

## Diversity & Inclusion



## 2018 Gender Pay Gap Report (30th March 2017 Data Snap Shot)



# 2018 Gender Pay Gap

**(30 March 2017 snapshot)**

## 1. What is the gender pay gap report?

This is the first year that we, as an organisation, have had to report this information and therefore this will be our base line for future years. The expectation of government is that all organisations use this as a tool to reduce any gender pay gap and achieve parity between males and females in the workforce.

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 (if any) 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 5<sup>th</sup> of April 2017) and the second is primarily for the public sector (taking effect from 30<sup>th</sup> 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 30<sup>th</sup> of March 2018. Organisations must, where applicable, have results confirmed in a written statement by an appropriate person, such as the Chief Executive or their nomination deputy such as the HR Director.

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 of their gender.

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 7,167 employees, the gender split within the overall workforce at that time consisted of 1,571 (22%) male colleagues and 5,596 (78%) female colleagues.

We have counted the following as bonus payments Clinical Excellence Awards (CEA).

| All Staff | Median Hourly Rate | Pay Gap | Lower |        | Lower Middle |        | Upper Middle |        | Upper |        |
|-----------|--------------------|---------|-------|--------|--------------|--------|--------------|--------|-------|--------|
|           |                    |         | No.   | %      | No.          | %      | No.          | %      | No.   | %      |
| Female    | 11.46              | 15.67%  | 1454  | 81.18% | 1477         | 82.42% | 1455         | 81.19% | 1210  | 67.52% |
| Male      | 13.59              |         | 337   | 18.82% | 315          | 17.58% | 337          | 18.81% | 582   | 32.48% |

| AfC    | Median Hourly Rate | Pay Gap | Lower |        | Lower Middle |        | Upper Middle |        | Upper |        |
|--------|--------------------|---------|-------|--------|--------------|--------|--------------|--------|-------|--------|
|        |                    |         | No.   | %      | No.          | %      | No.          | %      | No.   | %      |
| Female | 11.32              | 1.03%   | 1180  | 80.16% | 1246         | 84.53% | 1266         | 85.89% | 1185  | 80.39% |
| Male   | 11.20              |         | 292   | 19.84% | 228          | 15.47% | 208          | 14.11% | 289   | 19.61% |

| Medical Staff | Median Hourly Rate | Pay Gap | Lower |        | Lower Middle |        | Upper Middle |        | Upper |        |
|---------------|--------------------|---------|-------|--------|--------------|--------|--------------|--------|-------|--------|
|               |                    |         | No.   | %      | No.          | %      | No.          | %      | No.   | %      |
| Female        | 19.56              | 21.17%  | 88    | 51.46% | 80           | 46.78% | 65           | 38.01% | 58    | 33.72% |
| Male          | 24.81              |         | 83    | 48.54% | 91           | 53.22% | 106          | 61.99% | 114   | 66.28% |

| Executives | Median Hourly Rate | Pay Gap | Lower |        | Lower Middle |        | Upper Middle |        | Upper |         |
|------------|--------------------|---------|-------|--------|--------------|--------|--------------|--------|-------|---------|
|            |                    |         | No.   | %      | No.          | %      | No.          | %      | No.   | %       |
| Female     | 55.13              | 11.38%  | 2     | 66.67% | 1            | 33.33% | 1            | 33.33% |       |         |
| Male       | 62.20              |         | 1     | 33.33% | 2            | 66.67% | 2            | 66.67% | 2     | 100.00% |

#### 4. SWBH Results using 31<sup>st</sup> March 2017 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 | £18.15     | £13.45       | 25.90%       |

##### b) Average Gender Pay Gap – as a median average

###### Overall

|                    | Male Staff | Female Staff | % Difference |
|--------------------|------------|--------------|--------------|
| Median Hourly Rate | £13.60     | £11.49       | 15.52%       |

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

|                    | Male Staff | Female Staff | % Difference |
|--------------------|------------|--------------|--------------|
| Mean Bonus Payment | £13,619.85 | £9,276.12    | 31.89%       |

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

|                      | Male Staff | Female Staff | % Difference |
|----------------------|------------|--------------|--------------|
| Median Bonus Payment | £9,075.17  | £5,967.21    | 34.25%       |

##### e) Proportion of males receiving bonus payments and proportion of females receiving bonus payments (This is the Clinical Excellence Awards)

| Male Staff Receiving Bonus | Male Medical Staff Overall | Percentage | Female Staff Receiving Bonus | Female Medical Staff Overall | Percentage |
|----------------------------|----------------------------|------------|------------------------------|------------------------------|------------|
| 94                         | 1,571                      | 5.98%      | 42                           | 5,596                        | 0.75%      |

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

| Quartile     | Male   | Female |
|--------------|--------|--------|
| Lower        | 18.82% | 81.18% |
| Lower Middle | 17.58% | 82.42% |
| Upper Middle | 18.81% | 81.19% |
| Upper        | 32.48% | 67.52% |

## 5. SWBH Result Summary and Suggested Actions

| METRIC  | RESULT  | ACTION   |
|---|---|--|
| Average gender pay gap as a mean average  | There is an overall difference but when agenda for change and medical are separated out there is no significant difference between males and females average mean pay within Agenda For Change. | Consideration given on a bi annual basis by the People and OD Delivery Committee.<br><br>Annual report to People and Organisation Development Board Committee.   |
| Average gender pay gap as a median average  | Female median pay less than the male median pay.  |  |
| Average bonus gender pay gap as a mean average  | Female CEA pay less than the male CEA pay.  | All female Doctors to be written to and encouraged to apply for CEA if eligible and support offered to all doctors in submitting their applications.<br><br>This is to be repeated annually and progress presented to the People and Organisation Development Committee of the Trust Board |
| Average bonus gender pay gap as a median average  | Female CEA pay less than the male CEA pay.  |  |
| Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment | Higher proportion of males receiving CEA pay 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.<br>Higher proportion of females in the lower pay group than in the workforce overall.                          | Consideration given to the data and relevant actions at the People and OD Delivery Committee, chaired by Director of People<br><br>Annual reporting to People and Organisation Development Board Committee.  |