

Ashford and St. Peter's Hospitals NHS Foundation Trust

Gender Pay Gap Reporting 2017/18

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 set out a public authority's gender pay gap reporting duties, which form part of its public sector equality duty under the Equality Act 2010. The regulations require that from April 2017 employers with 250 or more employees on the snapshot date of 31 March 2017 to publish their gender pay gap by 30 March 2018.

There is an important distinction between gender pay gap and 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 average pay of all men and difference in average pay of all women employed by the Trust. If a workplace has a particularly high gender pay gap, this can indicate there may a number of issues to deal with, and the individual calculations may help to identify what those issues are.

Gender pay gap is not a pay issue but a representation issue as it is possible to have genuine pay equality but still have gender pay gap.

For non-medical staff the Trust uses the national Agenda for Change job evaluation framework which has 9 pay bands and each pay band has a set of pay points for annual pay progression until an employee reaches the top of the pay band. The framework is used to determine the appropriate pay band for each job role. The longer an employee has been in a band the higher their salary is likely to be irrespective of their gender. The agenda for change framework is based on the principle of equal pay for work of equal value.

For doctors and dentists the Trust uses the national terms and conditions framework which determines the consultant pay and pay progression. Historically consultants have tended to be predominantly male although this trend will start to reverse as more females are entering the medical profession. The longer a consultant has been in post the higher their salary is likely to be irrespective of gender.

GENDER PROFILE

The gender split in our workforce is 73.6% female employees and 26.4% male employees. In comparison the gender split in the NHS as a whole is 77% female and 23% male.

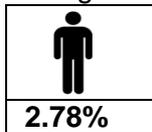
	
73.6%	26.4%

THE MEAN AND MEDIAN GENDER PAY GAP

The **Mean Pay Gap** is the difference between the average hourly rate of pay between male and female employees. The mean gender pay gap for the Trust is 22.5% ie male pay is on average £4.65 per hour more than female.


22.5%

The **Median Pay Gap** is the difference between the median hourly rate of pay between male and female employees. The hourly rates are ranked from lowest to highest in two separate groups, one male and one female. The median is the midpoint in each ranked list. The median gender pay gap is 2.78% i.e. £0.40 pence per hour.



The mean and median gender pay gap figures for the Trust are inclusive of Clinical Excellence Awards (CEA) payment that is paid to eligible consultants (medical staff) as these are considered to be awarded like a bonus payment. The Trust has a higher proportion of male consultant employees compared to female consultant employees. This will have an impact on the pay gap figures, as will the relative seniority of the male consultants compared to female consultants by virtue of length of service.

STAFF EARNINGS BY QUARTILE

All employees are ranked (male and female together) from the lowest to the highest paid. The employees are then divided into four pay bands to determine the earnings by quartile.

The figures below show the earnings between men and women in the Trust in each quartile. There are more women than men in every quartile which reflects the Trust gender profile. The lower quartile represents the lowest salary and the upper quartile represents the highest salary. The higher percentage of male employees in the upper quartile is partly reflective of higher representation of male consultant (medical) employees. Representation of female employees peaks at the upper middle quartile and diminishes as seniority increases.

Lower Quartile		Lower Middle Quartile		Upper Middle Quartile		Upper Quartile	
							
72.7%	27.3%	75.8%	24.2%	84%	16%	62%	38%

MEAN AND MEDIAN GENDER PAY GAP IN CLINICAL EXCELLENCE AWARDS

Clinical Excellence Awards are based on the performance of a consultant. The figures are included in the Trust mean and median pay gap. Consultants are eligible to apply for CEAs under the national Medical and Dental terms and conditions. The scheme is intended to recognise and reward consultants who demonstrate significant achievements in the delivery of safe and high quality care to patients over and above their standard role and to their ongoing commitment to the continuous improvement of NHS Services.

The calculations for mean and median pay gap include both local and national CEA's. The Local CEA's are administered within the Trust on an annual basis. The National CEA's are determined and administered by the Department externally.

In the 2014 and 2016 local CEA award rounds the proportion of female applicants who were successful in achieving the awards was higher than the number of successful male applicants.

Mean pay gap is the difference between the mean CEA paid to male and female employees who received CEA in the relevant pay period. Median pay gap is the difference between the median CEA paid to male and female employees who received CEA in the relevant pay period.

	
The CEA mean pay gap is 44.6%	The CEA median pay gap is 66.7%
