



Title of Meeting	Workforce Committee
Date of Meeting	17 August 2020
Report Title	2020 Gender Pay Gap Findings
Author	Bernadette Pritchard
Responsible Executive	Mark Warner, Director of Workforce and Organisational Development
Purpose of Report (e.g. for decision, information) For information and to note actions set out in the Action Plan.	
<p>Summary All UK employers have a legal requirement to publish their gender pay data on an annual basis. However, Due to COVID-19, the Government Equalities Office (GEO) and the Equality and Human Rights Commission (EHRC) have suspended enforcement of this year's gender pay gap reporting deadline.</p> <p>The gender pay gap calculation is based on the average hourly rate paid to men and women. This calculation makes use of two types of averages; a mean average and a median average. In simple terms, the mean is the average hourly rate and the median is the mid-point hourly rate for men and for women in the workforce. The mean figure is the figure most commonly used.</p> <p>This report for Dorset County Hospital NHS Foundation Trust reviews the latest data set, which covers the 12 month period ending 31 March 2020.</p>	
Paper Previously Reviewed By	
<p>Strategic Impact Data received through the gender pay gap analysis provides a source to inform improvements to leadership and management practices and changes to the working environment. Research suggests that there is a gender pay gap even before the arrival of a first child. Unequal sharing of care responsibilities contributes to a higher proportion of women taking part-time work, which is generally lower paid. Consequently the gender pay gap widens, particularly for those employees over 40.</p>	
<p>Risk Evaluation The analysis of the gender pay gap results has assisted in identifying key areas of concern and potential risk and these were incorporated into the action plan.</p>	
<p>Impact on Care Quality Commission Registration and/or Clinical Quality No specific implications relating to the contents of the action plan.</p>	
<p>Governance Implications (legal, clinical, equality and diversity or other): The gender pay gap results show the difference in the average pay between all men and women in the Trust.</p>	
<p>Financial Implications No specific implications relating to the contents of the action plan.</p>	
Freedom of Information Implications – can the report be	Yes



published?	
Recommendations	Trust Board are asked to note the contents of this paper and the recommendations in response to the 2020 Gender Pay Gap analysis.



1.1 The Trust's Overall Results

Across our entire workforce our mean gender pay gap is 31%. This means that the average hourly pay rate for men is 31% higher than for women. This is a two percentage point increase from 2018/19. Our overall median gender pay gap is 22% - this means that the mid-point hourly rate for men is 22% higher than for women, which is an eleven percentage point increase on 2018/19.

Our proportion of male and female staff should be taken into account when looking at our gender pay gap, as should the age range of our male and female workforce, as members of staff who have enjoyed long careers in the NHS can often be higher up the pay point scales than those who are just starting their careers.

1.2 The difference between gender pay and equal pay

It is important to be clear about the difference between gender pay and equal pay. The solutions to equal pay and gender pay are different. Closing the gender pay gap is a broader societal as well as organisational issue. Though we have a gender pay gap due to our disproportionate representation of men and women within the workforce (as reflected across the NHS), we are confident that we pay fairly in accordance with the nationally recognised Agenda for Change, Medical & Dental and our locally recognised Senior Manager and Director pay structures. The NHS Job Evaluation Scheme, part of the Agenda for Change NHS pay structure introduced in 2004 was developed as a means of determining pay bands for posts. The key feature in both the design and implementation of this scheme was to ensure equal pay for work of equal value. The scheme has been tested legally and has been found to be equal pay compliant

1.3 The six basic calculations the Trust is required* to report:

- mean gender pay gap;
- median gender pay gap;
- mean bonus gender pay gap;
- median bonus gender pay gap;
- proportion of males and females receiving a bonus payment;
- proportion of males and females in each quartile band.

*Deadline currently suspended by the GEO and EHRC – see front sheet summary.

1.4 As with any data analysis, the most critical aspect of the process is not just about reviewing the results but being clear about what needs to be done differently in future.

2.0 Purpose of this Report

2.1 This report will help the Trust to understand any underlying causes for their gender pay gap and take suitable steps to minimise it. Taking these steps will help us to continue to develop a reputation for being a fair and progressive employer, attracting a wider pool of potential recruits for vacancies and the enhanced productivity that can come from a workforce that feels valued and engaged in a culture committed to tackling inequality.

3.0 Methodology

3.1 Colleagues from the Electronic Staff Record (ESR) team have developed reports which will help organisations calculate their GPG data. These are available via ESR and accessible via the dashboard of ESR Business Intelligence.

4.0 Gender Pay Gap Data

4.1 Our gender pay gap results (based on the hourly pay rates our employees received on 31 March 2020) are as follows:

- Our mean gender pay gap is 31%
- Our median gender pay gap is 22%
- Our mean bonus gender pay gap is 31%
- Our median bonus gender pay gap is 50%
- Our proportion of males receiving a bonus payment is 6%
- Our proportion of females receiving a bonus payment is 0.5%

4.2 The table below shows the proportion of males and females in each of the quartile bands. (The quartile information is created by sorting all employees by their hourly rate of pay and then splitting the list into 4 equal parts to create 4 pay quartiles).

Number of employees Q1 = Low, Q4 = High								
	2019/20				2018/19			
Quartile	Female	Male	Female %	Male %	Female	Male	Female %	Male %
1	628	126	83%	17%	590	170	78%	22%
2	616	138	82%	18%	649	130	83%	17%
3	654	100	87%	13%	657	112	85%	15%
4	459	296	61%	39%	504	266	65%	35%

The proportion of male and female employees in the lowest pay quartile is 83% female and 17% male, compared to the proportion of male and female employees in the highest pay quartile which is 61% female and 39% male.

4.3 Mean & Median Hourly Rates

Mean (Average) & Median Hourly Rates						
Gender	2018/19				2017/18	
	Avg. Hourly Rate 2019/20	Movement in Year	Median Hourly Rate 2019/20	Movement in Year	Avg. Hourly Rate 2018/19	Median Hourly Rate 2018/19
Male	£21.80	+£0.03	£15.97	+£0.59	21.77	15.38
Female	£14.99	-£0.44	£12.38	-£1.35	15.43	13.73
Difference	£6.81	£0.47	£3.59	£1.94	6.33	1.65
Pay Gap %	31%		22%		29%	11%

The Trust's mean gender pay gap is 31% in favour of men (women earn 31% less than men) compared to the national average of 17.3% in favour of men (source: Annual Survey of Hours and Earnings, Office for National Statistics, 2019).

Based on the Government's methodology, as of 31 March 2018 (latest figures), the NHS as a whole had a mean gender pay gap of 19%, and a median gender pay gap of 22%.

4.4 Gender Bonus Pay Gap Results

For Gender Pay Gap calculations, our bonus payments relate to Clinical Excellence Awards only. These award consultants and academic GPs who perform 'over and above' the standard expected of their role. The present scheme was established in 2003. The administration of the scheme nationally is in the hands of the Advisory Committee on Clinical Excellence Awards. There are 12 levels of award. Levels 1-8 are awarded locally by employing NHS Trusts, and levels 10-12 (silver, gold and platinum) are awarded nationally

4.4.1 Bonus Pay Summary

The table below shows the summary of male and female employees receiving a bonus payment. The only bonus payments paid by the Trust are local and national Clinical Excellence Awards, paid to eligible medical Consultants.

Bonus Pay Summary				
Gender	2019/20		2018/19	
	Avg. Pay	Median Pay	Avg. Pay	Median Pay
Male	16235.00	12064.00	12629.26	9048.00
Female	11202.28	6032.00	9704.59	3015.96
Difference	5032.72	6032.00	2924.67	6032.04
Pay Gap %	31%	50%	23.16%	66.67%

4.4.2 Bonus Ratio

The below table shows the proportion of males and females receiving a bonus payment

Bonus ratio						
	2019/20			2018/19		
Gender	Employees Paid Bonus	Total Relevant Employees	%	Employees Paid Bonus	Total Relevant Employees	%
Female	14	3111	0.45	15	2796	0.54
Male	54	924	5.85	55	830	6.33

4.5 Understanding our Gender Pay Gap

While men make up only 18% of the workforce, there is a disproportionate number of males, 39% in the highest paid quartile.

The Trust's mean gender pay gap is 31% in favour of men (women earn 31% less than men) compared to the national average of 17.3% in favour of men (source: Annual Survey of Hours and Earnings, Office for National Statistics, 2019).

Based on the Government's methodology, as of 31 March 2018 (latest figures), the NHS as a whole had a mean gender pay gap of 19%, and a median gender pay gap of 22%.

This is not the same as saying women and men are being paid differently for doing the same job (which would be an equal pay issue).

At DCHFT, whilst we have a higher proportion of female staff in our workforce, we also have a significant proportion of our male workforce now at the point in their careers where they are senior medical staff and therefore are higher up the pay grades than some more junior members of staff. This is reflected in our overall gender pay gap and, as a trust, we recognise that this is a generational and societal issue. We know, however, that an increasing number of women are choosing to pursue medicine and other previously male-dominated roles as a career.

51% of the population of England are women, and 55% of NHS England's upper quartile senior staff are women. However, 83% of employees in DCHFT's lower quartile are female. This demonstrates that a significant driver for the pay gap is a consequence of having a lower proportion of men in lower pay bands relative to their share of the population.



4.6 Recommendations to address our Gender Pay Gap

4.6.1 Female consultants applying for Clinical Excellence Awards (CEAs)

- Further analysis to be undertaken on the gender split of eligible consultants who apply for and are successful in receiving CEAs over the last 5 years.

Proactive communications, publicity and training support has been offered by other Trusts with lower rates of female application to all consultants on how to apply for CEAs. Some trusts also offer a mentoring and buddying scheme for female and male consultants to encourage and support them with their CEA applications.

It is worth noting that national guidance relating to the 2020 CEA awards round has been issued and that due to the Covid-19 pandemic, the 2020 CEA monies are being split equally between every eligible Consultant. The CEA process after 2020 is being reviewed nationally, so this analysis will inform if we need to focus on supporting equity in applications to the new scheme

4.6.2 Supporting flexible working

- Further analysis to be undertaken on the gender split and difference in hourly rate between part time and full time workers.

The Trust has made rapid and positive progress in its flexible working offer since the start of the Covid-19 pandemic by increasing the number of roles that can be undertaken from home. We have also held a forum/drop-in to talk about flexible working opportunities in our staff restaurant, and created an online survey and our flexible working policy was reviewed.

4.7 The NHS People Plan

The plan, published on 30th July 2020, highlights the need for Flexible Working to become the norm' within the NHS. It lays out the following specific actions for employers which relate directly to gender pay gap:

- Be open to all clinical and non-clinical permanent roles being flexible.
- Cover flexible working in standard induction conversations for new starters and annual appraisals

Requesting flexibility – whether in hours or location, should (as far as possible) be offered regardless of role, team, organisation or grade

- Board members must give flexible working their focus and support.
- Roll out the new working carers passport to support people with caring responsibilities (this is based on the work of West Yorkshire and Harrogate Health and Care Partnership)

4.8 Conclusions

As a trust we are committed to supporting the career progression and ensuring equal opportunities for everyone within our workforce. We have a range of family friendly policies, supporting childcare, flexible working, and leave provision.

The Trust has made great strides over the past six months in its flexible working offer for staff. Our progress will be fortified by implementation of the actions in the NHS People Plan. This, along with the proposed work on CEAs and part-time workers will form our GPG Action Plan for 2020.

APPENDIX A Table 1: Salary based on Full-time Equivalent

*Gender Pay Gap calculations by band group are expressed as a percentage in relation to the male salary. All values recorded as a negative (-) indicate that the Gender Pay Gap is in favour of the female workforce.

SPLIT BY GRADE – Based on Spinal value						
GRADE	2019/20			2018/19		
	MEAN AVG SALARY		2019/20 GAP	MEAN AVG SALARY		2018/19 GAP
	FEMALE	MALE		FEMALE	MALE	
Band 1	£17,652.00	£17,652.00	0.00%	£17,460.00	£17,460.00	0.00% equal
Band 2	£18,146.95	£18,074.82	-0.40% (in favour of female employees)	£17,965.19	£17,790.22	-0.98% (in favour of female employees)
Band 3	£19,736.40	£19,844.16	0.54% (in favour of male employees)	£19,315.11	£19,493.36	0.91% (in favour of male employees)
Band 4	£22,860.50	£22,583.06	-1.21% (in favour of female employees)	£22,131.48	£22,112.23	-0.09% (in favour of female employees)
Band 5	£27,524.63	£26,738.92	-2.85% (in favour of female employees)	£27,034.77	£26,430.90	-2.28% (in favour of female employees)
Band 6	£34,091.87	£34,216.48	-0.36% (in favour of male employees)	£33,211.89	£33,201.30	-0.03% (in favour of female employees)
Band 7	£41,363.98	£41,245.84	-0.29% (in favour of female employees)	£40,073.14	£39,631.24	-1.12% (in favour of female employees)
Band 8a	£48,074.44	£48,287.35	-0.44% (in favour of male employees)	£47,377.91	£47,506.18	0.27% (in favour of male employees)
Band 8b	£57,455.83	£56,945.00	-0.89% (in favour of female employees)	£56,098.39	£57,001.30	1.58% (in favour of male employees)
Band 8c, 8d, 9	£76,651.17	£76,297.67	-0.46% (in favour of female employees)	£73,323.38	£75,601.86	3.01% (in favour of male employees)
Ad- Hoc	£0.00	£0.00	0.00%	£85,142.96	£58,645.27	-45.18% (in favour of female employees)
Medical & Dental	£56,639.54	£72,963.10	22.37% (in favour of male employees)	£57,083.20	£71,614.48	20.29% (in favour of male employees)

Outstanding care for people in ways which matter to them

Table 2: Actual Salary i.e. based on number of hours worked.

*Gender Pay Gap calculations by band group are expressed as a percentage in relation to the male salary. All values recorded as a negative (-) indicate that the Gender Pay Gap is in favour of the female workforce.

SPLIT BY GRADE – Based on Spinal value						
GRADE	2019/20			2018/19		
	MEAN AVG SALARY		2019/20 GAP	MEAN AVG SALARY		2018/19 GAP
	FEMALE	MALE		FEMALE	MALE	
Band 1	£5,766.32	£12,647.48	54.41% (in favour of male employees)	£17,460.00	£17,460.00	0.00% equal
Band 2	£14,042.85	£15,565.33	9.78% (in favour of male employees)	£17,965.19	£17,790.22	-0.98% (in favour of female employees)
Band 3	£16,223.19	£18,457.55	12.11% (in favour of male employees)	£19,315.11	£19,493.36	0.91% (in favour of male employees)
Band 4	£20,891.59	£21,913.70	4.66% (in favour of male employees)	£22,131.48	£22,112.23	-0.09% (in favour of female employees)
Band 5	£22,783.55	£25,591.72	10.97% (in favour of male employees)	£27,034.77	£26,430.90	-2.28% (in favour of female employees)
Band 6	£27,061.91	£32,484.63	16.69% (in favour of male employees)	£33,211.89	£33,201.30	-0.03% (in favour of female employees)
Band 7	£35,304.03	£38,515.89	8.34% (in favour of male employees)	£40,073.14	£39,631.24	-1.12% (in favour of female employees)
Band 8a	£44,386.02	£47,029.83	5.62% (in favour of male employees)	£47,377.91	£47,506.18	0.27% (in favour of male employees)
Band 8b	£54,988.35	£53,401.16	2.89% (in favour of female employees)	£56,098.39	£57,001.30	1.58% (in favour of male employees)
Band 8c, 8d, 9	£69,391.47	£71,457.87	2.89% (in favour of male employees)	£73,323.38	£75,601.86	3.01% (in favour of male employees)
Ad- Hoc	£61,211.95	£99,182.38	38.28% (in favour of male employees)	£85,142.96	£58,645.27	-45.18% (in favour of female employees)
Medical & Dental	£49,101.87	£68,896.19	28.73% (in favour of male employees)	£57,083.20	£71,614.48	20.29% (in favour of male employees)