

Ashford and St. Peter's Hospitals NHS Foundation Trust

Gender Pay Gap Reporting 2018/19

INTRODUCTION

1. 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 employers, with 250 or more employees, publish their gender pay gap annually by 31st March.
2. This report publishes our Gender Pay Gap based on the snapshot date of 31 March 2018 and will be published on our website by 30th March 2019. Our Gender Pay Gap will also be uploaded on to the [government's website](#) where the public can find and compare our Trust's data with other organisations.
3. The Trust sees the sharing of our Gender Pay Gap data as an integral part of our work on gender equality and uses the data to stimulate meaningful conversations with our staff about equality. We place great importance on these conversations and recognise that there is more to do to ensure that we are supporting diversity at all levels of the organisation and that all staff are treated fairly and have a great experience at work regardless of their gender identity.
4. 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 be a number of issues to deal with, and the individual calculations may help to identify what those issues are.
5. Gender pay gap is not normally a pay issue but a representation issue as it is possible to have genuine pay equality but still have gender pay gap.

DEFINITIONS

6. **Mean gender pay gap in hourly pay** – adding together the hourly pay rates of all male or female full-pay and dividing this by the number of male or female employees. The gap is calculated by subtracting the results for females from results for males and dividing by the mean hourly rate for males. This number is multiplied by 100 to give a percentage
7. **Median gender pay gap in hourly pay** – arranging the hourly pay rates of all male or female employees from highest to lowest and find the point that is in the middle of the range.
8. **Mean bonus gender pay gap** – add together bonus payments for all male or female employees and divide by the number of male or female employees. The gap is calculated by subtracting the results for females from results for men and dividing by the mean hourly rate for men. This number is multiplied by 100 to give a percentage.
9. **Median bonus gender pay gap** – arranging the bonus payments of all male or female employees from highest to lowest and find the point that is in the middle of the range.

OUR DIFFERENT TERMS AND CONDITIONS

10. For non-medical and non-executive 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.
11. Our non-consultant grade medical colleagues are paid at the appropriate nationally determined grade according to their experience, skill and level of training level.
12. Our consultant colleagues are paid on the nationally determined pay framework for hospital consultants.
13. Consultant colleagues are also eligible to apply for Clinical Excellence Awards (CEAs). The CEA 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 on-going commitment to the continuous improvement of NHS Services. CEAs are the only elements of our pay package that constitute “bonuses” under the reporting requirements. They are included in the figures reported for both mean and median gender pay gap in hourly pay as well as being reported separately in the mean and median bonus gender pay gaps.

OUR GENDER PROFILE

14. The gender split in our workforce is 68% female employees (compared to 73.6% last year) and 32% (compared to 26.4% last year) male employees. In comparison the gender split in the NHS as a whole is 77% female and 23% male.



15. Consultant colleagues make up about 5% of our workforce. The Trust has a higher proportion of male consultant employees (64%) compared to female consultant employees (36%). This is significant in terms of gender pay gap reporting because of the high salaries of this staff group compared to the rest of the workforce and their eligibility for CEAs.

THE MEAN AND MEDIAN GENDER PAY GAP IN HOURLY PAY

16. The **Mean Pay Gap In Hourly Pay** for the Trust is 20.4% (compared to 22.5%) i.e. male pay is on average £4.19 per hour more than female.
17. The **Median Pay Gap In Hourly Pay** for the Trust is 0%, meaning that there is no gap in the median pay between men and women.

STAFF EARNINGS BY QUARTILE

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

19. The figures below show the percentage of men and women in each quartile. The lower quartile represents the lowest salary and the upper quartile represents the highest salary. There are more women than men in every quartile which reflects the Trust's gender profile. Representation of female employees peaks at the upper middle quartile.

As at 31st March 2018:

Lower Quartile		Lower Quartile	Middle	Upper Quartile	Middle	Upper Quartile	
							
72%	28%	77%	23%	83%	17%	65%	35%

MEAN AND MEDIAN BONUS GENDER PAY GAP

20. The calculations for mean and median bonus gender pay gap include local (level 1 – 9) and national (bronze, silver and gold) Clinical Excellence Awards (CEAs). The Local CEA's are administered within the Trust on an annual basis. The National CEA's are determined and administered externally and paid through the Trust's payroll.

21. The mean bonus gender pay gap is 42% (compared to 47% as at 31st March 2017).

22. The median bonus gender pay gap is 54% (compared to 67% as at 31st March 2017).

23. Just 2% of all staff are in receipt of a bonus (CEA) payment: 69% of CEAs held in the Trust are held by men and 31% are held by women. This is similar to the gender profile for consultants at the Trust (64% men and 36% women). Reporting also found that men are more likely to hold CEAs of a higher value than their female consultant colleagues.

CONCLUSIONS

24. We are pleased to note that the reported pay gaps throughout this report have narrowed compared to last year. We now have no median gender pay gap in hourly pay which we believe is an indication that the vast majority of our HR and pay systems and processes are working well in support of the vast majority of both men and women working at the Trust.

25. We still report a significant mean gender pay gap in hourly pay and we believe that this figure is skewed by a small number of outliers. This is due to there being a higher proportion of men than women in senior consultant posts and a higher proportion of men than women being in receipt of Clinical Excellence Awards.

26. The mean and median bonus gender pay gaps are both significant and this is a result of an under-representation of women in consultant posts together with the fact that men are more likely to be in more senior consultant posts and to be in receipt of CEAs of a higher financial value.

27. Reporting indicates that a significant gender pay gap is present only amongst our Consultant workforce and therefore this is where our efforts to close the gender pay gap might be best focused.