

Gender Pay Gap Report



30/3/2019

Gender Pay Gap Reporting

Background

To ensure the public sector organisations are accountable for their performance on equality and transparent in their practices the Public Sector Equality Duty (PSED) was introduced in the Equality Act.

National Standards set out priorities for quality improvements in health and social care by executive non-departmental public bodies such as NHS England which includes the Gender Pay Gap Reporting.

The Gender Pay Gap Reporting aims to identify the pay gap between men and women and employers with 250 or more employees must publish and report specific figures about their gender pay gap.

This report contains a snapshot of pay gap figures for Walsall Healthcare NHS Trust as at 31st March 2018.

Equal Pay and Gender Pay Reporting

Gender pay reporting is different from 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.

Employees

Using the definition of 'employee' for gender pay gap reporting which includes:

- Employees – individuals who have a contract of employment
- Workers and agency workers (those with a contract to do work or provide services)
- Some self-employed people (where they must personally perform the work)

The he total number of employees for the reporting period up to 31 March 2018 was:

- 4,341 employees
- 81.85% were female
- 18.15% were male

Published Data

The data, 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
- The proportion of men and women receiving a bonus payment
- The 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 £5.95 per hour compared to female employees.

Gender	Mean Hourly Wage
Male	£19.65
Female	£13.71
Difference	£5.95
Pay Gap %	30%

The table below sets out the median difference and shows that there is a median difference of 23% in favour of male employees, this equates to earning an extra £3.37 per hour compared to female employees.

Gender	Median Hourly Wage
Male	£14.70
Female	£11.33
Difference	£3.37
Pay Gap %	23%

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	919	84.7	166	15.3
Lower Middle	955	88.0	130	12.0
Upper Middle	910	83.9	175	16.1
Upper	769	70.8	317	29.2

The analysis shows that there is a lower proportion of women within the upper pay quartile when compared to the female gender split of the overall workforce of 81.85%.

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. For those 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. This scheme is exclusive to consultants.

The Trust employs 164 consultants of which 27% are female. At the time of this report, 64 of eligible consultants are receiving an LCEA, this equates to 39%.

Percentage of Consultants who received a Bonus/ LCEA payment	Male %	Male	Female %	Female
Gender Bonus Gap	75	48	25	16

We continue to work with Clinical leads to collate and analyse data to help us understand why fewer female consultants apply for the LCEA.

As part of our Equality, Diversity and Inclusion Strategy 2019-2022 we will ensure the systems and processes are in place to further support, recruit and retain talent. Putting plans in place to eliminate discrimination and disadvantage where pockets of under-representation or differential experience are identified. Our Education, Empowerment and Support objective is:

To have a workforce that is more representative of the community it serves with measurable improvement evidenced by 2022 through effective recruitment, selection and promotion in order to positively attract, retain and support the progression of all staff at all levels across the Trust.

Our aim is to continue 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.

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	13.3	-25.0

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 need 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 2019 – 2022.

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).