

Heart of England NHS Foundation Trust

Gender Pay Gap Report - 2018

1.0 Introduction

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 requires employers with over 250 employees to publish statutory calculations each year, showing how large the pay gap is between their male and female employees. The regulations applying to the public sector came into effect on 31st March 2017.

It is a legal requirement to publish the first report on the Trust's website and the Government Equalities Department, Gender Pay Gap portal by 31st March 2018, and by 31st March thereafter.

2.0 Gender Pay Reporting Compared 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 a workforce.

3.0 The Calculations

Employers must publish six calculations showing their:

1. Average gender pay gap as a mean average
2. Average gender pay gap as a median average
3. Average bonus gender pay gap as a mean average
4. Average bonus gender pay gap as a median average
5. Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
6. Proportion of males and females when divided into four groups ordered from lowest to highest pay.

4.0 Employees Groups Included

For the purposes of gender pay reporting, the definition of who counts as an employee is defined in the Equality Act 2010. This is known as an 'extended' definition which includes:

- employees (those with a contract of employment)
- workers and agency workers (those with a contract to do work or provide services)
- some self-employed people (where they have to personally perform the work)

Agency workers and contracted staff are excluded from the Trust's report on the basis that they will form part of the headcount of the agency / company that provides them, and not the employer they are on assignment to.

5.0 The Trust's Calculations

As at 31st March 2017 the Trust had a workforce population of 81% females and 19% males. The ESR system permits information to be recorded if an individual does not want to disclose their gender identify, which stood at 0%.

The Gender Pay Gap report was produced using the ESR Business Intelligence report devised by the ESR Central team. This enabled the metrics to be comparable to other organisations using the same report, including our partner organisation University Hospitals Birmingham.

The calculations are set out in a series of tables as follows:

1. Average gender pay gap as a mean average (**Table 1**, appendix 1)
2. Average gender pay gap as a median average (**Table 1**, appendix 1)
3. Average bonus gender pay gap as a mean average (**Table 2**, appendix 2)
4. Average bonus gender pay gap as a median average (**Table 2**, appendix 2)
5. Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment (**Table 3**, appendix 2)
6. Proportion of males and females when divided into four groups ordered from lowest to highest pay. (**Table 4**, appendix 2)

6.0 Observations

1. In terms of mean pay, males received £5.38/hr more than females, a pay gap of 28.85%. When comparing median pay, males received £2.44/hr more than females, a pay gap of 17.50%.
2. Females were over-represented in the 2nd pay quartile (87%) and under-represented in the 4th Pay quartile (69%), compared to the proportion of women in the workforce (81%).
3. 2% of the workforce received a bonus payment, of which 1.5% were male and 0.5% were female. Mean bonus pay was £3,392 more than females and median bonus pay was £2,984 more than females.

It should be noted that bonus payments are restricted to Clinical Excellence awards, Distinction awards and Discretionary points. CEA awards are restricted to Consultants with over one year's service in the role. This approximates to a male/female ratio of 2:1

7.0 Next Steps

1. That the gender pay gap information is included as part of the annual equality report.
2. That the outcomes of the gender pay gap report are used when planning future equality objectives.
3. Benchmarking against other NHS organisations, based on nationally published.

Appendix 1

Table 1

Average gender pay gap as a mean and median average

Gender	Mean Hourly Rate	Median Hourly Rate
Male	18.64	13.92
Female	13.26	11.49
Difference	5.38	2.44
Pay Gap %	28.85	17.50

Table 2

Average bonus gender pay gap as a mean and median average

Gender	Mean Pay	Median Pay
Male	13,408.31	8,950.75
Female	10,016.62	5,967.20
Difference	3,391.69	2,983.55
Pay Gap %	25.30	33.33

Appendix 2

Table 3

Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment

Gender	Bonus Awards	Staff in Post March 2017	% of Workforce
Female	56	8505	81%
Male	156	2060	19%
Grand Total	212	10565	

	% of Workforce Receiving a Bonus
Female	0.5%
Male	1.5%

Table 4

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

Quartile	Female	Male	Female %	Male %
1 st	2092.00	478.00	81.40	18.60
2 nd	2359.00	360.00	86.76	13.24
3 rd	2160.00	455.00	82.60	17.40
4 th	1840.00	835.00	68.79	31.21