

Report to:	Public Board of Directors	Agenda item:	18
Date of Meeting:	28 March 2018		

Title of Report:	Gender Pay Gap Report
Status:	For Information
Board Sponsor:	Victoria Downing-Burn, Acting Director of People
Author:	Gayle Williams, Equality & Diversity Officer
Appendices	None

1. Executive Summary of the Report
<p>The Trust has a legal duty to publish Gender Pay Gap information yearly by 30th March each year. This report outlines the gap and an action plan to address it.</p> <p>The mean average pay gap in the Trust is 19.7%, (favouring men). The median average pay gap is 2.86%, (favouring women).</p> <p>The Trust average difference in receiving a bonus is 5.29% favouring men. When medical and dental staff are removed the average difference is negligible (0.02% favouring women). The difference between male and female medical and dental staff receiving bonuses is 17.82% (favouring men).</p>

2. Recommendations (Note, Approve, Discuss)
<p>The report recommends action to address the disparity in the medical workforce pay, specifically the Clinical Excellence Award process. This is where the largest disparity in average pay exists. The Board are asked to note the report.</p>

3. Legal / Regulatory Implications
<p>The Trust has a legal duty to publish the data, both on its website and on the government's gender pay gap reporting website.</p>

4. Risk (Threats or opportunities, link to a risk on the Risk Register, Board Assurance Framework etc)
<p>What are the risks arising or identified in the report. Risks need to be added to the risk register in advance of submitting the report and the risk number stated.</p>

5. Resources Implications (Financial / staffing)
<p>None.</p>

6. Equality and Diversity
<p>If the report relates to policy, strategy, procedure, function or service delivery/development, an equality analysis needs to be undertaken and included as an appendix to the report.</p>

7. References to previous reports
<p>Discussed at the Equality and Diversity Committee</p>

8.	Freedom of Information
Public	

Our Gender Pay Gap Report

What is gender pay gap reporting?

From 2017 onwards, any UK organisation employing 250 or more employees has to publicly report on its gender pay gap in six different ways: the mean and median gender pay gaps: the mean and median gender bonus gaps: the proportion of men and women who received bonuses, and the women who received bonuses, and the number of men and women according to quartile pay bands.

The gender pay gap shows the difference in the average earnings between all men and women in an organisation.

The mean gender gap is the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

The median gender gap is the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

Gender pay gap reporting is not about equal pay. Equal pay is about the differences in the actual earnings of men and women doing equal work. It is unlawful to pay people unequally because they are a man or a woman. The RUH Bath NHS Foundation Trust is an equal opportunities employer.

Our Gender pay gap data

We collected our data on 31st March 2017. The figures show that the RUH has an average gender pay gap of 2.86% (median) favouring women. The average mean gender pay gap is 19.70% favouring men.

In common with the NHS as a whole, our organisation is predominantly female, 77.30% of our workforce is female it is also the case that women outnumber men at every level.

The breakdown of the proportion of males and females in each banding is provided in the table below, followed by the proportion of men and women in each pay quartile.

% of male and female staff employed by pay band

In bands 2 through to 8 the largest majority of employees are female.

Band	Male	Female	Band	Male	Female
Non AFC	25.0%	75.0%	Band 6	13.2%	86.8%
Band 1	49.2%	50.8%	Band 7	17.2%	82.8%
Band 2	22.3%	77.7%	Band 8	25.4%	74.6%
Band 3	14.5%	85.5%	Band 9	75.0%	25.0%
Band 4	17.7%	82.4%	M&D	49.6%	50.4%
Band 5	13.8%	86.2%	Trust Board	28.6%	71.4%

Proportion of men and women in each pay quartile (%)

Quartile	Male	Female
Lower	24.42%	75.58%
Lower Middle	22.84%	77.16%
Upper Middle	15.71%	84.29%
Upper	29.38%	70.62%

Our results - 31st March 2017 snap shot

There is a gap of 19.7% favouring males in our mean average gap. However when the Medical and Dental staff in our workforce are excluded, the mean gender gap closes and on average women earn 8.13% more than men. For Medical and Dental staff the mean average gap is 20.28% favouring males.

Average gender pay gap as a MEAN average

Mean Hourly Rate	Male	Female	% difference
Trust	£19.4172	£15.5910	19.70%
Non-Medical	£13.3111	£14.3933	(8.13%)
Medical	£40.6870	£32.4354	20.28%

Our Trust median figure shows that women are on average paid 2.86% more than men. The greatest disparity in pay arises within our Medical and Dental workforce. It is important to note that the figures above include bonus payments.

Average gender pay gap as a MEDIAN average

Median Hourly Rate	Male	Female	% difference
Trust	£13.6728	£14.0635	(2.86%)
Non-Medical	£11.4879	£13.4513	(17.09%)
Medical	£40.6593	£30.1891	25.75%

Bonus Payments

As an NHS organisation the pay elements we have that fall under bonus pay criteria are, Clinical Excellence Awards, (paid to Consultants) and performance bonuses paid to the Executive Directors.

Average bonus gender pay gap as **MEAN** average

Mean Bonus Payment	Male	Female	% difference
Trust	£16786.15	£8804.05	47.55%
Non-Medical	£16200	£10299.60	36.42%
Medical	16793.47	£8546.20	49.11%

Average bonus gender pay gap as **MEDIAN** average

Median Bonus Payment	Male	Female	% difference
Trust	£11934.30	£8664.35	27.40%
Non-Medical	£16200	£10080.00	37.78%
Medical	£11934.30	£6764.40	43.32%

The average bonus payment data shows a disparity between both mean and median pay for men and women. At Consultant level the gender split is 64% male to 36% female.

Awards are given for recognition of excellent practice over and above contractual requirements. All eligible consultants are written to and invited to apply. Our Clinical Excellence Award data for 2016, shows that both male and female Consultants applied for an award in equal proportion and that of those excellence awards given, these were equally spread between both men and women.

Proportion of males and females receiving a bonus payment

	Male	Female	% difference
Trust	6.03%	0.74%	5.29%
Non-Medical	0.10%	0.12%	0.02%
Medical	26.4%	8.58%	17.82%

Taking Action

The focus for action will be with our Medical and Dental workforce as this is where the greatest disparity exists.

In order to understand and take action to reduce inequality we will need to explore what clinical excellence awards have been given historically and understand the gender of the workforce at the time. Awards cannot be removed once awarded, but going forward we can ensure that there is no gender bias in the process.

We will therefore review our clinical excellence award process and encourage our female consultants to apply for awards.

We will review our recruitment processes and career progression opportunities for our female Medical and Dental workforce.