

Gender pay gap report 2018/19

Introduction

Gender Pay Gap legislation requires all employers of 250 or more employees to publish their gender pay gap data annually. Doncaster and Bassetlaw Teaching Hospitals NHS Foundation Trust employs around 6272 staff in a range of roles, including administrative, medical, nursing, allied health and managerial roles. The Trust uses the national job evaluation framework for Agenda for Change staff to determine appropriate pay bandings; this provides a clear process of paying employees equally for the same or equivalent work. Each grade has a set of pay points for annual progression, the longer period of time that someone has been in a grade the higher their salary is likely to be irrespective of their gender.

It should be noted that gender pay gap reporting is different from equal pay which deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is prohibited under UK law 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 and the regulations require both median and mean figures to be reported. The median shows the mid-point salary of any sample, calculated through sorting the hourly rates from lowest to highest and calculating the middle value. The mean is the overall average of the sample and therefore the overall figure can be influenced by any extremely high or low hourly rates of pay

It is therefore possible to have genuine pay equality but still have a significant gender pay gap.

On 31 March 2018, the Trust had 6272 WTE staff, of whom 82.52% (5190) are female and 17.48% male (1125). Although a low proportion of the total workforce at DBTH, nearly half of the men employed (45%) are paid in the top earnings quartile. This is unsurprising though, as men make up the vast majority of recipients of Clinical Excellence Awards (80 of 102 awarded).

There has been discussion taking place to clarify the position regarding Clinical Excellence Awards and the classification of them as a bonus payment. These bonuses – received by almost 5.74% of all men employed – will inflate the average salaries. All the figures are based on net salaries and so many are further depressed by salary sacrifice which, particularly in the case of childcare, tend to be absorbed by females.

This gender split is broadly consistent with most NHS Acute Trusts in England and Wales. The data is based upon an NHS-wide gender pay reporting dashboard, developed by ESR, which allow the inclusion of any relevant bonus payments in the calculations

NHS Pay Structure

The majority of DBTH staff work under the central NHS terms and conditions known as 'Agenda for Change'. These arrangements were introduced in 2004 with the express intention of avoiding pay inequalities. Agenda for Change covers more than 1 million people and harmonises their pay scales and career progression arrangements across traditionally separate pay groups. Staff are expected to move up the pay bands irrespective of gender.

Medical and Dental staff have different sets of Terms and Conditions, depending on their seniority. However, these too are set across a number of pay scales for basic pay, which have varying thresholds within them.

Data analysis

Mean and Median gender pay gap in hourly rate

| Gender | Avg. Hourly Rate | Median Hourly Rate |
|------------|------------------|--------------------|
| Male | 22.2479 | 16.4327 |
| Female | 13.9741 | 12.2077 |
| Difference | 8.2738 | 4.2250 |
| Pay Gap % | 37.1892 | 25.7111 |

Mean and Median bonus gender pay gap

| Gender | Avg. Pay | Median Pay |
|------------|-----------|------------|
| Male | 11,744.65 | 7,999.10 |
| Female | 12,660.04 | 9,793.84 |
| Difference | -915.39 | -1,794.74 |
| Pay Gap % | -7.79 | -22.44 |

Proportion of males and females receiving a bonus payment

| Gender | Employees Paid Bonus | Total Relevant Employees | % |
|--------|----------------------|--------------------------|------|
| Female | 22.00 | 5502.00 | 0.40 |
| Male | 80.00 | 1394.00 | 5.74 |

Proportion of males and females in each pay quartile (1 being lowest)

| Quartile | Female | Male | Female % | Male % |
|----------|---------|--------|----------|--------|
| 1 | 1351.00 | 217.00 | 86.16 | 13.84 |
| 2 | 1374.00 | 194.00 | 87.63 | 12.37 |
| 3 | 1389.00 | 179.00 | 88.58 | 11.42 |
| 4 | 1076.00 | 492.00 | 68.62 | 31.38 |

Narrative

- The data relates to 6272 WTE staff, of whom 83% (5190) are female and 17% male (1082).
- Although a low proportion of the total workforce at DBTH, nearly half of the men employed (43.4%) are paid in the top earnings quartile.
- This is unsurprising, as men make up the vast majority of recipients of Clinical Excellence Awards (80 of 102 awarded).
- These bonuses – received by almost 6% of all men employed – will inflate the average salaries.
- All the figures are based on net salaries and so many are further depressed by salary sacrifice which, particularly in the case of childcare, tend to be absorbed by females.

Previous year comparisons

The table below show how the trust has moved from last year's report to the position at 31st March 2018

| Mean, Median and Quartile gender pay gap hourly rate comparison | | | | | | | | |
|---|------------------|--------------------|--|----------|---------|--------|----------|--------|
| Mar-17 | | | | | | | | |
| Gender | Avg. Hourly Rate | Median Hourly Rate | | Quartile | Female | Male | Female % | Male % |
| Male | 21.4044 | 15.7987 | | 1 | 1384.00 | 221.00 | 86.23 | 13.77 |
| Female | 13.6731 | 11.6156 | | 2 | 1409.00 | 200.00 | 87.57 | 12.43 |
| Difference | 7.7313 | 4.1831 | | 3 | 1414.00 | 192.00 | 88.04 | 11.96 |
| Pay Gap % | 36.1202 | 26.4775 | | 4 | 1103.00 | 506.00 | 68.55 | 31.45 |
| | | | | | | | | |
| Mar-18 | | | | | | | | |
| Gender | Avg. Hourly Rate | Median Hourly Rate | | Quartile | Female | Male | Female % | Male % |
| Male | 22.2479 | 16.4327 | | 1 | 1351.00 | 217.00 | 86.16 | 13.84 |
| Female | 13.9741 | 12.2077 | | 2 | 1374.00 | 194.00 | 87.63 | 12.37 |
| Difference | 8.2738 | 4.2250 | | 3 | 1389.00 | 179.00 | 88.58 | 11.42 |
| Pay Gap % | 37.1892 | 25.7111 | | 4 | 1076.00 | 492.00 | 68.62 | 31.38 |
| | | | | | | | | |
| 17/18 comparison | | | | | | | | |
| Gender | Avg. Hourly Rate | Median Hourly Rate | | Quartile | Female | Male | Female % | Male % |
| Male | 0.8435 | 0.6339 | | 1 | -33.00 | -4.00 | -0.07 | 0.07 |
| Female | 0.3010 | 0.5920 | | 2 | -35.00 | -6.00 | 0.06 | -0.06 |
| Difference | 0.5425 | 0.0419 | | 3 | -25.00 | -13.00 | 0.54 | -0.54 |
| Pay Gap % | 1.0691 | -0.7664 | | 4 | -27.00 | -14.00 | 0.07 | -0.07 |

Narrative:

- There has been little movement in the mean and median rates between the reporting periods 17 and 18. The mean (average) pay gap has increased slightly whereas the median has reduced.
- Workforce numbers reduced, mainly due to the move of the catering teams to a private contractor.
- Quartile numbers haven't shifted between the two years apart from some minor adjustments

Proportion of males and females receiving a bonus payment comparison

| Mar 17 Bonus | | | | | | |
|-------------------------------|-----------|------------|--------|----------------------|--------------------------|-------|
| Gender | Avg. Pay | Median Pay | Gender | Employees Paid Bonus | Total Relevant Employees | % |
| Male | 12,633.56 | 8,950.75 | Female | 20.00 | 5612.00 | 0.36 |
| Female | 13,634.13 | 13,426.12 | Male | 80.00 | 1207.00 | 6.63 |
| Difference | -1,000.56 | -4,475.37 | | | | |
| Pay Gap % | -7.92 | -50.00 | | | | |
| Mar 18 bonus | | | | | | |
| Gender | Avg. Pay | Median Pay | Gender | Employees Paid Bonus | Total Relevant Employees | % |
| Male | 11,744.65 | 7,999.10 | Female | 22.00 | 5502.00 | 0.40 |
| Female | 12,660.04 | 9,793.84 | Male | 80.00 | 1394.00 | 5.74 |
| Difference | -915.39 | -1,794.74 | | | | |
| Pay Gap % | -7.79 | -22.44 | | | | |
| 17/18 bonus comparison | | | | | | |
| Gender | Avg. Pay | Median Pay | Gender | Employees Paid Bonus | Total Relevant Employees | % |
| Male | -888.91 | -951.65 | Female | 2.00 | -110.00 | 0.04 |
| Female | -974.09 | -3,632.29 | Male | 0.00 | 187.00 | -0.89 |
| Difference | 85.18 | 2,680.64 | | | | |
| Pay Gap % | 0.13 | 27.56 | | | | |

Narrative:

- The mean (average) has reduced for both male and female. This will be due to the Clinical Excellence Award payment amounts agreed in 2018
- The pay gap for the median pay has reduced significantly from 50% to 22.44%, a shift of 27.46%
- The percentage of males in receipt of a bonus paid (when compared against headcount) has reduced by almost 1%

The differences in gender pay is due largely to the fact that Trust employs a higher number of male staff in senior medical and dental positions.

ACTION PLAN to address areas raised in the Gender Pay Gap Report 18/19

Through our strategic Talent Management approach we will provide the right support and opportunities for the increasing number of women entering the medical profession to move into consultant roles.

Ensure that women are encouraged and supported to apply to become Consultants and senior managers by adopting more use of the flexible working practices.

Through our Here Masterclass series, Leading to Outstanding and Shadow Board programmes, leadership development and appropriate mentoring/coaching we will actively encourage female leaders and clinicians to apply for senior leadership roles.

We will actively participate in national work reviewing reasons for disparity in the achievement of Clinical Excellence Awards

We will actively review our full staff survey results and staff engagement outputs to share ideas and feedback from women employed by the Trust to shape and inform our plans, strategies and policies.

We will deliver our inclusivity and diversity strategy across the organisation through;

- Our Leadership development programmes; Develop, Belong Thrive, Here, Leading to Outstanding
- Recruitment training
- Unconscious Bias Training
- Coaching
- Talent Conversations Training

Continue to proactively reach out to local communities and groups with an aim to recruit people from diverse backgrounds to achieve this we will encourage applications from all ethnic backgrounds, genders, disabilities and community groups.

Support all staff but particularly women in middle grade roles to pursue flexible working options, if this will help retain them in the Trust.

Expand existing health and well-being strategies to address the particular challenges faced by women in the workplace and also help managers to better understand how to provide appropriate health and well-being support to keep women well and at work in our organisation.