

## **GENDER PAY GAP SUMMARY POSITION**

This report details the results from the gender pay review analysis (March 2017) for University Hospitals Coventry and Warwickshire NHS Trust undertaken as part of the Equality Act 2010 specific duties.

### **1. Background and Context**

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 requires employers to report their gender pay gaps for any year where they have a headcount of 250 or more employees with effect from 31 March 2017. Employers must publish the results on their Trust website and the government website within 12 months (30<sup>th</sup> March 2018).

It is important to note the difference between gender pay gap and equal pay as being:

- Equal pay relates to men and women earning equal pay for the same, or similar work.
- Gender pay gap refers to the difference between men and women's average pay within an organisation.

Generally, the average pay for women tends to be lower than men due to less women working in senior posts. There are a number of reasons for imbalances in pay which include:

- A higher proportion of women choose occupations that offer less financial reward (e.g. administration). Many high paying sectors are disproportionately made up of male workers (e.g. information and communications technology).
- A much higher proportion of women work part-time, and part-time workers earn less than their full-time counterparts on average.
- Women are still less likely to progress up the career ladder into high paying senior roles.

The regulations have been brought to highlight any imbalances in pay and allow employers to consider reasons for any inequality and take necessary steps.

### **2. Results**

All Trust staff are included in the gender pay analysis including bank workers that the Trust pay directly. ISS staff have not been included as nationally ISS will be completing their own analysis for submission.

The calculations are based on all staff and on their net pay. The bonus gender pay gap for UHCW is based on the Consultant Clinical Excellence Awards (CEAs). NHS Employers guidance details that it is appropriate to include CEAs in the bonus pay calculations.

In December 2017 an ESR module was launched that enabled Trusts to enter their data into a pre-built system that would calculate the Gender Pay Gap in a way that could be benchmarked across the NHS.

This module has been used to produce the data for the six mandatory calculations for the Gender Pay Analysis for March 2017, as detailed below:

### Calculation 1: Average gender pay gap as a mean average

Group	Average Hourly Rate of Pay
Male	£23.98
Female	£15.46
Difference	£8.52
<b>Percentage Variance</b>	<b>35.53%</b>

The average hourly rate of pay is calculated from a specific pay period (March 2017). The hourly rate is calculated for each employee based on 'ordinary pay' which includes basic pay, allowances and shift premium pay.

The percentage variance for the average hourly rate of pay is just over 35.5%. This calculation is based on the average hourly rate of 6281 Female staff compared to 1606 Male staff; because the average is calculated over different numbers of staff (there are approximately almost 4 times more female staff), some variance is to be expected.

When reviewing the Gender Pay analysis data it is important to note that the overall Trust gender split is 79.64% (Female) and 20.36% (Male).

### Calculation 2: Average gender pay gap as a median average

Group	Median Hourly Rate of Pay
Male	£19.53
Female	£14.15
Difference	£5.38
<b>Percentage Variance</b>	<b>27.53%</b>

The median hourly rate of pay is calculated from a specific pay period (March 2017). The median rate is calculated by selecting the average hourly rate at the mid-point for each gender group. The percentage variance for the median hourly rate of pay is just over 27.5%.

As detailed within calculation table 6 (page 3) the largest proportion of male staff (39.53%) are employed within the upper pay quartile of posts and lowest proportion of male staff within the lower pay quartile (13.12%). This is the opposite for female staff with the second highest proportion within the lowest pay quartile (86.88%) and lowest proportion of female staff within the highest pay quartile (60.47)

Overall, the Staff Group with the highest levels of pay are the Medical and Dental Consultant staff group which has a larger proportion of males (66.91%) compared with females (33.09%). There has been a slight shift in the proportion of male (71.62%) to female (28.38) consultants since 2015 with increases in the number of female consultants.

### Calculation 3: Average bonus gender pay gap as a mean average

Group	Average Bonus Payments
Male	£15,876.27
Female	£7,990.79
Difference	£7,885.48
<b>Pay Gap %</b>	<b>49.67%</b>

#### Calculation 4: Average bonus gender pay gap as a median average

Group	Median Bonus Payments
Male	£11,934.30
Female	£4,952.95
Difference	£6,981.35
<b>Pay Gap %</b>	<b>58.50%</b>

#### Calculation 5: Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment

Group	Number of Staff Receiving Bonus Pay	Total Relevant Employees	%
Female	44.00	7,425.00	<b>0.59</b>
Male	119.00	1,971.00	<b>6.04</b>

In relation to the three tables above, it is important to note that the only bonus we apply is the Clinical Excellence Awards scheme, which is the same scheme that all other NHS Trusts apply. A Clinical Excellence Award is available to consultants who have at least one years' service with the opportunity to apply annually for the awards scheme. Consultants can apply every year until they reach the maximum CEA threshold. To gain the award consultants need to be able to demonstrate that they have made a difference above and beyond their role to research, innovative ways of working or developing the service.

Table 5 details the total number of female and male Consultant staff that are in receipt of a CEA bonus and details the total number of employees at UHCW. The relevance of this indicator for our organisation is less significant as bonus pay applies to just over 2% percent of all staff employed.

#### Calculation 6: Proportion of Males and Females when divided into four groups ordered from lowest to highest pay.

Quartile	Female	Male	Female %	Male %
1 - Lower	1702	257	86.88	13.12
2 – Lower Middle	1682	298	84.95	15.05
3 – Upper Middle	1704	271	86.28	13.72
4 – Upper	1193	780	60.47	39.53

- In order to create the quartile information all staff are sorted by their hourly rate of pay, this list is then split into 4 equal parts (where possible).
- When reviewing the quartile information it is important to take into account the types of roles available within the organisation and the different gender splits that occur within specific roles.
- The highest variances for the quartiles when compared to the overall Trust value are in the lower and upper middle quartiles.
- There is a higher proportion of female staff in the lower quartile; included in this quartile are Admin & Additional Clinical (HCA's) staff groups that have a higher proportion of female staff which is reflected in the calculation.
- 75% of the quartiles are representative of the Trust as a whole with a less than 2% variance.
- The upper quartile has the highest proportion of Male staff.

### **3. Results**

Overall, the % gender split within UHCW NHS Trust relates to higher proportion of male staff employed within the upper quartile with 39.53% of all male staff employed within this quartile. The variance in this quartile is mainly to the type of roles within this quartile which are Medical & Dental and Managerial roles which a proportionately higher % of males within these role.

Whilst, there has been a slight increase in the proportion of females Medical & Dental Consultants since 2015 there has also been a positive shift in the % of women employed at Director level from 27% in 2015 to 42% in 2017.

### **4. Next Steps**

In order to fully understand the gender pay gap data, further in-depth analysis of data is required. We will therefore review our results and those of other Trusts across the NHS to understand how we compare and to understand whether any other action is required.