

# Gender Pay Gap Report 2021



## 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 5<sup>th</sup> October 2021 for the GPC reporting period 31<sup>st</sup> 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 pay progression system for the NHS is 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 was:

- 4389 employees
- 3574 female 81.4%
- 815 were male 18.6%

## 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 31.85% lower than men's. This figure has increased slightly from the previous year which was 28%. The table below sets out the mean average difference and shows that there is a mean average difference of 31.85% in favour of male employees. This equates to male employees earning an extra £6.88 per hour compared to female employees as at the end of March 2021.

31 March 2020 Snapshot	
Gender	Average of Hourly Rate
Male	£21.60
Female	£14.72
Difference	£6.88
Pay Gap %	31.85%

The table below sets out the median difference and shows that there is a median difference of £20.39% in favour of male employees, this equates to males earning an extra £3.17 per hour compared to female employees.

31 March 2020 Snapshot	
Gender	Median Hourly Wage
Male	£15.55
Female	£12.38
Difference	£3.17
Pay Gap %	20.39%

### 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 as at March 2020.

31 March 2020 Snapshot				
Quartile	Female	Female %	Male	Male %
Lower (1st)	889	84.03%	169	15.97%
Lower Middle (2nd)	930	87.90%	128	12.10%
Upper Middle (3rd)	894	84.50%	164	15.50%
Upper (4th)	739	69.78%	320	30.22%

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. Traditionally there has been a low take up of female consultants being nominated for a CEA.

To support improvements in the representation of female consultants being nominated for a CEA 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. A senior Medical Consultant has been identified who will take on this role.

The table below identifies the proportion of colleagues both male and female that received a Bonus via the Clinical Excellence Award Process.

Percentage of Consultants who received a Bonus/ LCEA* payment	Male %	Female %	Male	Female
12 Months to March 2020	73%	27%	52	19

## Gender Pay Gap Actions to reduce the Gender Pay Gap

There is recognition that a gender pay gap still exists and the position has remained static over a number of years. As a result the Trust will carry out a number of actions to address the Gender Pay Gap in order to improve on its overall position. These are outlined below;

### Branding /communication and Transparency

- Review the approach to advertising within the Trust by considering the language, images and branding used to advertise roles and careers within the organisation with a particular focus on consultant posts.
- Ensure transparency about promotion, pay and reward processes is made more explicit by clear communication about these processes and by reviewing our approach to pay and reward. This will be achieved through policy development and transparent communication through our internal and external communication processes.
- Ensure that we support career progression for part time roles and flexible working by including this proposition in our adverts for all posts paying attention to the wording in job adverts for consultant posts.
- Work with senior medical staff to review which clinical posts can be advertised as part time and or job share to encourage more female consultants to apply for posts at the Trust.

### Wellbeing and Retention

- Through the ICS Retention Programme introduce NHS Flex for the Future programme across the Trust to encourage more flexible working approaches in relation to job design.
- Ensure that current parental and maternity/paternity leave policies are actively promoted to encourage new parents to take advantage of the scheme.
- We will continue to 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.

### Supporting our female colleagues

- 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.
- 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.
- Develop a Clinical women's network which offers female employees opportunities to access coaching and mentoring provision from peers and colleagues.

## Data analysis and Reporting

- Carry our further detailed analysis of workforce data to identify patterns and trends within divisional areas in relation to gender representation and work with divisions to address any gaps.
- Commission the Workforce Intelligence Team to carry out further analysis of Local Clinical Excellence Awards, to identify any trends by division, speciality or demographic, which are impacting upon the reward of bonuses to female consultants.