

Gender Pay Gap Report

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I. What is the Gender Pay Gap Report

From 2017, employers with 250 or more employees must now publish statutory calculations every year showing how large the pay gap is between their male and female employees. There are two sets of regulations. The first is mainly for the private and voluntary sectors (taking effect from 5 April 2017) and the second is mainly for the public sector (taking effect from 31 March 2017). For NHS Trusts this means providing a 'snapshot' of ordinary pay differences on 31st March 2022 and bonus payments made during the year.

The results must be published on the employer's website and a government website. They must, where applicable, be confirmed in a written statement by an appropriate person, such as a chief executive. 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.

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 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 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.

II. Who is included/excluded in the Trust's Gender Pay Gap return?

This report includes all full-pay relevant employees, including hosted Trainee Clinical Psychologists, who were employed by the Trust on the snapshot date of 31st of March 2022 and were paid their usual full basic pay during the relevant pay period (1st – 31st of March 2022)

Any employees who were paid less than their usual basic pay, or nil, during the relevant pay period because of being on leave, are excluded from the pay calculations.

The report does not include NHS Professionals bank staff or agency workers as these will be captured in the reports of the organisations that are deemed to be their employer.

III. The Gender Pay Gap Indicators

The Trust must publish six calculations showing:

- I. Average gender pay gap as a mean average
- II. Average gender pay gap as a median average
- III. Average bonus gender pay gap as a mean average
- IV. Average bonus gender pay gap as a median average
- V. Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
- VI. Proportion of males and females when divided into four groups ordered from lowest to highest pay

IV. Camden & Islington NHS Foundation Trust Workforce

On 31st March 2022, the gender split within the overall workforce was **71% Female** and **29% Male**.

Table 1 Proportion of male and females in each AfC banding (snapshot date: 31.03.22)

AfC Bands	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8A	Band 8B	Band 8C	Band 8D	Band 9
Female	64%	76%	70%	78%	72%	76%	59%	68%	41%	67%
Male	36%	24%	30%	22%	28%	24%	41%	32%	59%	33%
Female	163	215	180	552	214	121	35	17	7	4
Male	90	68	78	159	83	38	24	8	10	2

Table 2 Proportion of males and females in each quartile (snapshot date 31.03.23)

Proportion of males and females in each quartile												
	Male %						Female %					
	2017	2018	2019	2021	2022	Trend	2017	2018	2019	2021	2022	Trend
Top Quartile	37	39	40	40	37	↓	63	61	60	60	63	↑
Upper Middle Quartile	35	27	31	29	30	↓	65	73	69	71	70	↑
Lower Middle Quartile	22	24	21	23	21	↓	78	76	79	77	79	↑
Lower Quartile	28	27	29	27	27	↓	72	73	71	73	73	↑

Table 3 Proportion of male and females in Trust Board (snapshot date: 31.03.22)

Trust Board	(VSM)
Female	25%
Male	75%
Female	2
Male	6

Table 4 Mean and Median gender pay gap (snapshot date: 31.03.22)

Gender Pay Gap						
	Median			Mean		
	2022	2021	Trend	2022	2021	Trend
Gender pay gap	12.6	7.7	<i>Widening</i>	12.7	12.9	<i>narrowing</i>

Table 5 percentage of male and females receiving bonus pay (snapshot date: 31.03.22)

As a percentage of the entire workforce, males and females receiving CEA/bonus pay			
Male		Female	
2022	2021	2022	2021
2.0%	2.3%	0.5%	0.6%

Table 6 Mean and Median gender bonus pay gap (snapshot date: 31.03.22)

Gender Bonus Pay Gap						
	Median			Mean		
	2022	2021	Trend	2022	2021	Trend
Gender bonus pay gap	66.7	52.4	<i>Widening</i>	58.3	57.2	<i>widening</i>

Table 4 Proportion of male and females in staff group (snapshot date: 31.03.22)

Staff Groups >	Additional Clinical Services	Administrative and Clerical	Allied Health Professionals	Medical and Dental	Nursing and Midwifery Registered	Add Prof Scientific and Technic	Students
Female	77%	65%	79%	84%	51%	63%	100%
Male	23%	35%	21%	16%	49%	37%	0%
Female	628	235	323	46	76	277	2
Male	185	127	85	9	74	160	

Table 2 Proportion of male and females in medical roles (snapshot date: 31.03.22)

AfC Bands	Consultant	Medical Training	Other Medical
Female	49%	52%	57%
Male	51%	48%	43%
Female	38	30	8
Male	40	28	6

Bonus Pay by Gender Distribution

The only bonus payments made by the Trust are to eligible Medical Consultants who apply for the Clinical Excellence Awards (CEAs) which can be awarded nationally or locally. Currently **2.0%** of male employees are paid a CEA and **0.5%** of females.

For those **consultant** employees granted a CEA, the proportion of males receiving a bonus payment compared to females is given in the table below. This is compared to the gender distribution of Medical Consultants for the Trust.

Consultants	Male Consultants receiving bonus	All Male Consultants	Difference M-F receiving bonus	Female Consultants receiving bonus	All Female Consultants	Difference F-M receiving bonus
Proportion (%)	60%	51%	11%	40%	49%	-11%
Headcount	13	40	5	8	38	-5

V. Integrated Partnership Action Plan

	Areas of Action	Activity	Lead	By Whom	Timeframe
1.0	Menopause/menstrual support				
1.1	Promote respect, dignity and support for greater awareness engagement and inclusion.	<ul style="list-style-type: none"> Pilot and review free period protection for workforce, targeting those in period poverty. Ensure Menopause Policy across the Trust is in place and understood by stakeholders Use key women's celebration events to publicise resources for staff around menopause and menorrhagia 	Associate Director of EDI	EDI Business Partner/Women's Network Lead/Women's Network/Patient Experience Leads	Q4 2022/23
2.0	Career Development/Recruitment and Retention				
2.1	Embed GPG within planned retention and wellbeing and recruitment and pipelines workstreams of the planned C&I Workforce Programme, ensuring analysis of data and use improvement process and practice to ensure the Trust's recruitment and selection processes are inclusive to reflect the diversity of the community, and to ensure we retain and develop our experienced and valued staff.	<ul style="list-style-type: none"> Review take up and awareness campaign of flexible working policies as part of the wellbeing agenda Review of family friendly policy to include supporting breast feeding, early pregnancy loss and premature birth support. Implement "Positive Action" measures where appropriate, particularly in senior roles 	HR Head/ EDI Head	HR Business Partners/Wellbeing Lead/EDI Business Partner/Women's Network	Q4 2022/23

3.0	Adequate Adjustments/Workplace Adjustments				
3.1	Examine issues facing female staff and improve working experience	<ul style="list-style-type: none"> Refresh Reasonable Adjustments/Long Term conditions toolkit across the partnership and review for embeddedness and effectiveness 	Associate Director of EDI	HR BPs/WL/EDI BP/Women's Network (all inclusion networks)	Q3 2023
3.2	Ensure the Trust understands and meets the Health and Wellbeing needs of all women at C&I	<ul style="list-style-type: none"> Health & Wellbeing Conversation every 12 months for all staff (which includes the Workplace Adjustment Passport) with targeted interventions to support staff with female health issues, disabilities, and caring responsibilities 	Associate Director of HE	HR BPs/WL/EDI BP/Women's Network (all inclusion networks)	Q1 2023

VI. Glossary of Terms

Term	Explanation
Mean	The average calculated by adding together all the data points in a set divided by the count of data points.
Median	The average calculated by sorting the data points in a set from lowest to highest, the middle number is the median.
Relevant Full Paid Employee	Any employee who is employed on the snapshot date and is paid their usual basic pay (includes full and part time staff). It excludes anyone that received a reduced salary due to leave (such as going on to nil or half pay due to maternity leave or sick leave).
Snapshot date	This is the key date that many of the details needed to carry out the gender pay gap details will come from.
Ordinary Pay	Includes basic pay, allowances, pay for piecework, pay for leave and shift enhancements. It does not include pay related to overtime, redundancy, or termination of employment, pay in lieu of annual leave, or pay which is not money. The figures are gross pay amounts after any salary sacrifice has been deducted.
Hourly Pay	This is calculated by adding the bonus pay to the ordinary pay and dividing by the working hours.
Salary Sacrifice	This is an agreement between an employer and an employee to change the terms and conditions of employment to reduce an employee's salary in exchange for some form of non-cash payments. This includes childcare vouchers, cycle to work scheme and the technology scheme.
Bonuses	They include anything that relates to profit sharing, productivity, performance, incentive, and commission. The only relevant bonuses are Discretionary Points and Clinical Excellence Awards (see below for details).
Discretionary Points / Clinical Excellence Awards	This refers to two awards processes that eligible consultants may apply for each year, the awards are given in recognition of quality excellence, and exceptional personal contributions. There is a local employer based awards which cover Levels 1 – 9 and national awards levels 9 – 12. The financial amounts for each award are laid out in the Medical & Dental Pay circular. The awards process is overseen by the ACCEA. The Trust has classified these awards as a bonus because whilst the award amount is split evenly per month, they are subject to review and can be removed.

VII. Further Resources

1. [Eight ways to understand your organisation's gender pay gap](#)
2. [ACAS Gender pay gap reporting guidance](#)
3. [Gender pay gap: Closing it together](#)
4. [Gender Pay Gap Reporting – GOV.UK](#)
5. [Gender Pay Gap Report 2019](#)