

Report to:	People and Culture Committee
Paper number:	
Report for:	Information & Note
Date:	05/10/2021
Report author/s:	Debra Hall, Equality, Diversity and Inclusion Lead
Report of:	Shahzad Choudhry, Head of Equality, Diversity & Inclusion
Fol status:	Report can be made public
Strategic priorities supported:	Early and effective Intervention / Helping people to live well / Keeping our service users, carers and staff safe
Cultural pillars supported:	We value each other / We are empowered / We keep things simple / We are connected

Title: **C&I Gender Pay Gap Report**

Executive Summary

This report introduces the Gender Gap Report 2021. The Trust is required to produce and publish this report on the government website and the Trust's website by 5th October 2021. This is the fourth year that C&I have published this report. The findings need to be considered and confirmed on a written statement by the Executive Director for Human Resources & Organisational Development, on behalf of the Trust.

Key Findings

- The Gender Pay Gap survey began in 2017. Since that time the proportion of consultants who are women, has risen from 36% to 45%.
- The Gender Pay Gap for mean hourly pay in 2021 was 12.9%, which is more than the 12.1% it was in 2017.
- On March 2021, the gender split within the overall workforce was 71% women and 29% men.
- Women now make up 58% of medical training grades, down from to 70% in 2017, closer to the 50% that one might expect.
- Men make up 40% of the Upper Quartile workforce, which is actually greater than the 37% seen in 2017. This is despite men making up only 29% of the workforce overall.
- Currently 2.3% of men are paid a CEA and 0.6% of women.
- The only group that shows continuous improvement on the Gender Pay Gap is Medical Staff.

Recommendation to the Committee

- Receive and approve the Report
- Note the figures in the Report and the outline plans to reduce the gaps

Finance Implications

- Mitigate financial risk

Risk Implications

- Mitigate legal and reputational risk

Equality and Diversity Impact / Single Equalities Impact Assessment

- This Report demonstrates the Trust's position against equality standards

Gender Pay Gap Report

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 2021 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 31st of March 2021 and were paid their usual full basic pay during the relevant pay period (1st – 31st of March 2021)

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 31st March 2021, the gender split within the overall workforce was **71% Female** and **29% Male**.

Table 1 Proportion of male and females in each AfC banding

AfC Bands	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8A	Band 8B	Band 8C	Band 8D	Band 9
Female	100%	67%	75%	70%	74%	74%	75%	57%	78%	38%	50%
Male	0%	33%	25%	30%	26%	26%	25%	43%	22%	62%	50%
Female	3	162	207	188	508	209	95	38	14	8	2
Male	0	79	69	80	175	72	31	29	4	13	2

Table 2 Proportion of male and females in Medical roles

Medical Bands	Consultant	Medical Training	Other Medical
Female	45%	58%	64%
Male	55%	42%	36%
Female	35	33	9
Male	43	24	5

Table 3 Proportion of male and females in Voting Trust Board

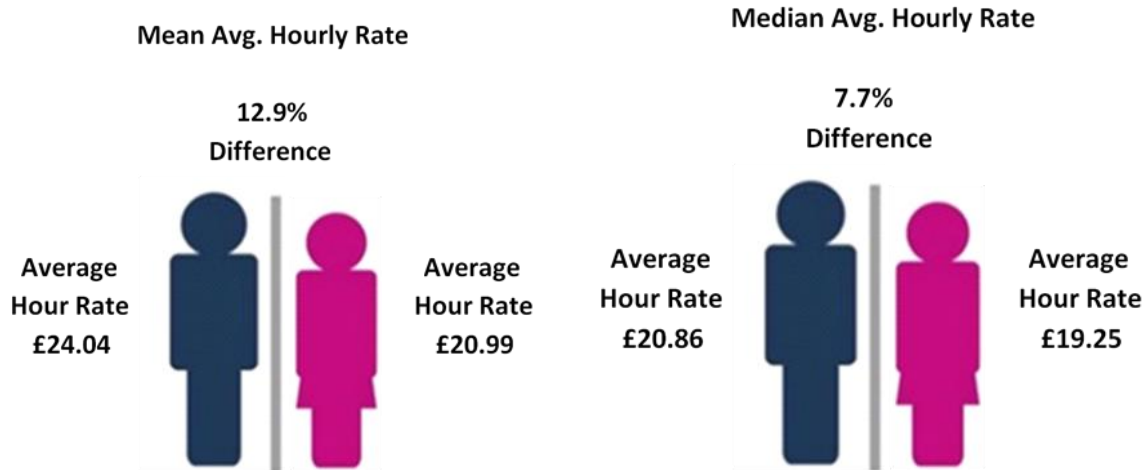
Voting Trust Board	All
Female	2
Male	7
Female	22%
Male	78%

Table 4 Proportion of male and females in staff group

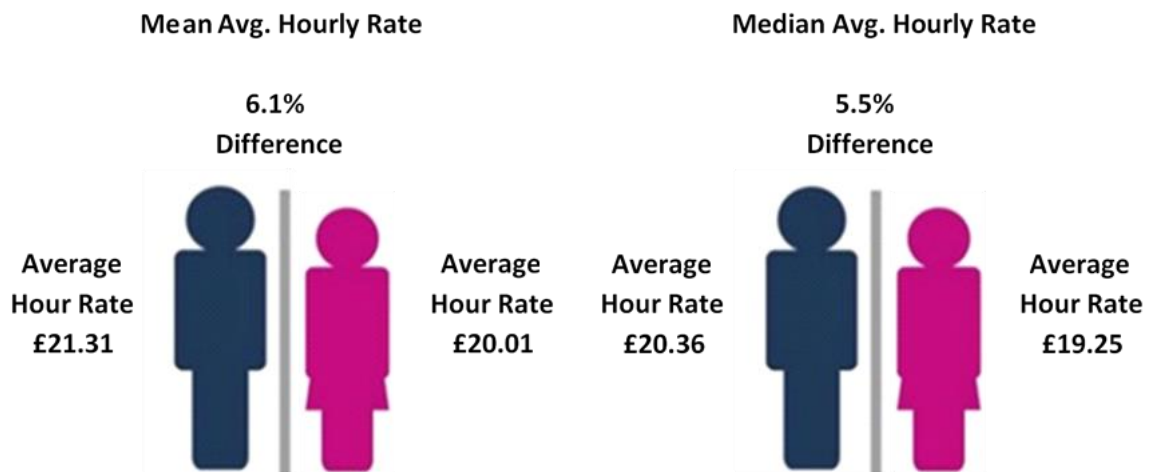
AfC Bands	Additional Clinical Services	Administrative and Clerical	Allied Health Professionals	Medical and Dental	Nursing and Midwifery Registered	Add Prof Scientific and Technic
Female	77%	64%	88%	52%	62%	78%
Male	23%	36%	12%	48%	38%	22%
Female	601	224	50	77	286	275
Male	175	128	7	72	173	77

V. Trust Gender Pay Gap Data 31st March 2021

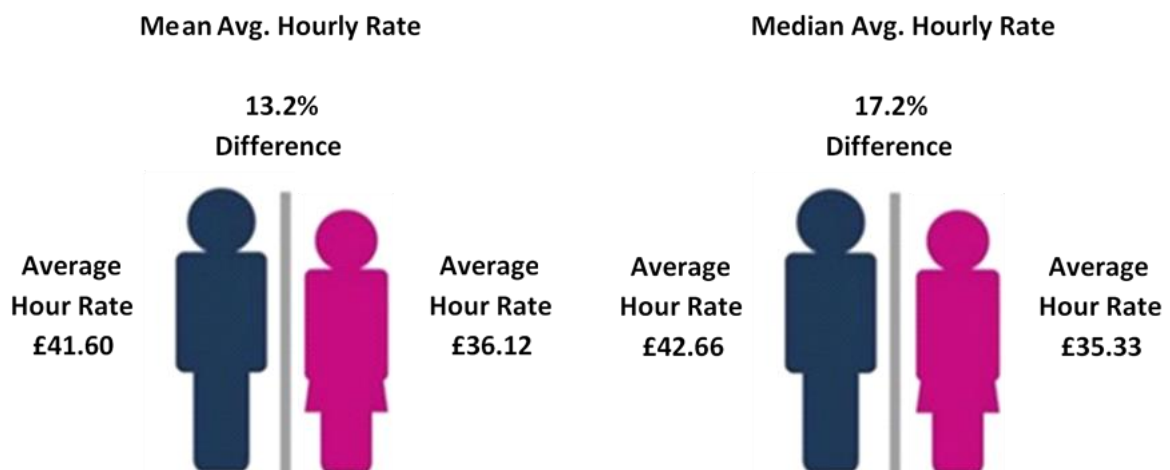
1. All Trust Staff - Overall Mean vs. Median average hourly rate



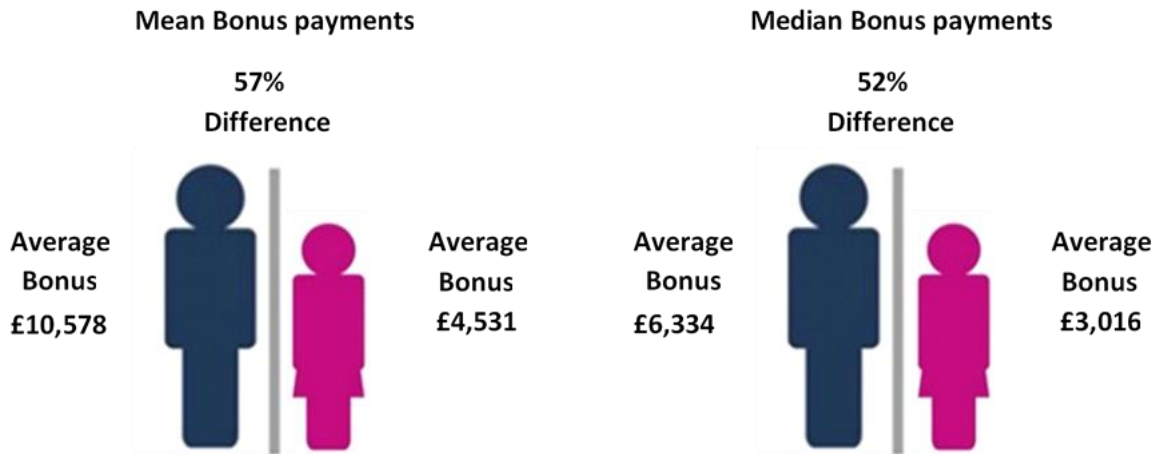
2. Agenda for Change Staff - Overall Mean vs. Median average hourly rate



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



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



Male Consultants are on average, more senior than female consultants and have higher CEA awards.

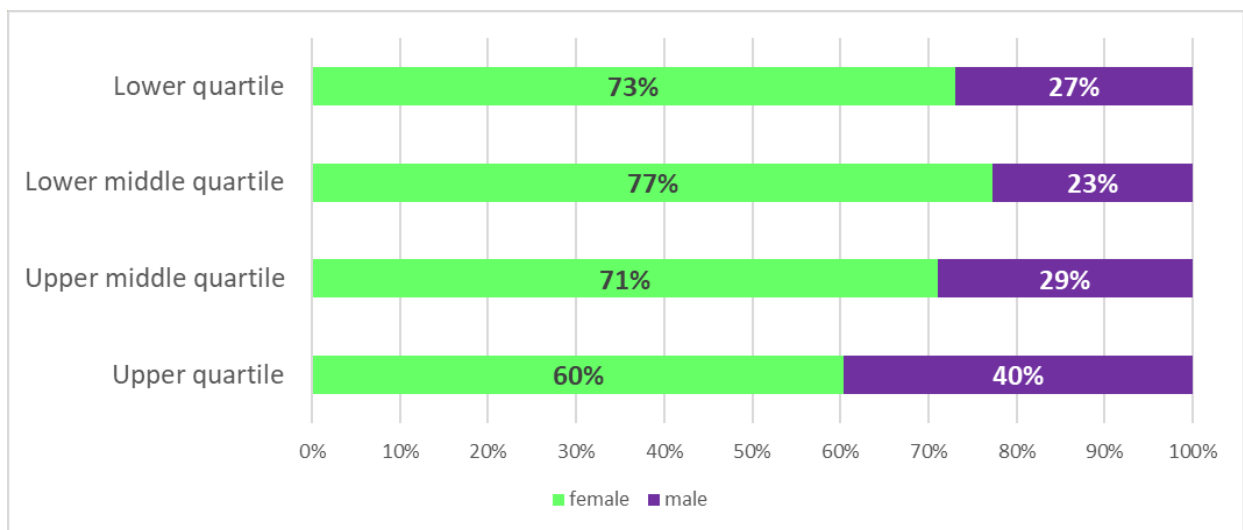
5. Bonus Pay by Gender Distribution

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 **2.3%** of male employees are paid a CEA and **0.6%** 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.

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%	55%	6%	40%	45%	-6%
Headcount	15	43	5	10	35	-5

6. Gender pay by quartile groups



VI. Trends

- The GPG survey began in 2017. Since that time the proportion of consultants who are women, has risen from 36% to 45%.
- The Gender Pay Gap for mean hourly pay in 2021 was 12.9%, which is more than the 12.1% it was in 2017.
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- Women now make up 58% of medical training grades down from to 70% in 2017, closer to the 50% that one might expect.
- Men make up 40% of the Upper Quartile workforce, which is actually greater than the 37% seen in 2017. This is despite men making up only 29% of the workforce overall.
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- The only group that shows continuous improvement on the Gender Pay Gap is Medical Staff.

VII. Year on Year Comparisons - All Trust Staff

Year	Median Staff%				Mean %			
	2017	2018	2019	2021	2017	2018	2019	2021
Gender Pay Gap	7.8	10.1	11	7.7	12.11	14.4	12.1	12.9
Gender Bonus Pay Gap	0.0	-3.6	-9.1	52	46.59	49.2	38.7	57

NB – The mean bonus pay gap was calculated differently previously, so figures not comparable

Year	Men %				Women %			
	2017	2018	2019	2021	2017	2018	2019	2021
Proportion of men/women receiving a bonus	43.59	45	55	60	40.91	46	39	40

NB – The mean bonus pay gap was calculated differently previously, so figures not comparable

Proportion of men and women in each quartile band								
Year	Men %				Women %			
	2017	2018	2019	2021	2017	2018	2019	2021
Upper Quartile	36.58	39.1	40	40	63.42	60.9	60	60
Upper Middle Quartile	35.34	26.5	31	29	64.66	73.5	69	71
Lower Middle Quartile	21.72	23.8	21	23	78.28	76.2	79	77
Lower Quartile	28.13	26.6	29	27	71.87	73.4	71	73

The GPG Report was suspended in 2020 by the Government Equalities Office (GEO) and the Equality Human Rights Commission (EHRC).

VIII. Summary of results and initial assessment of implications/actions

Areas of Action	Activity	Lead	Timeframe	Impact
People & Culture Programme Board	<ul style="list-style-type: none"> Share Gender Pay Gap with data with the People & Culture Programme Board 	Director HR	Q3 – Q4	Monitor and review Gender Pay Gaps which will consider the Governments Eight ways to understand your organisation's gender pay gap with any further actions.
Equality Impact Analysis	<ul style="list-style-type: none"> Use Equality Impact Analysis to monitor and review; recruitment, promotion, leavers, carers and CEA by gender 	EDI Lead	Q3 – Q4	Reduce the gender pay gap throughout the Trust and ensure any barriers to recruitment or promotion are identified and removed
Recruitment and Selection	<ul style="list-style-type: none"> Implement “Positive Action” measures where appropriate, particularly in senior roles Focused ‘Men in Nursing’ advertising campaign through apprenticeships Work with local schools/colleges/universities to promote C&I as a local employer of choice 	Recruitment Lead	Q4	Advance gender equality in senior appointments All staff to consider their career options at C&I increasing retention C&I seen as an anchor institute and local employer of choice for all
Career Development Promotion and Talent Management	<ul style="list-style-type: none"> Implement Women’s Career Development i.e. a programme of coaching, mentoring, stretch assignment and advice from C&I women of influence and position – working alongside EDI Lead and Staff Inclusion Networks Support and sponsor women in their returning to work after maternity 	L&OD Head	Q3 – Q4	Balance in the promotion, succession planning and development opportunities
Policies	<ul style="list-style-type: none"> Review take up and awareness campaign of flexible working policies as part of the wellbeing agenda Encourage shared uptake of parental leave and review maternity and paternity leave policies 	Wellbeing Lead/EDI Lead/Comms Director HR	Q2 – Q4 Q2 – Q4	Inclusive key policies, uptake of job shares, flexible working and remote working for both men and women

IX. 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.

X. 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](#)