

# GENDER PAY GAP REPORT (March 2020)

## Introduction

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, introduced gender pay reporting legislation, which requires employers with 250 or more employees to publish statutory calculations every year identifying the pay gap between male and female employees. The gender pay gap is a highly complex subject with many contributing factors and it remains a prominent topic on our Equality, Diversity and Inclusion agenda. We continue to be committed to being a fair employer by supporting our male and female employees. The Trust is obliged to publish the following information on our public-facing website and report to government by the 30<sup>th</sup> March 2020.

The gender pay gap differs from 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 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.

There are 6 indicators which are required to be published as follows:

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

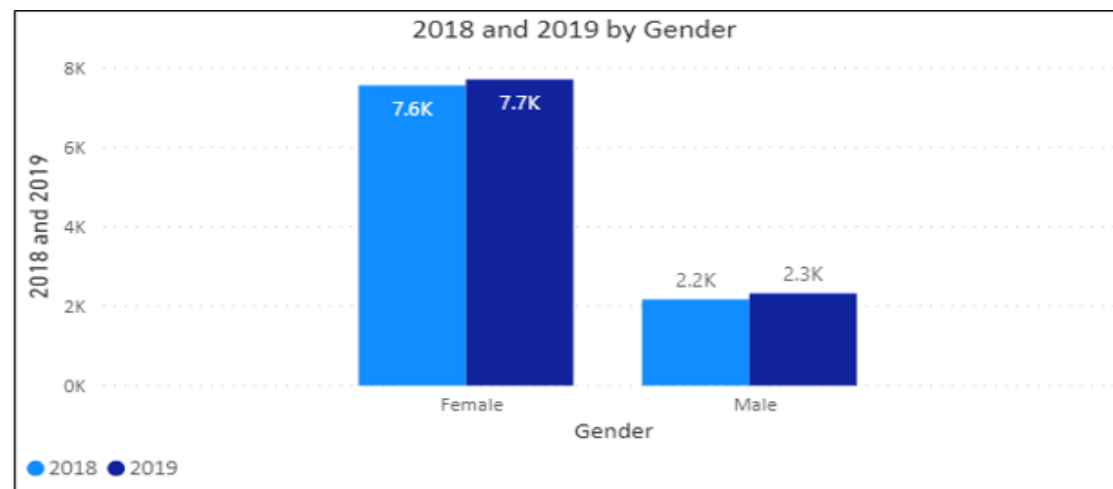
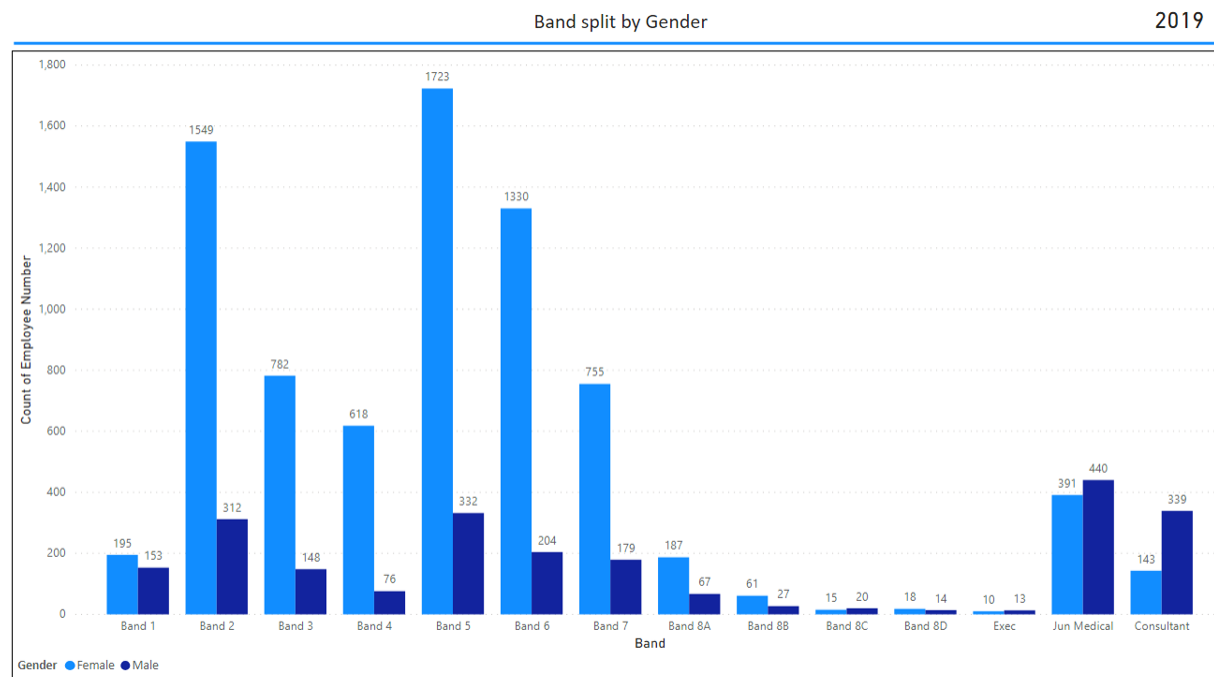
## Local Findings

As the snapshot date for analysis is 31 March 2019, the following sections provide a breakdown of the information to be reported. The data differs from last year figures as the data provided now for both Ipswich Hospital and Colchester Hospital as fully merged organisations. Data is required to be submitted to 1 decimal point. For differences in rates of pay and bonuses, a positive percentage indicates that men in the Trust receive a higher rate than women in the Trust. Bonus pay for this purpose relates to Clinical Excellence Awards for medical staff. Each part time worker counts as one employee for gender pay gap reporting purposes. We have strong representation of women in senior positions across the organisation, however on average male colleagues are earning more.

## Highlights from the report

- The gender breakdown is 77% female and 23% male, which shows significantly more female than male employees.
- The proportion of male colleagues at Bands 8a+ is disproportionately higher than in lower bands
- Trust Medical & Dental workforce is 40% female and 60% male
- Our mean gender pay gap is 27.5% compared to 28.3% in 2018. This means on average male colleagues earn £6.03 more per hour than their female counterparts.
- Our median gender pay gap for is 11.2%, a very slight improvement on last year when it was 11.5%.
- The mean average gender pay gap in 2019 has relative stayed the same in comparison with 2018 data when as at 31st March 2019, where females earned £6.00 an hour less than males with an 26.36% mean average gender pay gap.
- Male staff proportionately continue to be heavily constituted within the highest earning quartile at 35.5% within quartile 4. A key factor is due to the medical & dental workforce being predominantly male and this staff group are predominantly constituted within the highest earning quartile.
- Female staff proportionately continue to have lower representation in the highest earning quartile at 64.4% compared with female staff representing 77% of the overall workforce, with a 1% deterioration from 2018 figures.
- At Band 9 and Medical and Dental have the highest pay gap between male and females colleagues at 18%.

2019



## Hourly rate of pay: Mean and Median

Male	Avg. Hourly Rate	Median Hourly Rate	Female	Avg. Hourly Rate	Median Hourly Rate	Difference	Avg. Hourly Rate	Median Hourly Rate	Pay Gap %	Avg. Hourly Rate	Median Hourly Rate
2017	21.6334	16.1467	2017	15.3878	13.8937	2017	6.2457	2.2531	2017	28.8705	13.9538
2018	21.1835	15.6558	2018	15.1741	13.8461	2018	6.0094	1.8097	2018	28.3682	11.5593
2019	21.6851	16.1593	2019	15.6454	14.3449	2019	6.0398	1.8144	2019	27.8521	11.2283

Average hourly rate of pay (male): £21.68

Average hourly rate of pay (female): £15.64

Difference in hourly rate of pay: Mean 27.85%

Difference in hourly rate of pay: Median 11.22%

## Gender Pay Gap by Staff Group by Average Hourly Rates

Staff Group	Female	Male	Difference	Pay Gap %
Add Prof Scientific and Technic	16.61	17.97	1.36	7.58
Additional Clinical Services	10.72	10.67	-0.05	-0.51
Administrative and Clerical	12.72	17.68	4.95	28.03
Allied Health Professionals	17.57	17.09	-0.49	-2.86
Estates and Ancillary	10.44	11.82	1.38	11.69
Healthcare Scientists	19.09	18.35	-0.75	-4.07
Medical and Dental	29.95	36.64	6.69	18.25
Nursing and Midwifery Registered	17.46	17.05	-0.41	-2.42

AfC Pay Grade	Female	Male	Difference	Pay Gap %
Band 1	10.52	11.12	0.60	5.38
Band 2	10.17	10.33	0.16	1.53
Band 3	10.31	10.43	0.11	1.09
Band 4	11.42	11.41	-0.01	-0.11
Band 5	14.66	14.06	-0.59	-4.20
Band 6	17.64	17.16	-0.48	-2.80
Band 7	20.75	20.30	-0.44	-2.18
Band 8 - Range A	24.51	24.47	-0.05	-0.19
Band 8 - Range B	28.09	29.39	1.30	4.42
Band 8 - Range C	33.13	35.96	2.83	7.88
Band 8 - Range D	39.45	40.41	0.95	2.36
Band 9	43.65	53.64	10.00	18.64
Other	30.31	36.70	6.39	17.40

## Bonus Pay

Difference in bonus pay: Mean 37.71%

Difference in bonus pay: Median 33.33%

Male	Avg. Pay	Median Pay	Female	Avg. Pay	Median Pay	Difference	Avg. Pay	Median Pay	Pay Gap %	Avg. Pay	Median Pay
2017	12,534.26	8,950.75	2017	8,702.48	8,950.75	2017	3,831.79	0.00	2017	30.57%	0.00%
2018	12,346.76	9,040.50	2018	7,187.07	6,027.04	2018	5,159.68	3,013.46	2018	41.79%	33.33%
2019	12,547.76	9,048.00	2019	7,690.33	6,032.04	2019	4,857.43	3,015.96	2019	38.71%	33.33%

## Gender Pay Gap Bonus Ratio

2017	Female	Male	2018	Female	Male	2019	Female	Male
Employees Paid Bonus	24.00	132.00	Employees Paid Bonus	27.00	131.00	Employees Paid Bonus	27.00	131.00
Total Relevant Employees	7524.00	2119.00	Total Relevant Employees	8244.00	2383.00	Total Relevant Employees	7669.00	2293.00
%	0.32%	6.23%	%	0.33%	5.50%	%	0.35%	5.71%

Males who received bonus pay: 5.71%

Females who received bonus pay: 0.35%

## Employees by Pay Quartile

The data below ranks our whole-time equivalent employees from highest to lowest paid, divided into four equal parts (quartiles) and then works out the percentage of men and women in each. The lower quartile represents the lowest salaries in the Trust and the upper quartile represents the highest salaries

Quartile																			
1	Female	Male	Female %	Male %	2	Female	Male	Female %	Male %	3	Female	Male	Female %	Male %	4	Female	Male	Female %	Male %
2017	1760	415	80.92%	19.08%	2017	1770	398	81.64%	18.36%	2017	1891	297	86.43%	13.57%	2017	1386	792	63.64%	36.36%
2018	1947	422	82.19%	17.81%	2018	1893	478	79.84%	20.16%	2018	2027	345	85.46%	14.54%	2018	1566	807	65.99%	34.01%
2019	1905	481	82.32%	17.68%	2019	1835	481	79.23%	20.77%	2019	1941	374	83.84%	16.16%	2019	1493	823	64.46%	35.54%

Staff Group	1		2		3		4	
	Female	Male	Female	Male	Female	Male	Female	Male
Add Prof Scientific and Technic	14	5	60	25	103	38	51	27
Additional Clinical Services	876	164	593	102	26	2	3	3
Administrative and Clerical	872	128	417	80	106	68	130	114
Allied Health Professionals	6	3	116	28	236	35	194	27
Estates and Ancillary	144	107	49	102	40	32		6
Healthcare Scientists	3	4	30	28	62	28	65	56
Medical and Dental			32	28	54	55	309	518
Nursing and Midwifery Registered	9	1	554	92	1336	116	761	73

## Next Steps

An action plan in response to the data provided above is in the process of being developed and will be shared with members during quarter 1 of 2020/21. Proposed programmes of work to support the gender pay gap will include:

- Benchmarking our performance against other NHS organisations of similar size and gender profile.
- Developing a programme of work to support our talent management initiatives designed for women from all backgrounds, ages and stages of their lives.
- Developing a Gender Equality Network for both female and male colleagues to support the development of our GPG Action Plan.
- Reviewing the clinical excellence award process to greater uptake from females.