

Gender pay gap report

(31st March 2019 snapshot)

1. What is the gender pay gap report?

Gender pay 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. 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 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 2019.

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

- all employees (male/female) employed on the snapshot date (31 March 2019) – 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 2019 as per guidance.

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

Headline results are compared with the results from March 2018.

4. 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	71.43%	28.57%
Band 2	52.08%	47.92%
Band 3	61.70%	38.30%
Band 4	76.59%	23.41%

Grade	Female	Male
Band 8a	70.35%	29.65%
Band 8b	56.45%	43.55%
Band 8c	48.00%	52.00%
Band 8d	52.63%	47.37%

Band 5	70.76%	29.24%	Band 9	63.64%	36.36%
Band 6	66.75%	33.25%	Medical	54.88%	45.12%
Band 7	75.00%	25.00%	VSM	44.44%	55.56%
			NED / Chairman	57.14%	42.86%

5. Results for SWLSTG – 31st March 2019 snapshot

a) Average gender pay gap as a mean average

Overall

	Female	Male	GPG
Mean hourly rate	£20.36	£22.70	10.32%

The Average Gender pay gap in March 2018 was 10.00%, so this has increased slightly in the above. The mean hourly rate for females in 2018 was £19.94 and for males £22.15.

Agenda for Change and Medical

Agenda for change	Female	Male	GPG
Mean hourly rate	£18.86	£20.18	6.53%
Medical staff	Female	Male	GPG
Mean hourly rate	£38.45	£39.14	1.76%

The result above indicates that more males earn a higher hourly rate as compared to females in general. The gender split of the workforce is broadly one third male and two thirds female.

The Average Gender Pay Gap for Agenda for Change staff has increased in comparison to 2018 (3.61% to 6.53%), while for medical staff this has shown a reduction when compared with 2018 (4.57% - 1.76%)

b) Average gender pay gap as a median average

Overall

	Female	Male	GPG
Median hourly rate	£18.17	£19.54	7.01%

The median Gender Pay Gap has reduced this year. The median hourly rate for females has increased this year and similarly for males, this has led to a reduction in the Gender Pay Gap median figure from 7.5% in 2018.

Agenda for Change and Medical

Agenda for change	Female	Male	GPG
Median hourly rate	£17.38	£17.94	3.12%
Medical staff	Female	Male	GPG
Median hourly rate	£42.99	£42.94	-0.12%

Similarly, the median gap for agenda for change staff has increased when compared with 2018 (2.32% to 3.12%), but has reduced for Medical staff (1.10% to -.12%)

Services

Service Area Mean Hourly Rate	Female	Male	GPG
Staff Bank	£18.63	£20.76	10.24%
Corporate & Clinical Support	£22.13	£23.73	6.75%
Operations (Service Lines)	£20.20	£22.58	10.51%

The Pay gap for Staff bank and Operations (Service lines) has increased in comparison to 2018, while Corporate has reduced,

c) Average bonus pay gap as a mean average

	Female	Male	GPG
Mean bonus pay	£6,467.83	£6,987.20	7.43%

d) Average bonus gender pay gap as a median average

	Female	Male	GPG
Median bonus pay	£3,225.10	£4,065.94	20.68%

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	51	42
Number of total Staff	1657	811
% Difference compared to:	Female	Male
Total Staff	3.08%	5.18%

The data shows the proportion of all bonuses paid compared to total staff numbers. This would indicate that males received a higher bonus. The gap has also increased when compared with 2018 from a mean average of 4.99% to 7.43%.

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

	Female	Male	Female	Male
Lower	423	188	69.23%	30.77%
Lower Middle	426	185	69.72%	30.28%
Upper Middle	421	190	68.90%	31.10%
Upper	367	244	60.07%	39.93%
Grand Total	1637	807	66.98%	33.02%

A handwritten signature in black ink, appearing to read 'VF', with a horizontal line extending to the right.

Vanessa Ford
Acting Chief Executive