

Gender Pay Report

1. Executive Summary

- 1.1 This report confirms the content of the gender pay report which the Trust is obliged to publish on 31st March 2021. All calculations are made relating to the pay period in which the snapshot day falls. For the fourth year, this will be the 'snapshot' pay period including 31 March 2020. This information must be published on the Government and NUH websites by the deadline but the Trust wishes to publish in advance to coincide with International Women's Day on 8th March,.
- 1.2 The gender pay gap differs from equal pay as it is concerned with the differences in the average pay between men and women over a period of time, no matter what their role is. Equal pay deals with the pay differences between men and women who carry out the same or similar jobs.
- 1.3 During the reporting year, April 2019 – March 2020, the Trust took back the contract for the Treatment Centre, bringing some 600 staff of all professional groups (but mostly nursing) back into the Trust. In addition, the reporting period included the second year of the revised Agenda for Change pay structure.
- 1.4 For all staff, the average hourly rate gap has reduced by 0.4%, and the median hourly rate gap has reduced by 2.71% to 6.05%. This continues a downward trend toward parity.
- 1.5 For quartiles, there are very slight changes from the previous year.

At Upper (1) and Upper Middle (2). we see the quartile percentages very slightly decrease for Females and increase for Males. In Lower Middle (3) we see a very slight increase for Females but a decrease for Males. In Lower Middle (4) there is a very slight decrease in percentages for Females and a slight increase for Males.

- 1.6 Only Consultants can receive pay that is classified as bonus pay.
- 1.7 As with the previous year, it is not possible to provide a further breakdown of all staff data to separately show Medical & Dental Staff. This is due to the unavailability of the National ESR BI reporting template.

2. Background

- 2.1 Since the Equality Act 2010 (Specific Duties) Regulations 2011 (SDR) came into force on 10 September 2011, there has been a duty for public bodies with 150 or more employees to publish information on the diversity of their workforce. Although the SDR did not require mandatory Gender Pay Gap (GPG) reporting, the Government Equalities Office (GEO) and the Equality and Human Rights Commission (EHRC) provided guidance that made it clear that employers should consider including GPG information in the data they already publish. It was evident that not all employers did this, so the government made GPG reporting mandatory by amending the SDR so that all public sector employers with more than 250 employees have to measure and publish their gender pay gaps.
- 2.2 Employers with 250 employees and over need to publish a mandated set of information for all employees who are employed under a contract of employment, a contract of apprenticeship or a contract personally to do work. This includes those under Agenda for Change terms and conditions, medical staff and very senior managers. All calculations are made relating to the pay period in which the snapshot day falls. For the fourth year, this will be the 'snapshot' pay period including 31 March 2020. This information must be published on the Government and NUH websites by 31 March 2021.

2.3 Employers need to:

- calculate the hourly rate of ordinary pay relating to the pay period in which the snapshot day falls
- calculate the difference between the mean hourly rate of ordinary pay of male and female employees, and the difference between the median hourly rate of ordinary pay of male and female employees
- calculate the difference between the mean (and median) bonus pay paid to male and female employees
- calculate the proportions of male and female employees who were paid bonus pay
- Determine the hourly rate of pay for each full-pay relevant employee and then rank those employees in order from lowest paid to highest paid. Divide the employees, as ranked into four sections, each comprising (so far as possible) an equal number of employees, to determine in order, the upper, upper middle, lower middle, and lower quartile pay bands. The proportion of male full-pay relevant employees within each quartile pay band must be expressed as a percentage of the full-pay relevant employees within that band.

2.4 Ordinary pay includes:

- basic pay
- paid leave, including annual, sick, maternity, paternity, adoption or parental leave (except where an employee is paid less than usual or nothing because of being on leave)
- area and other allowances
- shift premium pay, defined as the difference between basic pay and any higher rate paid for work during different times of the day or night
- pay for piecework.

It does not include:

- remuneration referable to overtime.
- remuneration referable to redundancy or termination of employment
- remuneration in lieu of leave
- remuneration provided otherwise than in money.

2.5 Bonus pay relates to performance, productivity, incentive, commission or profit-sharing, but excludes:

- remuneration referable to overtime
- remuneration referable to redundancy
- remuneration referable to termination of employment.

Doctors' clinical distinction/excellence awards are regarded as bonus pay, as well as any other payments above the level of ordinary for performance or expertise such as performance related pay for very senior managers and others.

2.6 In terms of notable changes to the workforce during the reporting period, the following should be noted:

- The Trust took back the contract for the Treatment Centre on 30th July 2019. This resulted in the TUPE transfer of 600 staff in various professional groups but the majority within nursing. The staff had been employed on Circle Terms and Conditions which on the whole did not map across to Agenda for Change pay rates and in some cases exceeded the pay rates for established NHS roles. This may have some bearing on the reduction of the median pay rate.
- The NHS Staff Council reached agreement in 2018 on reform of the NHS Terms and Conditions of Service (Agenda for Change), resulting in a three-year pay deal, as well as reform of the pay structure and changes to terms and conditions. The new pay structure increased starting salaries, reduced the number of pay points and shortened the amount of time it takes to reach the top of the pay band for most staff. 1 April 2019 marked the start of the second year of the

deal and for many staff in the early years within their pay banding meant that there was no incremental rise, again decreasing the differential between pay rates.

3. Trust Report - The NUH Gender Pay Gap submission

Average and Median Hourly Rates - All staff

The average hourly pay gap is 24.16%

There has been a decrease on the previous year by 0.4%

The median hourly rate gap is 6.05%

The gap has significantly closed compared to the previous year by 2.71%.

Gender	Avg. hourly Rate	Avg. hourly Rate	Avg. hourly Rate	Av. Hourly Rate Year 4 (Reporting Year)	Median Hourly rate	Median Hourly rate	Median Hourly rate	Median Hourly rate Year 4 (Reporting Year)
	Year 1	Year 2	Year 3		Year 1	Year 2	Year 3	
Male	21.89	20.3	20.86	21.42	17.16	15.02	15.62	15.82
Female	15.27	15.28	15.74	16.27	14.05	13.87	14.25	14.86
Difference	6.62	5.02	5.12	5.14	3.1	1.15	1.36	0.96
Pay Gap %	30.24%	24.73%	24.56%	24.16%	18.11%	7.66%	8.76%	6.05%

Average and Median Hourly Rates – Medical & Dental Staff Only

Gender	Avg. hourly Rate	Avg. hourly Rate	Avg. hourly Rate	Av. Hourly Rate Year 4 (Reporting Year)	Median Hourly rate	Median Hourly rate	Median Hourly rate	Median Hourly rate Year 4 (Reporting Year)
	Year 1	Year 2	Year 3		Year 1	Year 2	Year 3	
Male	32.21	35.89	36.66	37.69	17.16	15.02	35.3	36
Female	29.17	30.38	31.42	32.36	14.05	13.87	28.64	28.82
Difference	6.05	5.5	5.24	5.32	3.1	1.14	6.65	7.18
Pay Gap %	17.17%	15.35%	14.29%	14.13%	18.08%	7.62%	18.84%	19.94%

Numbers of staff by Pay Band Quartile.

In comparison with the previous year (year 3), we see the quartile percentages very slightly decrease for Females and increase for Males at Upper (1) and Upper Middle (2). We then observe a very slight increase for Females in Lower Middle (3) but a decrease for Males in the same Quartile. The opposite is observed in Lower (4) where there is a very slight decrease in percentages for Female and a slight increase for Males.

All Staff Year 4, 31st March 2020 (Reporting Year)				
Quartile	Female	Male	Female %	Male %
1 Upper	3007	813	78.71%	21.28%
2 Upper Middle	3017	802	78.99%	21.00%
3 Lower Middle	3130	703	81.66%	18.34%
4 Lower	2461	1365	64.32%	35.67%
All staff Year 3, 31st March 2019 (previous Year)				
Quartile	Female	Male	Female %	Male %
1 Upper	2883	775	78.81	21.19
2 Upper Middle	2937	725	80.2	19.8
3 Lower Middle	2989	673	81.62	18.38
4 Lower	2365	1298	64.56	35.44
All staff Year 2, 31st March 2018 (Previous Year)				
Quartile	Female	Male	Female %	Male %
1 Upper	2736	763	77.19	21.81
2 Upper Middle	2784	723	79.38	20.62
3 Lower Middle	2873	633	81.95	18.05
4 Lower	2276	1230	64.92	35.08
All staff Year 1, 31st March 2017 (Previous Year)				
Quartile	Female	Male	Female %	Male %
1 Upper	2661	561	82.59	17.41
2 Upper Middle	2678	552	82.91	17.09
3 Lower Middle	2730	500	84.52	15.48
4 Lower	2007	1224	62.12	37.88

Average and Median Bonus Pay

(Only Consultants can receive pay that is classified as bonus pay). Bonus pay elements are awarded as a result of recognition of excellent practice over and above contractual requirements and have no gender bias. However, it is important to consider that the opportunity to develop excellent practice over and above contractual requirement is linked to the amount of time the consultant has been in post.

In comparison with the previous year (year 3), whilst the median pay gap remained exactly the same, we see an increase of 2.13% of the gender gap in average bonus pay.

Gender	Year 1		Year 2		Year 3		Year 4 (Reporting Year)	
	Avg. Pay	Median pay	Avg. Pay	Median pay	Avg. Pay	Median pay	Avg. Pay	Median Pay
Male	15,439.47	9,166.17	15,300.59	9,166.17	15,475.69	9,048.00	14,854.16	9,048
Female	8,503.20	6,027.04	8,508.64	6,027.04	9,488.48	6,032.04	8,790.80	6,032.04
Difference	6,936.27	3,139.13	6,791.95	3,139.13	5,987.22	3,015.96	6,063.35	3,015.96
Pay Gap %	44.93%	34.25%	44.39%	34.25%	38.69%	33.33%	40.82%	33.33%

Percentage of men and women who received bonus pay

Gender Profile (%) of Consultants / Applicants				
Year 3			Year 4 (reporting year)	
Gender	Applicants (116)	Success rate % of Applicants	Applicants (87)	Success rate as % of Applicants
Female	43	37%	37	42.50%
Male	71	61.20%	47	54%
Undisclosed Gender	2	1.70%	3	3.40%

4. Next steps

4.1 Continue to promote occupations and challenge gender stereotyped job roles and occupations, linking with the widening participation including apprenticeships.

Actively promote role models that challenge gender stereotypes.

Promote inclusion networks including the NHS Confederation Women in health and social care network.

Promoting development opportunities to under-represented protected characteristic groups.

Promoting Women and Girls in Science Week and International Women's Day.

As part of the BAME Local Metrics work, review intersectionality (Race and gender) impacts when reviewing progression and length of service across staff areas (Nursing and Midwifery in the first instance) where there will be a higher proportion of females.

5. Conclusion

5.1 The Committee is asked to approve the gender pay submission for publication in the Public Domain and note the supporting information.

The committee is asked whether it would like to see all previous years in the report or from this year on, compared against the previous year.

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