

Gender pay gap report

(31st March 2018 snapshot)

1. What is the gender pay gap report?

Gender pay reporting legislation requires employers with 250 or more employees from April 2017 to publish statutory calculations every year showing how large the pay gap is between their male and female employees. There are two sets of regulations but it is the second set which is relevant to the Trust as a public authority. Employers will have up to 12 months to publish their gender pay gaps from the snapshot date of 31 March each year.

The results must be published on the employer's website and a government website. While employers may already be taking steps to improve gender equality and reduce or eliminate their gender pay gap, this process will support and encourage action. Whilst we are not obliged to publish a narrative accompanying the figures, we believe it is important to do so in order to be transparent about the pay gap at the Trust and the steps we will be taking to address this gap.

Gender pay reporting is different 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. If a workforce has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with, and the process of analysing the individual calculations may help to identify what those issues are.

The NHS terms and conditions of service handbook contain the national agreements on pay and conditions of service for NHS staff other than very senior managers and medical staff.

Job evaluation (JE) enables jobs to be matched to national job profiles or allows trusts to evaluate jobs locally, to determine in which Agenda for Change pay band a post should sit.

2. The gender pay gap indicators

An employer must publish six calculations showing their:

- Average gender pay gap as a mean average
- Average gender pay gap as a median average
- Average bonus gender pay gap as a mean average
- Average bonus gender pay gap as a median average
- Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
- Proportion of males and females when divided into four groups ordered from lowest to highest pay, known as quartiles.

3. Results for SWLSTG – 31st March 2018 snapshot

a) Average gender pay gap as a mean average

	Female	Male	GPG
Mean hourly rate	£19.94	£22.15	10.00%

b) Average gender pay gap as a median average

	Female	Male	GPG
Median hourly rate	£17.64	£19.07	7.50%

c) Average bonus pay gap as a mean average

	Female (Medical)	Male (Medical)	GPG
Mean bonus pay	£9,155.74	£9,636.28	4.99%

d) Average bonus gender pay gap as a median average

	Female (Medical)	Male (Medical)	GPG
Median bonus pay	£7,232.40	£7642.16	5.36%

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

Bonus Pay	Female	Male
Number of staff receiving bonus	31	26
Number of staff eligible to apply for Bonus	52	45
Number of total Staff	1597	786
% Difference compared to:	Female	Male
Staff eligible to apply for Bonus pay	59.62%	57.77%
Total Staff	1.94%	3.30%

f) Proportion of males and females when divided into 4 groups ordered from lowest to highest pay

	Female	Male	Female	Male
Lower	419	176	70.42%	29.58%
Lower Middle	408	188	68.46%	31.54%
Upper Middle	420	176	70.47%	29.53%
Upper	350	246	58.72%	41.28%
Grand Total	1597	786	67.02%	32.98%

Definitions:

- **Mean.** A Mean average involves adding up all the numbers (e.g. Hourly Rates) and dividing the result by how many numbers were in the list

- **Median.** A Median average involves listing all the numbers (e.g. Hourly Rates) in numerical order (i.e. highest to lowest). If there are an odd number of results, the median average is the middle number. If there is an even number of results, the median will be the mean of the 2 central numbers.
- **Quartiles.** After ranking all employees in order (i.e. highest to lowest) employees are divided into 4 sections (quartiles) with an equal number in each section (or as close as possible to this). If there are a number of employees on exactly the same hourly rate of pay crossing between two quartiles, the split between males and females are then split as evenly as possible across the quartiles. The number of males and females within each quartile are then expressed as a proportion of the total number in that quartile.

A further more detailed analysis will follow