

Gender Pay Gap Report



30/3/2018

Caring for Walsall together



Gender Pay Gap Reporting

Background

Gender pay regulations require that public sector organisations with over 250 employees publish statutory data annually on both our Trust and government websites, with effect from 30th March 2018. This report contains pay gap figures for Walsall Healthcare NHS Trust.

Gender pay reporting is different to equal pay:

- Equal Pay is concerned with men and women earning equal pay for the same, or similar, work.
- The gender pay gap is the difference in the average hourly wage of all men and women across a workforce.

The data analysis snapshot for this report is as at 31st March 2017. The total number of substantive staff included in the calculation for the reporting period was 4,311, of which 81.79% were female and 18.21% were male.

The data is taken from the Employee Staff Records (ESR) system and has been calculated to show:

- Average gender pay gap as a mean
- Average gender pay gap as a median
- Average bonus gender pay gap as a mean
- Average bonus gender pay gap as a median
- Proportion of men and women receiving a bonus payment
- Proportion of men and women in each quartile pay band

The mean is the overall average hourly wage across the whole Trust and can be influenced by extremes in high or low hourly rates of pay. The median shows the mid-point salary, calculated by sorting the hourly rates of pay from lowest to highest to find the middle value.

Overall Trust Results

Mean and Median Hourly Wage

The table below sets out the mean average difference and shows that there is a mean average difference of 30% in favour of male employees, this equates to earning an extra £5.87 per hour compared to female employees.

Gender	Mean Hourly Wage
Male	£19.59
Female	£13.72
Difference	£5.87
Pay Gap %	30%

The table below sets out the median difference and shows that there is a median difference of 21.1% in favour of male employees, this equates to earning an extra £3.09 per hour compared to female employees.

Gender	Median Hourly Wage
Male	£14.66
Female	£11.57
Difference	£3.09
Pay Gap %	21.1%

Analysis by Pay Band

The table below sets out the proportion of males and female employees by quartile pay bands by number and as a percentage of the total workforce.

Quartile	Female	Female %	Male	Male %
Lower	764	81.7	313	18.3
Lower Middle	906	90.4	172	9.6
Upper Middle	975	84.0	103	16.0
Upper	881	70.9	197	29.1

Analysis shows that there are a lower proportion of women within the lower and upper pay quartiles when compared to the female gender split of the overall workforce of 81.79%.

Average Bonus Gender Pay Gap

The Trust operates an annual Local Clinical Excellence Award (LCEA) for eligible Medical Consultants which is monetary payment and, for the purposes of gender pay gap reporting, is identified as a bonus payment.

The LCEA scheme is intended to recognise and reward the exceptional contribution of NHS consultants, who go over and above the expected, with regard to the values and goals of the NHS and the delivery of safe and high quality patient care.

The Trust employs 164 consultants of which 27% are female. At the time of this report, of the total number of eligible consultants, 37% are receiving a LCEA. 25% eligible female consultants received a CEA compared to 75% eligible male consultants. This is due to the low number of female consultants who apply for CEAs.

We recognise this as an issue and we will include plans to increase the number of female consultants who apply for a LCEA in our wider Equality, Diversity and Inclusion Strategy. The overall aim is to encourage more female consultants, who are eligible for the LCEA to apply. This will involve ensuring support is available during the process and if they are unsuccessful, ensuring feedback and guidance for future applications.

Percentage of employees who received a Bonus/ CEA payment	Male %	Male	Female %	Female
Gender Bonus Gap	5.7	45	0.4	15

The table below sets out the difference between the mean and median bonus payments made to male and female employees.

	Mean Bonus/CEA %	Median Bonus/CEA %
Gender Bonus Gap	22.4	-50

Assurance Statement

Walsall Healthcare NHS Trust is fully committed to equality of opportunity within our workforce. We recognise that our data shows that continued work is required to reduce the gender pay gap. Although there are examples of an improving picture with regard to female representation at senior levels, executives and medical consultants, more still needs to be done.

We recognise the need to look at how we can reduce the gender pay gap difference by ensuring that we have established mechanisms designed to promote equality of opportunity for all staff. Many of the actions will be included as part of our Equality, Diversity & Inclusion Strategy.

However, specific actions to reduce the gender pay gap will include:

- A detailed review of pay data
- A review of current recruitment & selection practices to ensure that opportunities are inclusive
- Establishing what more can be done to improve flexible working
- How we can recognise female contributions to the continuous improvement of NHS services by encouraging applications for Clinical Excellence Awards (CEA).