

Walsall HealthCare Gender Pay Gap Report March 2020



Introduction

Gender Pay Gap reporting legislation requires employers with 250 or more employees to publish statutory calculations, every year showing how large the pay gap is between their male and female employees.

The specific requirements of the Equality Act 2010 Act (Gender Pay Gap Regulations) 2017 are to publish information for the six specific measures detailed in this report.

This report contains a snapshot of pay gap figures for Walsall Healthcare NHS Trust as at the end of March 2020.

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

Remuneration

All staff working at Walsall Health Care NHS Trust are on NHS Agenda for Change (AfC) pay grades ranging from Band 2 to Band 9. The AfC job evaluation system allocates posts, in accordance with responsibility to set pay bands. The 2018 framework agreement on the reform of Agenda for Change introduced provisions to move to a new pay system with faster progression to the top of pay bands through fewer pay step points.

The new pay progression system will be supported by a revised Performance and Development Review process. It is intended to ensure that within each pay band, staff has the appropriate knowledge and skills they need to carry out their roles, allowing them to make the greatest possible contribution to patient care. Employees are governed by HM Treasury's pay remit and are subject to current public sector pay rules and pay restraint.

Employees

Using the definition of employee for gender pay gap reporting this 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 (here they must personally perform the work)

The total number of employees for the reporting period up to 23rd March 2020 was:

- 4238 employees
- 3452 were female 81%
- 786 were male 18.5%

Published data

The data is taken from the Employee Staff Records System (ESR) 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 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 is 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.

What is our gender pay gap?

Mean and Median Hourly Wage Hourly wages pay gap

When comparing mean hourly wages, women's mean hourly wage is 28% lower than men's. This figure has improved on the previous year's position a decrease from 30% to 28%

The table below sets out the mean average difference and shows that there is a mean average difference of 28% in favour of male employees, this equates to male employees earning an extra £5.88 per hour compared to female employees.

Gender	Mean Hourly Wage
Male	£21.08
Female	£15.20
Difference	£5.88
Pay Gap %	28%

The table below sets out the median difference and shows that there is a median difference of 14% in favour of male employees, this equates to males earning an extra £2.24 per hour compared to female employees.

Gender	Median Hourly Wage
Male	£16.03
Female	£ 13.78
Difference	£2.24
Pay Gap %	14%

4. What proportion of males and females are in each pay quartile?

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

Quartile	Female	Male	Female %	Male %
1	892.00	173.00	83.76	16.24
2	923.00	143.00	86.59	13.41
3	901.00	165.00	84.52	15.48
4	762.00	304.00	71.48	28.52

Average Bonus Gender Pay Gap

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

The purpose of the scheme is to recognise and reward the exceptional contribution of NHS consultants that go the extra mile in their role in relation to the values and goals of the NHS and the delivery of safe and high quality patient care. This scheme is only open to consultants.

The Trust employs 168 consultants of whom 45 are female .At the time of this report 68 of eligible consultants were in receipt of a Local Clinical Excellence Award.

The Trust has in place an Equality, Diversity and inclusion Strategy and one of the objectives in the strategy is to positively attract, recruit, retain and support the progression of all staff at all levels across the Trust.

To support this aim, the Trust will continue to encourage more female consultants who are eligible for the LCEA to apply. This will involve providing additional support in the form of mentors within the Medical directorate to support and encourage more female staff to apply and guiding them through the process.

When comparing mean bonus pay, women's mean bonus pay is 4.4% lower than men's.

0.4% of women received a bonus pay compared with 4.8% of men.

Conclusion

Whilst we recognise that a gender pay gap exists the position has slightly improved since the previous reporting year and as a result we have developed a comprehensive action plan to address the imbalances and to improve on the Trust's overall position.

Gender Pay Gap Action Plan

In order to address any imbalances identified in this report, specific actions will be taken over during 2020/21 to reduce the gender pay gap. The table below sets out these actions to be undertaken over the forthcoming year.

Theme	Actions to be taken	By whom	By when
Branding /communication and Transparency	<p>Review approach to recruitment and selection within the Trust by considering the language, images and branding used to advertise roles and careers within the organisation.</p> <p>Ensure that we encourage female applicants to negotiate their salary by showing salary ranges when advertising vacancies.</p> <p>Ensure transparency about promotion, pay and reward processes by clear communication about these processes through our internal and external communication processes</p> <p>Carry out an equal pay audit to ensure that pay and reward processes are fair and transparent</p>	<p>Talent, Inclusion and Resourcing Lead</p> <p>Resourcing Team Leader</p> <p>Head of Organisation Development & Senior Communications Officer</p> <p>Head of Organisation Development and Talent Inclusion and Resourcing Lead</p>	March 2021
Recruitment and promotion processes	<p>Ensure that the recruitment and the selection training is fit for purpose by undertaking a review of current practice so that we offer good quality training to recruiting managers.</p> <p>Train a number of cultural ambassadors to be part of interview panels to ensure open, transparent and fair processes.</p> <p>Ensure that we support career progression for part time roles and flexible workers by including this proposition in our adverts.</p>	<p>Talent, Inclusion and Resourcing Lead</p> <p>Talent Inclusion and Resourcing Lead</p> <p>Talent Inclusion and Resourcing Lead</p>	March 2021

	Develop a set of standardised structured interview templates for all job interviews so that every applicant has an equal and fair chance at interviews.	Resourcing Team Leader	
Theme	Action to be taken	By whom	By when
Maternity, Paternity and parental leave policies	<p>Ensure that current parental and maternity/paternity leave policies are actively promoted to encourage new parents to take advantage of the scheme.</p> <p>We will actively support women on maternity leave and encourage line managers to ensure staff use keeping in touch days in order to create a positive return to work experience.</p>	<p>HRM's, Talent, Inclusion and Resourcing Lead</p> <p>HRM's,</p>	March 2021
Wellbeing and retention	<p>Review our approach to flexible working to ensure that we actively promote a range of opportunities for flexible working to all staff, to suit their needs and caring responsibilities outside of work.</p> <p>Carry out an analysis of the staff survey data from a gender perspective by comparing the experiences of our male and female staff, particularly around the themes of equality, diversity and inclusion, line management and appraisals.</p>	<p>Head of People</p> <p>Talent, Inclusion and Resourcing Lead</p>	March 2021
Supporting Female Staff	<p>Recruit mentors for female consultants within the organisation in order to encourage more female consultants to apply for the Clinical Excellence Awards. Monitor uptake and report on progress.</p> <p>Through a systematic approach to talent management, identify and support aspiring women leaders within our organisation by providing them with opportunities for development and career progression.</p>	<p>Divisional Directors</p> <p>Talent, Inclusion and Resourcing Lead</p>	<p>March 2021</p> <p>March 2021</p>

	Explore options to develop a women's network which offers female employees opportunities to access coaching and mentoring provision from peers and colleagues.	Head of Organisation Development	March 2021
Data analysis and reporting	Ensure regular publication of what we are doing to address the gender pay gap by publicising the Gender Pay Gap report on the website and by highlighting successes from the Gender Pay Gap action plan	Talent, Inclusion and Resourcing Lead	March 2021
	Carry our further detailed analysis of workforce data to identify patterns and trends within divisional areas and work with divisions to address any gaps.	Talent , Inclusion and Resourcing Lead	March 2021