

Meeting Title	Board of Directors		
Date	10 March 2022	Agenda item	Bo.3.22.32

Gender Pay Gap Reporting February 2022

Presented by	Kez Hayat, Head of Equality, Diversity and Inclusion		
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Lead Director	Pat Campbell, Director of Human Resources		
Purpose of the paper	<p>The purpose of this report is:</p> <ul style="list-style-type: none"> To inform the People Academy of the Trust's Statutory Gender Pay Gap Report that will be published for 30th March 2022 deadline in line with our contractual and legal obligations. 		
Key control	To be in the top 20% of NHS Employers		
Action required	For information		
Previously discussed at/ informed by	N/a		
Previously approved at:	Academy/Group	Date	

Key Options, Issues and Risks

The 6th April 2017 saw the introduction of the Government regulations setting out the requirement for public sector bodies in England with 250 or more employees to publish their gender pay and bonus gap. The Equality Act 2010 (specific Duties and Public Authorities) Regulations 2017 bring in the gender pay gap reporting duty as part of the existing public sector equality duty (PSED).

It is a legal requirement for all relevant employers to publish their gender pay data and report within one year of the 'snapshot' date. The 'snapshot' date is 31 March 2021. The publishing date for data as at 31st March 2021 is 30th March 2022. All employers must comply with the reporting regulations for any year where they had a headcount of 250 or more employees on the 'snapshot' date.

As an NHS Trust we have been submitting and publishing our gender pay gap data to the Government for three consecutive years, i.e. 31 March 2017 and 31 March 2018 and 31 March 2020 (nb data collection as at March 2019 was paused in 2020 as a result of the Covid-19 pandemic. However for the benefit of this report we have included both the 2019 and 2020 data for comparison reasons where appropriate). This will be our 4th publication against the standard.

Gender pay reporting is different to equal pay. The gender pay gap is the average difference between the gross hourly earnings for all men and women which is expressed as a percentage of men's earnings (as set out in the explanation below). Equal pay refers to men and women being paid the same for like work; work rated as equivalent or work of equal value as set out in the Equality Act 2010. It is unlawful to pay people unequally purely because they are a man or a woman.

Gender pay gap shows the differences in the average pay between men and women. 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.

Our mean ordinary pay as at March 2021 was 23.63%. Since we began to report our Gender Pay Gap in 2018 (as at March 2017) when our GPG was 31.34%, we have seen improvement, but we still have work to do to reduce the gap that exists. Although comparison data is not yet available; previous analysis against data from other local acute NHS Trusts has shown that we are not outliers and we are comparing favourably with other Trusts within WYATT.

Meeting Title	Board of Directors		
Date	10 March 2022	Agenda item	Bo.3.22.32

Analysis

On 31 March 2021 our workforce comprised of 6672 staff, of which; 5153 (77.23%) were women and 1519 (22.77%) were men (0.13% increase in men from March 2019).

Who is included in the data: The Regulations state that an employee, for the purposes of the headcount, is a person who is employed by the Trust on the snapshot date. Some bank staff are included if they are employed and have worked on an assignment as at the snapshot date of 31 March. Agency staff are not included.

An overview of key highlights, which demonstrate an improvement since our last report as at March 2020 include:

- **The mean average pay gap has decreased by 2.73%** (from 26.36% in March 2020 to 23.63% in March 2021). *The mean average is the sum of the hourly pay rates divided by the number of employees – calculated for males and females respectively*
- **The median average pay gap has decreased by 2.29%** (from 9.16% in March 2020 to 6.87% in March 2021). *The median average is calculated by lining up all the hourly rates males and females respectively from the highest to the lowest and finding the middle value for each*
- **The mean average bonus pay gap reduced again by around 2.67%.** The median bonus pay gap has stayed the same at 33.33%
- Women continue to make up a significant proportion of our workforce (77.23%).
- **1% increase of women in the Upper Quartile (higher paid staff) since March 2020**
- **2% increase in women in Medical & Dental roles**
- **1% increase in men in Admin & Clerical and other roles**

Progress is being made with our gender pay gap. However, when it comes to pay, although there are more women employed in the organisation; women continue to earn less than men. There is still work to do to address the issues in the following areas;

- Women continue to be under-represented at more senior levels and over-represented at middle management levels.
- Men continue to be significantly under-represented in Nursing & Midwifery roles, Admin & Clerical and other professions such as AHPs
- Men earn on average 34.55% more in bonuses than women (clinical excellence awards for medical & dental consultants).

Recommendation

It is recommended that the People Academy:

1. Note the contents of the report and Gender Pay Gap data submissions
2. Approve the results, as set out in section 2.2 to be published on the Trust's website
3. Review the progress on our current Gender Equality action plan (Section 3.1 and Appendix 1)
4. Support the next steps to reduce the Trust's Pay Gap (Section 3.2 – 3.5)

Meeting Title	Board of Directors		
Date	10 March 2022	Agenda item	Bo.3.22.32

Risk assessment						
Strategic Objective	Appetite (G)					
	Avoid	Minimal	Cautious	Open	Seek	Mature
To provide outstanding care for patients			g			
To deliver our financial plan and key performance targets			g			
To be in the top 20% of NHS employers					g	
To be a continually learning organisation				g		
To collaborate effectively with local and regional partners					g	
The level of risk against each objective should be indicated. Where more than one option is available the level of risk of each option against each element should be indicated by numbering each option and showing numbers in the boxes.	Low		Moderate	High	Significant	
	Risk (*)					
Explanation of variance from Board of Directors Agreed General risk appetite (G)						

Benchmarking implications (see section 4 for details)	Yes	No	N/A
Is there Model Hospital data relevant to the content of this paper?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Is there any other national benchmarking data relevant to the content of this paper?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Is the Trust an outlier (positive or negative) for any benchmarking data relevant to the content of this paper?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Risk Implications (see section 5 for details)	Yes	No
Corporate Risk register and/or Board Assurance Framework Amendments	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Quality implications	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Resource implications	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Legal/regulatory implications	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Diversity and Inclusion implications	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Performance Implications	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Regulation, Legislation and Compliance relevance
NHS Improvement: (please tick those that are relevant) <input type="checkbox"/> Risk Assessment Framework <input type="checkbox"/> Quality Governance Framework <input type="checkbox"/> Code of Governance <input type="checkbox"/> Annual Reporting Manual
Care Quality Commission Domain: Well Led
Care Quality Commission Fundamental Standard: Staffing
NHS Improvement Effective Use of Resources: People
Other (please state):

Relevance to other Board of Director's academies: (please select all that apply)			
People	Quality	Finance & Performance	Other (please state)
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Meeting Title	Board of Directors		
Date	10 March 2022	Agenda item	Bo.3.22.32

1 PURPOSE/ AIM

The purpose of this report is to provide detail of our mandatory gender pay gap data and reporting.

2 BACKGROUND/CONTEXT

2.1 Gender Pay Gap Indicators – Overview

The legislation requires employers to publish the results of six calculations and this report provides information on:

- **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.
- **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 range.
- **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
- **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
- **Proportion of males and females receiving a bonus payment** – total males and females receiving a bonus payment divided by the number of relevant employees
- **Proportion of males and females in each pay quartile** – ranking all of our employees from highest to lowest paid, dividing this into four equal parts ('quartiles') and working out the percentage of men and women in each of the four

The median helps to show where the mean value has potentially been skewed by an outlier (a few individuals at the very top or bottom of the range).

2.2 BTHFT Gender Pay Gap Data – 31st March 2021 (snapshot)

The following data was collected on 31 March 2021 when our workforce comprised 6,672 staff, of which; **5,153 (77.23%) were women and 1,519 (22.77%) were men**


Where appropriate; data for March 2019 and/or March 2020 has also been added to show a comparison and evidence our progress over the last three years.

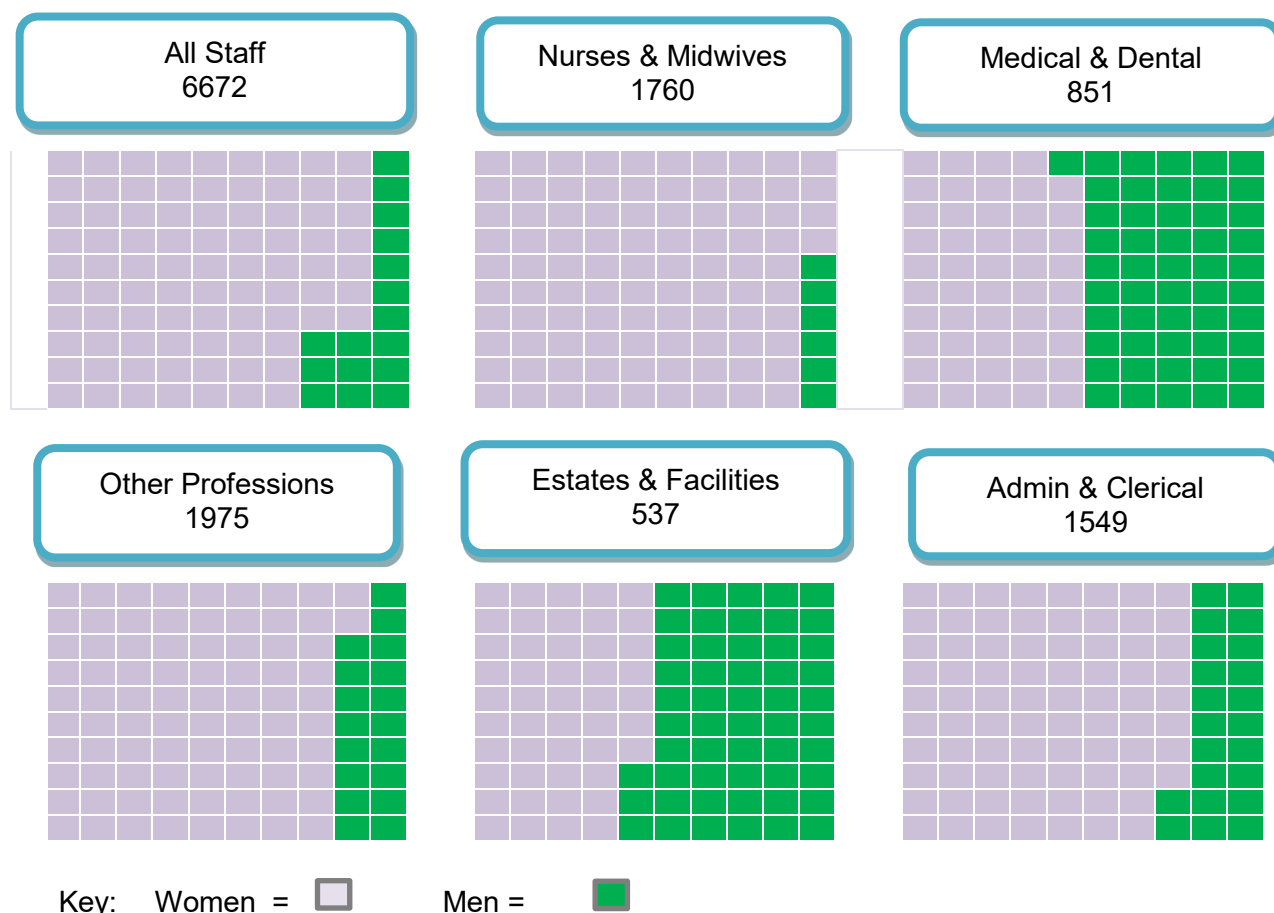
Meeting Title	Board of Directors		
Date	10 March 2022	Agenda item	Bo.3.22.32

Workforce by Gender

The table below illustrates how our workforce was made up by gender as at 31st March 2021.

The green squares represent men and the pale purple squares represent women. Women make up a significant proportion of our workforce (77.23%).

Men continue to be significantly under-represented in Nursing & Midwifery roles, Admin & Clerical and other professions. However, it is worth noting the improvement over the last 12 months; there has been a 2% increase in female medical & dental staff, a 1% increase in male admin & clerical staff and a 1% increase in males in other professions. 



Quartile Reporting

The pie charts below show the proportion of males and females when divided into four groups ordered from lowest to highest pay. The data below ranks our whole-time equivalent employees from highest to lowest paid, divided into four equal parts (quartiles). The lower quartile (orange) represents the lowest salaries in the Trust and the upper quartile (green) represents the highest salaries.

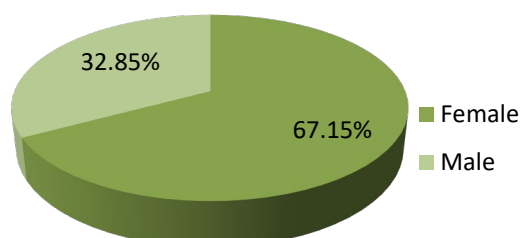
The charts over the page show the percentage of males and females who fall into each quartile.

Meeting Title	Board of Directors		
Date	10 March 2022	Agenda item	Bo.3.22.32

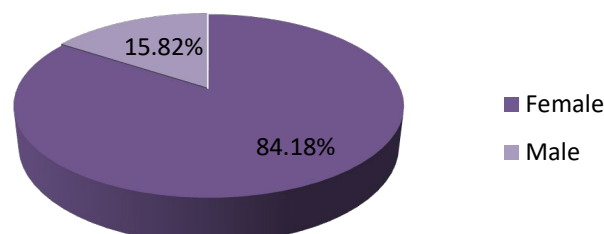
In March 2021 there were proportionately more women employed by the Trust (77.23%) than men (22.7%). If we are to have gender pay equality, the same proportion of men and women should be represented at all levels of the organisation. The following analysis shows that this is not the case at BTHFT and **women continue to be under-represented at more senior levels and over-represented at middle management levels. There has been little change in this metric from 2019/2020:** ➡

- **At 67.15%; Women continue to be proportionately under-represented in the Upper quartile (higher paid staff) by 10.08%** (compared to the 77.23% in the organisation overall). ➡
- The proportion of women in the upper quartile has fluctuated over the last three years. However, after a slight reduction of 1.8% last year, **there has been an encouraging 1% increase of women in the Upper Quartile this year** ⬆
- Women continue to be proportionately over-represented in the Upper Middle quartile (84.18%) with no change from last year. ➡
- Women continue to be proportionately over-represented in the Lower Middle quartile (81.04%) with a 1% increase from last year ⬆
- Women are equally represented in the lower quartile (lowest paid staff) at 76.54% ➡

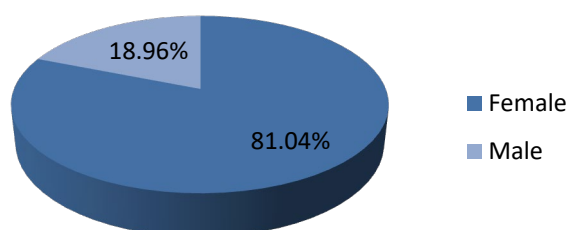
Upper Quartile



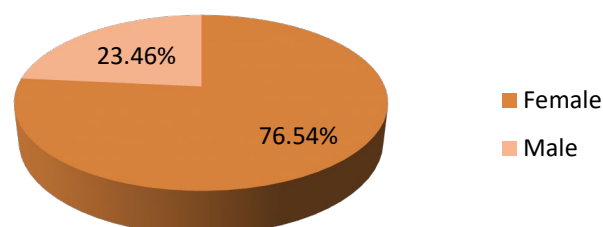
Upper Middle Quartile



Lower Middle Quartile



Lower Quartile







Meeting Title	Board of Directors		
Date	10 March 2022	Agenda item	Bo.3.22.32

Average Gender Pay Gap as a Mean Average

Mean is calculated as the sum of all values (hourly rated) divided by the number of staff.

Table 1

Average Hourly Rate	2019	2020	2021
Male	£20.63	£21.87	£21.83
Female	£15.55	£16.10	£16.67
Gap	24.64% 	26.36% 	23.63% 

When it comes to pay, although there are more women employed in the organisations; women earn less. Although, the mean average pay gap has fluctuated slightly over the last few years; **this year has seen an increase in women's mean average hourly rate of pay and a notable decrease (2.73%) in the mean average gender pay gap since March 2020 (from 26.36% to 23.63%)** 



Meeting Title	Board of Directors		
Date	10 March 2022	Agenda item	Bo.3.22.32

Average Gender Pay Gap as a Median Average

Median is calculated by separating each pay list by gender and then putting each list in order from lowest to highest. The Median is the middle number in each list

Table 2

Median Hourly Rate	2019	2020	2021
Male	£14.93	£15.55	£15.78
Female	£13.55	£14.12	£14.69
Gap	9.27%	9.16%	6.87%

There has been a year on year increase in women's median average hourly pay rate and a year on year decrease in the median average gender pay gap. **The median average pay gap fell by 2.29%, from 9.16% in 2020 to 6.87% in 2021**



Percentage of Men and Women receiving a Bonus Pay at BTHFT

The only bonus payments made in the Trust are clinical excellence awards (CEA) to medical & dental consultants.

In previous years the number of female consultants applying for CEA has fluctuated but the proportion of female consultants being successful in their application increased.

In 2020 all eligible consultants received an equal share of the CEA pot of money without requirement to submit an application (pro-rata payment made to those working less than 6 PA's) and the same applies for the 2021 payment.

Meeting Title	Board of Directors		
Date	10 March 2022	Agenda item	Bo.3.22.32

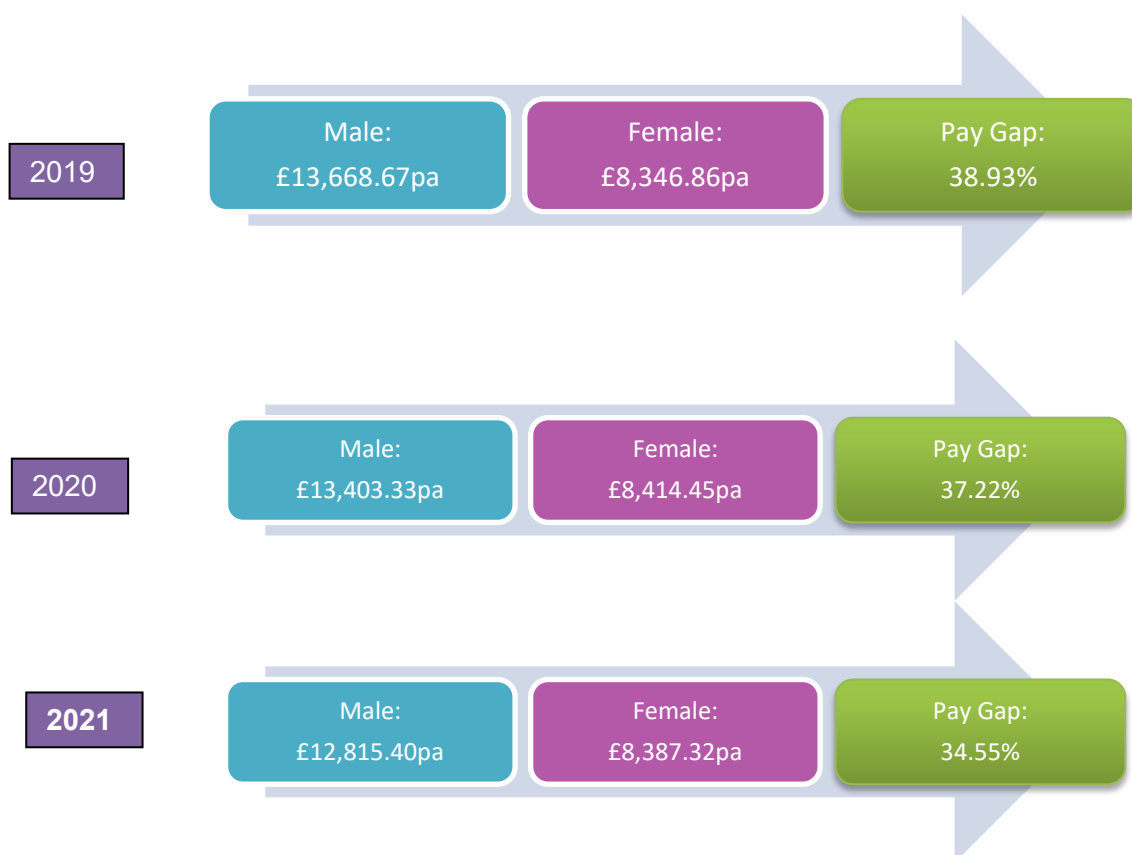
Average Bonus Gender Pay Gap as a Mean Average

The Trust has paid bonuses only to some Medical Consultants (of whom there are more men than women).

Table 3

Average Bonus Pay Per Annum	2019	2020	2021
Male	£13,668.67	£13,403.33	£12,815.40
Female	£8,346.86	£8,414.45	£8,387.32
Gap	38.93%	37.22%	34.55%

Men earn on average 35% more in bonuses than women, but in the 12 months (from March 2020 to March 2021) this **mean average gap reduced again by around 2.67%**



Meeting Title	Board of Directors		
Date	10 March 2022	Agenda item	Bo.3.22.32

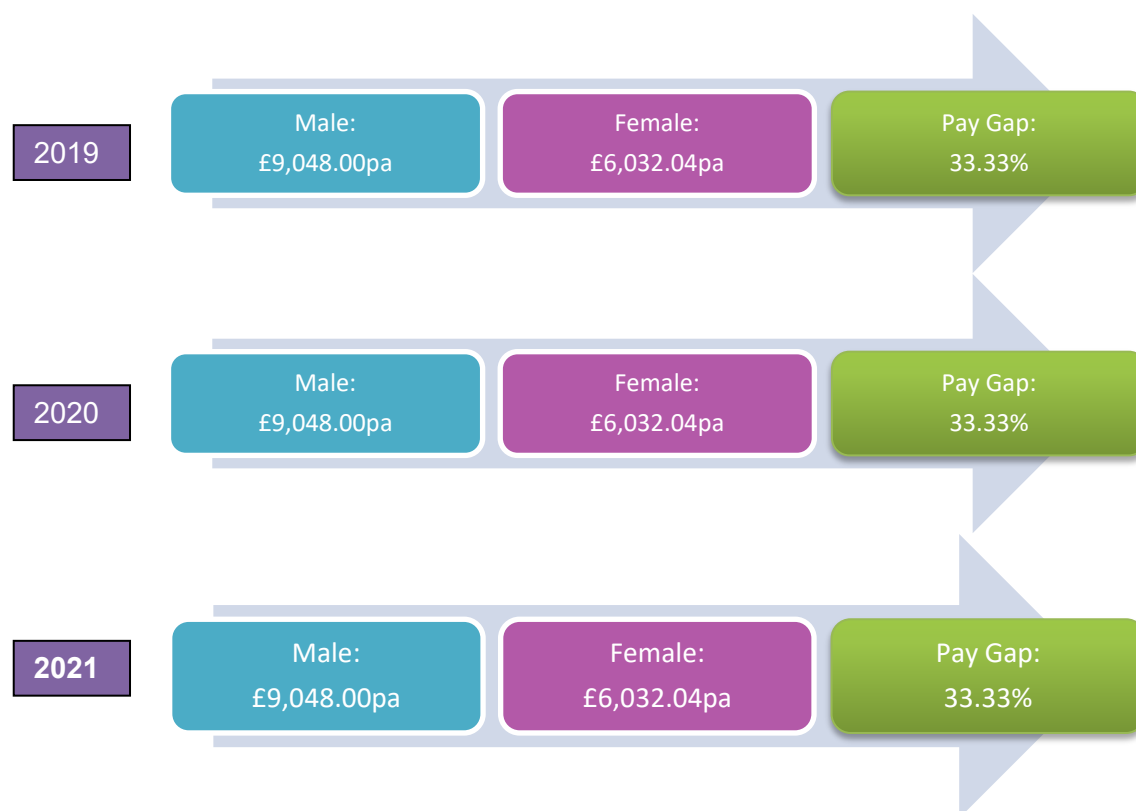
Average Bonus Gender Pay Gap as a Median Average

The Trust has paid bonuses only to some Medical Consultants (of whom there are more men than women).

Table 4

Average Bonus Pay Per Annum	2019	2020	2021
Male	£9,048.00	£9,048.00	£9,048.00
Female	£6,032.04	£6,032.04	£6,032.04
Gap	33.33%	33.33%	33.33%

As a median average: men earned 33.33% more than women in bonuses. This gap has stayed the same since reporting as at 31 March 2018



Meeting Title	Board of Directors		
Date	10 March 2022	Agenda item	Bo.3.22.32

3	PROPOSAL
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3.1 Progress to date on Gender Equality

A number of focus groups were held in 2021 to further explore our Gender Pay Gap data and through co-production a detailed Gender Equality Action Plan was developed. These focus groups were led by the Director of HR who has become a Gender Equality Champion.

Due COVID-19, the deadline for publishing last years data and developing our Gender Equality Action Plan was pushed back to 5th October 2021. Combined with the additional work pressures as a result of VCOD; many of the actions are still ongoing with the action plan in place since October 2021. An update can be found in Appendix 1.

3.2 Next steps

- 3.3 The Trust gender pay gap data will be published by 30th March 2022 in line with our legal requirements.
- 3.4 The Trust is required to report this information annually on its website by the data deadline and a refreshed data set will be published for each reporting year.
- 3.5 We have noted some positive progress from the March 2021 data and there is no indication that we should change the focus of our existing action plan which has only been in place since October 2021. The key areas of focus will continue to be:
 - **Talent management**
 - **Leadership development:**
 - **Blockers for women progressing:** The Gender Equality Reference Group will explore potential blockages and opportunities for progressing gender equality at BTHFT
 - **The under-representation of men in Nursing & Midwifery, Admin & Clerical and other professions such as Allied Health Professionals.**
 - **Further developing a culture of flexible working**
 - Continued work with other NHS Trusts and partners at place level to learn from best practice and explore opportunities to develop joint activities.

4	BENCHMARKING IMPLICATIONS
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Benchmarking data will be shared with People Academy once results are published and available

5	RISK ASSESSMENT
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N/A

Meeting Title	Board of Directors		
Date	10 March 2022	Agenda item	Bo.3.22.32

6	RECOMMENDATIONS
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It is recommended that the People Academy:

1. Note the contents of the report and Gender Pay Gap data submissions
2. Approve the results, as set out in section 2.2 to be published on the Trust's website
3. Review the progress on our current Gender Equality action plan (Section 3.1 and Appendix 1)
4. Support the next steps to reduce the Trust's Pay Gap (Section 3.2 – 3.5)

7	Appendices
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Appendix 1: 2020/2021 Gender Equality Action Plan (including progress update)