required by the legislation.

The results must be published on both our trust website and a government run website. This data must be uploaded no later than the 31st of March. Organisations must, where applicable, have results 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 our 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

The Trust must publish six calculations showing our:

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. Sandwell and West Birmingham Hospitals workforce context

At the time of the snap shot was taken SWBH had 6,844 employees, the gender split within the overall workforce at that time consisted of 1,487 (22%) male colleagues and 5,357 (78%) female colleagues.

| All Staff | Median Hourly Rate | Pay Gap | Lower | | Lower Middle | | Upper Middle | | Upper | |
|-----------|--------------------|---------|-------|--------|--------------|--------|--------------|--------|-------|--------|
| | | | No. | % | No. | % | No. | % | No. | % |
| Female | 14.14 | 9.51% | 1370 | 80.12% | 1413 | 82.58% | 1448 | 84.63% | 1126 | 65.77% |
| Male | 15.62 | | 340 | 19.88% | 298 | 17.42% | 263 | 15.37% | 586 | 34.23% |

| All Staff | Mean Hourly Rate | Pay Gap | Lower | | Lower Middle | | Upper Middle | | Upper | |
|-----------|------------------|---------|-------|--------|--------------|--------|--------------|--------|-------|--------|
| | | | No. | % | No. | % | No. | % | No. | % |
| Female | 15.64 | 27.22% | 1370 | 80.12% | 1413 | 82.58% | 1448 | 84.63% | 1126 | 65.77% |
| Male | 21.49 | | 340 | 19.88% | 298 | 17.42% | 263 | 15.37% | 586 | 34.23% |

4 . SWBH Results using 31st March 2019 as a snap shot

a) Average Gender Pay Gap – as a mean average – including bonus payments

Overall

| | Male Staff | Female Staff | % Difference |
|------------------|------------|--------------|--------------|
| Mean Hourly Rate | £21.49 | £15.64 | 27.22% |

b) Average Gender Pay Gap – as a median average

Overall

| | Male Staff | Female Staff | % Difference |
|--------------------|------------|--------------|--------------|
| Median Hourly Rate | £15.62 | £14.14 | 9.51% |

c) Average Bonus Gender Pay Gap - as a mean average

| | Male Staff | Female Staff | % Difference |
|--------------------|------------|--------------|--------------|
| Mean Bonus Payment | £14,785.07 | £8,470.60 | 42.71% |

d) Average Bonus Gender Pay Gap - as a median average

| | Male Staff | Female Staff | % Difference |
|----------------------|------------|--------------|--------------|
| Median Bonus Payment | £9,180.90 | £6,032.04 | 34.30% |

e) Proportion of males receiving bonus payments and proportion of females receiving bonus payments

| Male Staff Receiving Bonus | Percentage | Female Staff Receiving Bonus | Percentage |
|----------------------------|------------|------------------------------|------------|
| 90 | 0.5% | 36 | 4.98% |

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

| | Male | Female |
|---------------------|-------------|---------------|
| Lower | 19.88% | 80.12% |
| Lower Middle | 17.42% | 82.58% |
| Upper Middle | 15.37% | 84.63% |
| Upper | 34.23% | 65.77% |

5. SWBH Result Summary and Suggested Actions

| METRIC | RESULT | ACTION |
|---|--|--|
| Average gender pay gap as a mean average | There is an overall difference between males and females average mean pay. This gap has increased by 2.67% in the last year. | Task and Finish group to be established to carry out further investigation into data and advise on any proposed actions that may reduce the gap. |
| Average gender pay gap as a median average | Female median pay is less than the male median pay although the gap has decreased by 11.04% in the last year. | |
| Average bonus gender pay gap as a mean average | Female Mean Bonus payments are significantly lower than Male bonus payments. | Task and Finish group to be established to carry out further investigation into data and advise on any proposed actions that may reduce the gap. |
| Average bonus gender pay gap as a median average | Female Median Bonus payments are significantly lower than Male bonus payments. | |
| Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment | Higher proportion of males receiving bonus payments than females. | |
| 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. Higher proportion of females in the lower pay group than in the workforce overall. | Task and Finish group to be established to carry out further investigation into data and advise on any proposed actions that may reduce the gap. |