

# Gender Pay Gap Report

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## Camden & Islington NHS Foundation Trust

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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 2019 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 this report

This report includes all full-pay relevant employees, including hosted Trainee Clinical Psychologists, who were employed by the Trust on the snapshot date of 31<sup>st</sup> of March 2019 and were paid their usual full basic pay during the relevant pay period (1<sup>st</sup> – 31<sup>st</sup> of March 2019)

Any employees who were paid less than their usual basic pay, or nil, during the relevant pay period as a result 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 31<sup>st</sup> March 2019, the gender split within the overall workforce was **70% Female** and **30% Male**.

**Table 1 Proportion of male and females in each AfC banding**

AfC Band	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8A	Band 8B	Band 8C	Band 8D	Band 9
Female	66%	70%	73%	68%	76%	72%	73%	56%	58%	35%	33%
Male	34%	30%	27%	32%	24%	28%	27%	44%	42%	65%	67%
Female	84	96	186	168	476	156	82	32	7	8	1
Male	43	41	69	79	153	62	30	25	5	15	2

**Table 2 Proportion of male and females in Medical roles**

Medical	Medical Training	Other Medical	Consultant
Female	53%	73%	52%
Male	47%	27%	48%
Female	29	8	33
Male	26	3	31

**Table 3 Proportion of male and females in Trust Board**

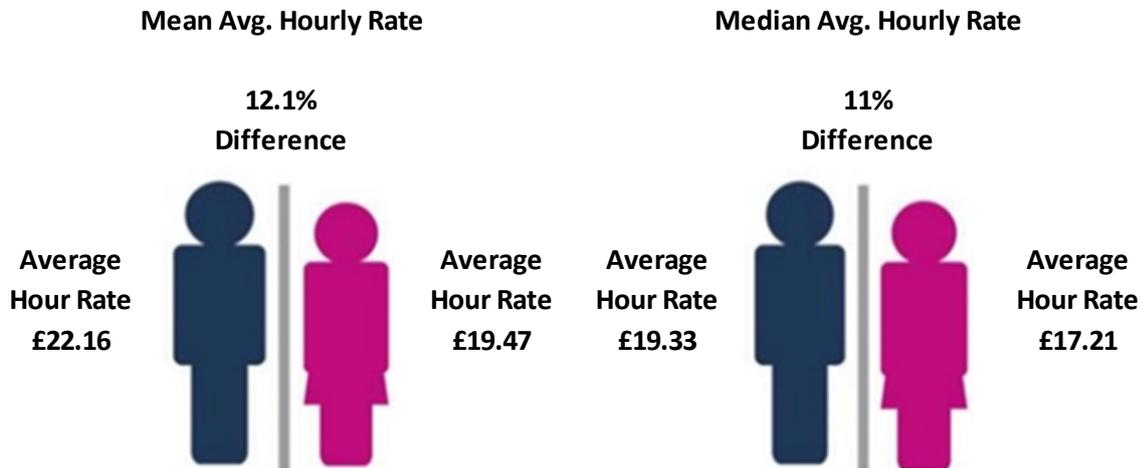
Trust Board on VSM	
Female	37.5%
Male	62.5%
Female	3
Male	5

**Table 4 Proportion of male and females in staff group**

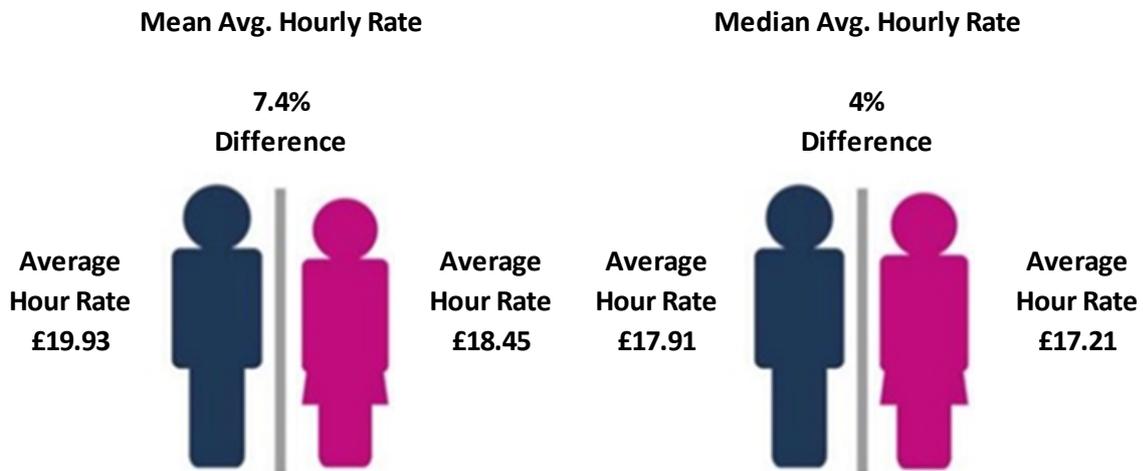
Staff Group	Additional Clinical Support	Administrative and Clerical	Allied Health Professionals	Medical	Nursing	Prof Sci & Tech
Female	69%	64%	88%	54%	61%	81%
Male	31%	36%	13%	46%	39%	19%
Female	291	208	49	70	251	502
Male	128	117	7	60	161	118

## V. Trust Gender Pay Gap Data 31<sup>st</sup> March 2019

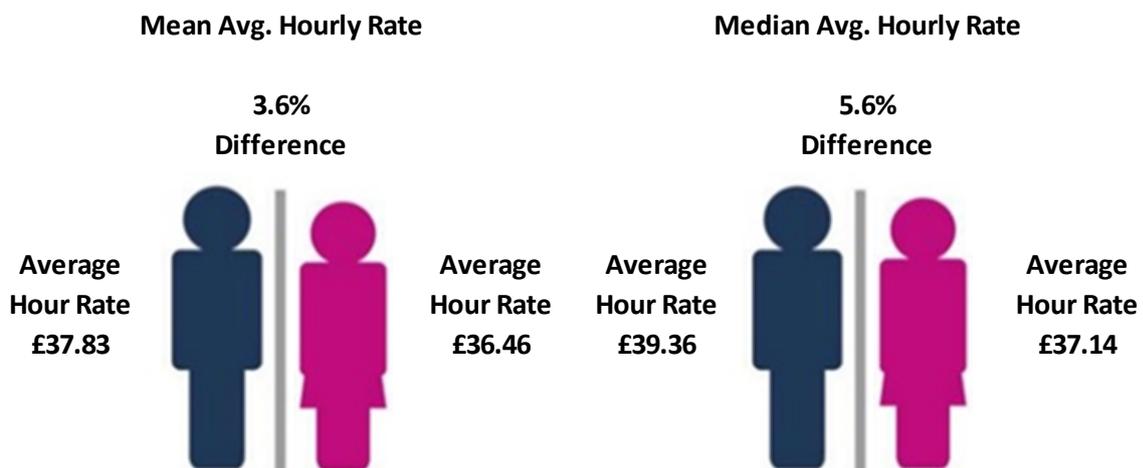
### 1. All Trust Staff - Overall Mean vs. Median average hourly rate



### 2. Agenda for Change Staff - Overall Mean vs. Median average hourly rate



### 3. Medical Staff - Overall Mean vs. Median average hourly rate



4. Bonus (Clinical Excellence Awards) Mean vs. Median average payment



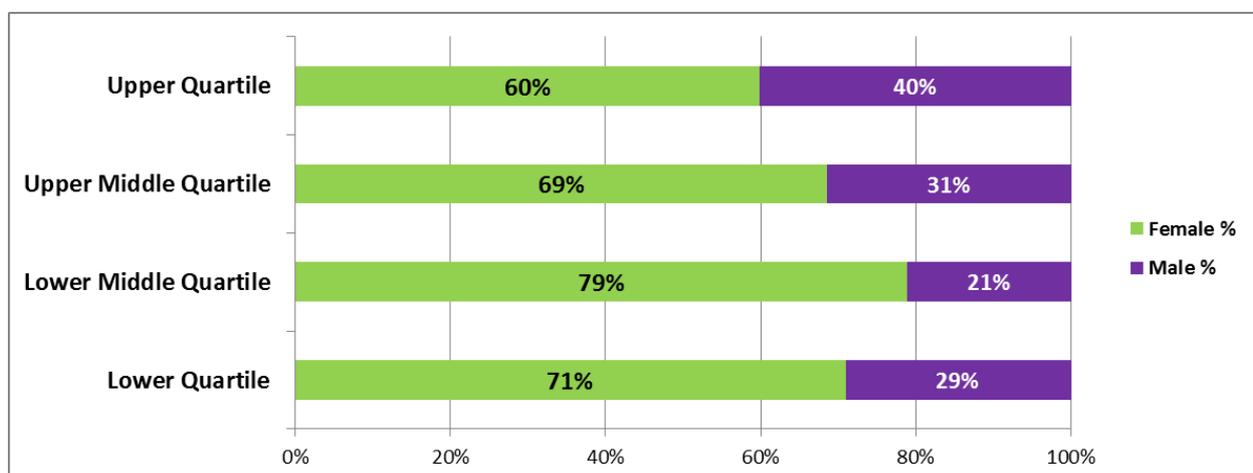
5. Bonus Pay by Gender Distribution

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 **2.4%** of male employees are paid a CEA and **0.7%** of females.

For those 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.

	Male cons receiving bonus	Male cons staff overall	Difference M-F receiving bonus	Female cons receiving bonus	Female cons staff overall	Difference M-F receiving bonus
Proportion (%)	55%	48%	15%	39%	52%	-15%
Headcount	17	31	4	13	33	-4

6. Gender pay by quartile groups



## VI. Summary of results and initial assessment of implications/actions

Metric	Analysis	Implications/Actions
Mean average ordinary pay gap	Women receive 12.1% less than Men, a 2.3% decrease from 2018. The difference in mean pay levels is partly due to there being a higher proportion of men in higher banded Agenda for Change (AfC), medical consultant and very senior manager (VSM) roles. When all medical and VSM roles are removed, women receive 7.4% less than men.	In terms of next steps, the 8 steps framework provided by NHI will be applied to identify the root causes of the gaps reported. The 8 steps framework has been deemed as aspirational due to the depth of work required. As a result of this, a short term & immediate plan has been developed around the utilisation of information from other sources. These sources include the current staff survey results, with a focus on the protected characteristics, general perception, and common knowledge around key issues and information from the Women's Staff Network. As part of this plan, we will be reviewing the current flexible working practices and systems in place to ensure support, fairness and consistency, including the method of reporting which would enable us measure the rate of agreed flexible working arrangements and potential benefit/impact.
Median average ordinary pay gap	There is a 4% in pay in favour of men, a decrease of 6.1% from 2018.	
Gender 'bonus' pay gap as a mean average	Women receive 38.7% less in Clinical Excellence Awards. This is an decrease of 10.5% from 2018	Analysis of CEA's awarded over the last 3 years indicates a gender balance. There was an increase in part-time female consultant applications this year, and there is continued support and encouragement for applications from female consultants, particularly those that are part time. New awards are paid at a lower level and previously built up over time. However they are now awarded annually and are non-consolidated so this will not accumulate in the same way as previously. A revised CEA Policy was introduced in 2018 to reflect national changes to the scheme and to highlight how to improve their CEA applications. Awards will not be prorated for part-time staff. Whilst not reported in the figures directly (as we do not employ them) female academics hold national CEA's at a higher rate than local ones.
Gender 'bonus' pay gap as a median average	Women receive 9.1% more in Clinical Excellence Awards. This is an increase of 5.5% from 2018	
Bonus' pay by gender distribution	2.4% of men received bonus pay compared to just 0.7% of women (as a proportion of total workforce). 7 men and 5 women were granted new awards in 2018. Overall 55% of male consultants now receive CEAs compared to 39% of female consultants.	
Gender pay by four groups ordered from lowest to highest pay	Upper Quartile pay group comprises 40.1% men, an increase of 1% since 2018. Men represent 30% of the workforce overall. Men are noticeably overrepresented compared to the full workforce in AfC Band 8D as well as Consultant and VSM roles.	Further granular analysis of AfC 8D level and above: VSM and Consultant roles by division have been collated and the 2018/2019 information has been compared, with minor improvements in Bands 8B & 8D and minor deterioration in Band 8C, whilst Band 9 remains unchanged from the rate reported in 2018. Significant improvement in the consultant grade rate has been noted at 52%, from the 36% reported in 2018. The reason for this improvement is yet to be established. These findings will be addressed via the Trust talent management strategy.
Overall	Trust to review existing government guidance on 'how to understand your organisation's pay gap'. 31st of March 2020 "Snapshot" Gender Pay Gap Report to be re-produced by Workforce Intelligence in Q1 2020-21. Undertake granular analysis and engage with the Trust's Equality and Diversity Lead to further understand underlying issues and potential interventions. A "women's network" has been established within the Trust. Paper to the Trust Workforce and Culture Programme Board once complete setting out further interventions.	

## VII. Glossary of Terms

Term	Explanation
<b>Mean</b>	The average calculated by adding together all the data points in a set divided by the count of data points.
<b>Median</b>	The average calculated by sorting the data points in a set from lowest to highest, the middle number is the median.
<b>Relevant Full Paid Employee</b>	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).
<b>Snapshot date</b>	This is the key date that many of the details needed to carry out the gender pay gap details will come from.
<b>Ordinary Pay</b>	Includes basic pay, allowances, pay for piecework, pay for leave and shift enhancements. It does <b>not</b> 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.
<b>Hourly Pay</b>	This is calculated by adding the bonus pay to the ordinary pay and dividing by the working hours.
<b>Salary Sacrifice</b>	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.
<b>Bonuses</b>	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).
<b>Discretionary Points / Clinical Excellence Awards</b>	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.

## VIII. Further Resources

1. [Camden & Islington NHS Foundation Trust 31st March 2018 Gender Pay Gap Report](#)
2. [Camden & Islington NHS Foundation Trust 31<sup>st</sup> March 2018 Supporting Statement](#)
3. [Eight ways to understand your organisation's gender pay gap](#)
4. [ACAS Gender pay gap reporting guidance](#)
5. [Gender pay gap: Closing it together](#)
6. [Gender Pay Gap Reporting – GOV.UK](#)