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 do so 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 several 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. Approach

Our gender pay data has been obtained from our Electronic Staff Record System (ESR) for all staff employed and paid in March 2018.

The data and calculations have been derived from hourly rates of pay of:

- all employees (male/female) employed on the snapshot date (31 March 2018) – these are referred to as 'relevant employees'
- all employees (male / female) who were paid their usual full pay in their pay period that included the snapshot date - these are referred to as 'full-pay relevant employees' (whether full time or part time they would have earned their usual pay in the pay period of the snapshot date.

The pay in consideration of the gender pay analysis is:

- basic pay
- allowances (such as payments for extra responsibilities, location-related payments, car allowances, recruitment or retention incentives)
- shift premium pay

Bonuses are considered separately and, as per national guidance, include any rewards related to:

- profit-sharing
- productivity
- performance
- incentive
- commission

These are considered over a 12-month period to March 2018 as per guidance.

The calculations used to determine percentages for the various categories are shown in appendix

3. SWLSTG workforce context

The current gender split within the overall workforce is 67% female and 33% male. The breakdown of proportion of females and males in each banding is as follows:

Grade	Female	Male
Student	57.14%	42.86%
Band 2	55.36%	44.64%
Band 3	64.08%	35.92%
Band 4	74.38%	25.62%
Band 5	69.27%	30.73%
Band 6	69.37%	30.63%
Band 7	73.75%	26.25%

Grade	Female	Male
Band 8a	70.42%	29.58%
Band 8b	57.81%	42.19%
Band 8c	55.56%	44.44%
Band 8d	68.75%	31.25%
Band 9	50.00%	50.00%
Medical	54.38%	45.62%
VSM	33.33%	66.67%
NED / Chairman	28.57%	71.43%

4. Results for SWLSTG – 31st March 2018 snapshot

a) Average gender pay gap as a mean average

Overall

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

Agenda for Change and Medical

Agenda for change	Female	Male	GPG
Mean hourly rate	£18.43	£19.12	3.61%
Medical staff	**Female**	**Male**	**GPG**
Mean hourly rate	£38.38	£40.22	4.57%

The result above indicates that more males earn a higher hourly rate as compared to females in general.

b) Average gender pay gap as a median average

Overall

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

Agenda for Change and Medical

Agenda for change	Female	Male	GPG
Median hourly rate	£17.23	£17.64	2.32%
Medical staff	**Female**	**Male**	**GPG**
Median hourly rate	£39.66	£40.10	1.10%

Services

Service Area Mean Hourly Rate	Female	Male	GPG
Staff Bank	£18.11	£20.06	9.72%
Corporate & Clinical Support	£20.50	£22.95	10.66%
Operations (Service Lines)	£20.13	£22.33	9.85%

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%

The date shows the proportion of all bonuses paid (CEA's) compared to total staff numbers. This would indicate that males received a higher bonus.

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%

- Lower – Job roles may include Apprentices, Domestics, Clinical Support Workers and clerical workers.
- Lower Middle – Job roles may include Staff Nurses, Technicians,
- Upper middle – Job roles may include Administration Managers, F1/F2 Doctors, and Specialist Nurse Practitioners
- Upper – Job roles may include Nursing Managers, Directors

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 several employees on 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.

Conclusions

The gender overall pay gap has increase compared to 2017. The mean Gender pay gap was 7.64% and has increased to 10%. The median has increased from 6.09% to 7.5%

The findings are as would be expected for the NHS which shows a gender pay gap. This is primarily due to the higher ratio of males employed in the top 25% of pay bands which includes medical and dental professions.

Further analysis will be conducted to identify specific areas where there is a gender pay gap to develop actions to address the gap in relation to job level, pay grade, full and part-time employees, department/ division and occupational group. This will help us understand the actions we need to take in line with our Equality, Diversity and Inclusion agenda.

We are committed to acting to close this gender pay gap and will use the data to enable us to initiate conversations around gender pay issues and to inform actions to address any area of concern.

This report is the first step in understanding the gender pay gap in the Trust. On-going this will be an agenda item at the Equality and Diversity and Committee and the action plan which will be developed will be monitored and audited through that Committee to ensure equality of opportunity in the workforce.

1. **Mean / Median Pay Gap**

    This looks at the pay gap as an average of male to female hourly rate of pay. For mean values, a common average value is used. To determine median values hourly rates are sorted by increasing value and the middle value (s) used to determine the pay gap.

    (A-B) / A x 100

    A: mean/median hourly rate of pay for all male full pay relevant employees
    B: is the mean/median hourly rate of pay for all male full pay relevant employees

2. **Mean / Median Bonus Pay Gap**

    This looks at pay gap as an average of male to female bonus pay. For mean values, a common average value is used. To determine median values bonus pay is sorted by increasing value and the middle value (s) used to determine the pay gap.
    (A-B) / A x 100
    A: mean/ median bonus pay of all male relevant employees who were paid bonus pay during the 12-month period ending with the snapshot date.
    B: mean/median bonus pay of all female relevant employees who were paid bonus pay during the 12-month period ending with the snapshot date.

3. **Proportion of males and females receiving a bonus payment**

    A / B X 100

    A: number of male relevant employees paid bonus pay in 12-month period ending with the snapshot date (March 2017)
    B: Number of male relevant employees

    C / D X 100

    C: number of female relevant employees paid bonus pay in 12-month period ending with the snapshot date (March 2017)
    D: Number of female relevant employees

4. **Proportion of males and females in each quartile**

    - All employees listed and sorted by hourly rate of pay
    - List is split into four equal quarters
    - Express the proportion of male and female employees in each quartile as a %.