

# Gender Pay Gap Report

## (31<sup>st</sup> March 2017 snapshot)

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### 1. What is the Gender Pay Gap Report?

Under gender pay gap reporting regulations, organisations with more than 250 employees are required to publish statutory calculations each year showing the pay gap by gender. Public sector organisations must publish, on their own website and the government gender pay gap report website, their first pay gap report by 30<sup>th</sup> March 2018 for information relating to 31<sup>st</sup> March 2017.

### 2. What is the difference 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.

The gender pay gap shows the differences in the average pay (mean and median) between men and women. A particularly high gender pay gap can indicate that there are a number of issues to deal with, and the individual calculations may help to identify what those issues are.

### 3. What Gender Pay Gap Indicators are Organisations Required to Report?

- Mean gender pay gap.
- Median gender pay gap.
- Mean bonus gender pay gap.
- Median bonus gender pay gap.
- Proportion of men receiving a bonus payment.
- Proportion of women receiving a bonus payment.
- Proportion of men and women in each quartile pay band.

Information regarding the definitions of the terms used in the report can be found on page 4.

### 4. Who is included and excluded in this report?

The report includes Trainee Clinical Psychologists hosted by the Trust. The figures are based on the assignment level; usually this means that if an employee has more than one post they will be counted in the report more than once. However, where an employee has more than one assignment on the same payband these have been aggregated so that they only appear in the report once. If a member of staff has two assignments at different paybands then they will appear in the report more than once.

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. Peer Support Workers are also not captured in this report as they are not classified as employees. Peer Support Workers are people with lived experience who receive a nominal fee to come in to support current and ex Service Users with their recovery via workshops.

## 5. C&I Gender Pay Gap Results

The results shown below are based on a snapshot date of 31<sup>st</sup> March 2017. At this time 70.4% of the workforce was made up of women and 29.6% was made up of men; the high percentage of women workforce compared to men workforce is consistent with the whole of the NHS workforce. Of our women workforce 24.8% were part time compared to 13.56% of men.

As can be seen in the pay quartile information in the table below there is a higher proportion of men in the upper middle and upper quartiles in comparison to the lower and middle quartiles whilst the opposite is true of women.

### Notes regarding the calculations:

The hourly pay has been calculated by adding the bonus pay to the ordinary pay and dividing by the working hours. The mean is the average calculated by adding together all the data points in a set divided by the count of data points. Whilst the median is the average calculated by sorting the data points in a set from lowest to highest, the middle number is the median. See the Glossary on page 4 for further information.

### Mean and Median Pay Gap and Bonus Results

<b>Mean</b> Gender Pay Gap in Hourly Pay	<b>12.11%</b>
<b>Median</b> Gender Pay Gap in Hourly Pay	<b>7.80%</b>
<b>Difference in Mean</b> Bonus Payments	<b>46.59%</b>
<b>Difference in Median</b> Bonus Payments	<b>0.00%</b>

### Proportion of Women and Men Receiving a Bonus Payment

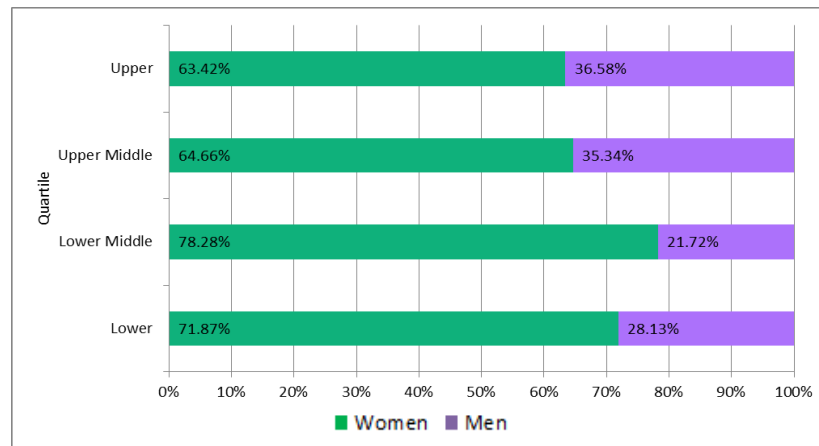


**Women**  
40.91%  
of (eligible)  
women received a  
bonus



**Men**  
43.59%  
of (eligible)  
Men received a  
bonus

### Proportion of Women and Men in each Pay Quartile



### Bonuses

- The only bonus payment identified was that of the medical Consultant Clinical Excellence Awards (CEA). These are awarded to medical consultants through an application and panel review process. Although the payment for the award is split so that it is paid equally over a twelve month period, it can be removed from an employee if the review body finds it appropriate to do so.
- The reason for such a difference in the mean and median bonus figures is that 5 men hold a local level CEA above that of the highest local level CEA awarded to women consultants.

## 6. Breakdown of pay gap by Payband

The table below shows the proportion of women and men within each pay band. It also highlights the mean and median gender pay gap within each band. For the purposes of the report the Medical Director is included within the Medical pay band.

Pay Band	Proportion of Women	Proportion of Men	Mean Gender Pay Gap	Median Gender Pay Gap
Band 2	68.97%	31.03%	1.43%	1.30%
Band 3	67.86%	32.14%	5.77%	7.10%
Band 4	74.41%	25.59%	0.31%	2.20%
Band 5	65.64%	34.36%	3.45%	6.00%
Band 6	76.72%	23.28%	5.25%	4.00%
Band 7	69.23%	30.77%	2.43%	0.00%
Band 8a	78.07%	21.93%	-1.34%	0.00%
Band 8b	60.47%	39.53%	2.25%	6.20%
Band 8c	57.14%	42.86%	6.32%	4.50%
Band 8d	39.13%	60.87%	-0.10%	3.40%
Band 9	33.33%	66.67%	-2.33%	-2.30%
Board (Non-Executive Directors)	66.67%	33.33%	18.36%	39.10%
Medical	54.96%	45.04%	15.44%	29.40%
VSM (Executive Directors)	50.00%	50.00%	-18.37%	-1.20%
Overall Trust Workforce	70.36%	29.64%	12.11%	7.80%

## 7. Breakdown of Gender Pay Gap by Staff Group

The table below shows the proportion of women and men within each staff group. It also highlights the mean and median gender pay gap within each staff group.

Staff Group	Proportion of Women	Proportion of Men	Mean Gender Pay Gap	Median Gender Pay Gap
Medical	54.96%	45.04%	15.4%	29.37%
Add Prof Scientific and Technic	75.68%	24.32%	3.5%	-5.05%
Administrative and Clerical	63.67%	36.33%	18.9%	9.27%
Allied Health Professionals	85.96%	14.04%	5.1%	9.54%
Nursing Registered	62.41%	37.59%	0.7%	18.68%
Additional Clinical Services	45.5%	54.5%	-6.0%	-13.88%
Estates and Ancillary	66.67%	33.33%	3.5%	3.52%
Overall Trust Workforce	70.37%	29.63%	12.1%	7.8%

## 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 employee to change the terms and conditions of employment to reduce the employees 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 bonus the Clinical Excellence Awards (see below for details). The proportion of men and women is based upon Consultants who receive a clinical excellence awards of the total number of consultants. As only consultants are eligible to apply for them.
<b>Clinical Excellence Awards</b>	This is an awards process 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.