

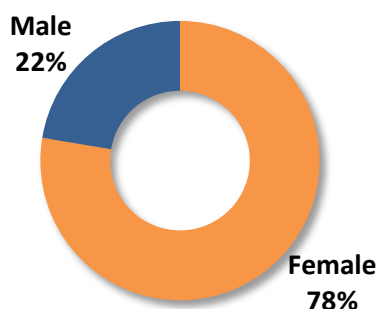
Gender Pay Gap Report 2018-19

Introduction

The Equality Act 2010 (Gender Pay Gap Information Regulations 2017) requires all organisations with over 250 employees to report on and publish their gender pay gap (GPG) on a yearly basis. This is based on a snapshot from 31st March of each year, and each organisation is duty bound to publish information on their website. This report captures data as at 31st March 2019.

Epsom and St Helier University Hospitals NHS Trust (ESHT) employs approximately 4,968 staff – 3834 female and 1134 male, in various staff groups, including administrative, nursing and midwifery, allied health professionals, support workers and medical. All staff except medical and Very Senior Managers (VSMs) are on Agenda for Change pay rates which provide a clear process of paying employees equally, irrespective of their gender.

Gender profile



The diagram above shows ratio of male to female staff employed within the Trust.

Background

Analysis of our Gender Pay Gap based on snapshot at 31st March 2019 shows:

- Our mean pay gap was 21.09% which compared to the previous year it has been reduced by 2.68%
- Our median pay gap was 12.27% and this has reduced from the previous year by 1.69%

Gender (All)	Mean Avg. Hourly Rate 2018	2019	Median Hourly Rate 2018	2019
Male	£24.39	£24.52	£19.65	£20.16
Female	£18.59	£19.35	£16.90	£17.68
Difference	£5.80	£5.17	£2.74	£2.47
Pay Gap	23.77%	21.09%	13.96%	12.27%

What is the gender pay gap?

The gender pay gap is the difference between the average hourly earnings of men and women – this is not the same as equal pay, which is concerned with men and women earning equal pay for 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. Instead the gender pay gap highlights the imbalance of pay across an organisation. For example if an organisation's workforce is predominantly female yet the majority of senior positions are held by men, the average female salary could be lower.

What do we have to report on?

The statutory requirements of the Gender Pay Gap legislation is that each organisation must calculate the following:

- The mean basic pay gender pay gap
- The median basic pay gender pay gap
- The proportion of males and females in each quartile pay band
- The mean bonus gender pay gap
- The median bonus gender pay gap
- The proportion of both males and females receiving a bonus payment

Definitions of pay gap

The mean pay gap is the difference between the pay of all male and female employees when added up separately and divided by the total number of males, and the total number of females in the workforce.

The median pay gap is the difference between the pay of the middle male and middle female, when all male employees and then all female employees are listed from the highest to the lowest paid.

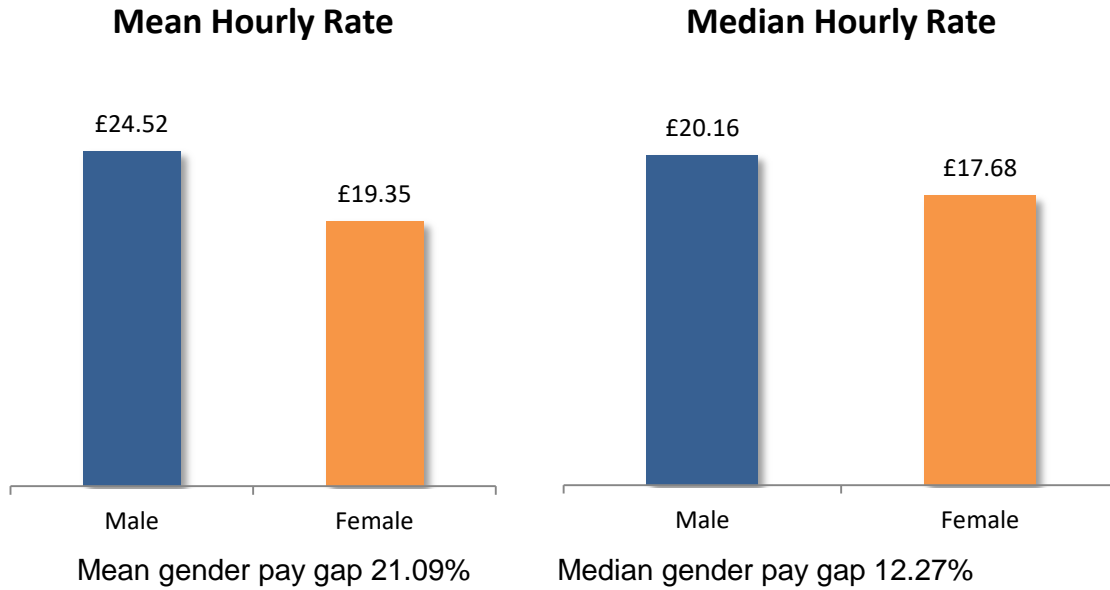
Who is included?

All staff who were employed by ESHT and on full pay on the snapshot date (31st March 2019) are included. Bank staff who worked a shift on the snapshot date are included. Consultant Additional Programmed Activities (APA's) are included, as are Clinical Excellence Awards (CEA's). The calculations exclude overtime pay and expenses.

Employees who are on half or nil absence or maternity leave, hosted staff (e.g. GP Trainees) and agency staff have not been included.

Trust Gender Profile (based on headcount)

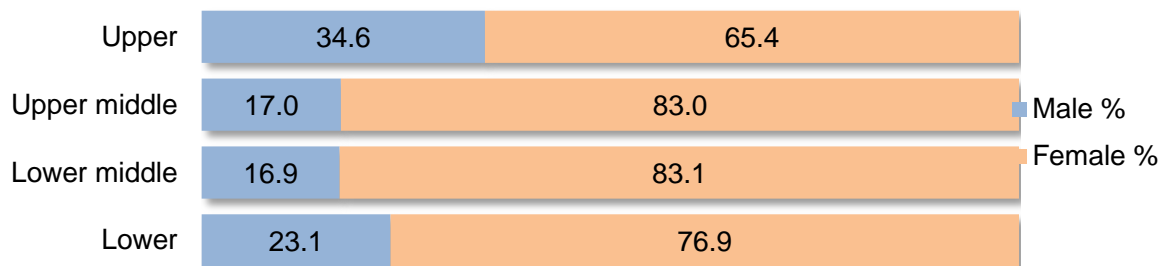
ESHT as is typical of any NHS Trust, has a higher proportion of females to males in its workforce – of the 4,968 counted for the purposes of this report, there are 1,134 males and 3,834 females.



The above figures show that the mean hourly pay for males is £5.17 higher than that of females, which is a gap of 21.09%. This is a reduction of almost 2.69% compared to the previous year.

Male median pay is £2.48 higher than females, which is a gap of 12.27%. This has decreased by 1.69 % compared to the previous year.

Pay quartile split



What does this mean?

The figure for the median pay gap is usually considered to be more representative of gender pay gap across the workforce. However what it does not take account of is small numbers of higher paid employees that could be skewing the data at the mean (or average) level. The Trust median gender pay gap of 12.27% is a decrease from 2018 by 1.69% and it is below the national median of around 17.9%.

The mean pay gap of 21.09% has been decreased by 2.68% from 2018 and it is important that we continue work to reduce this further.

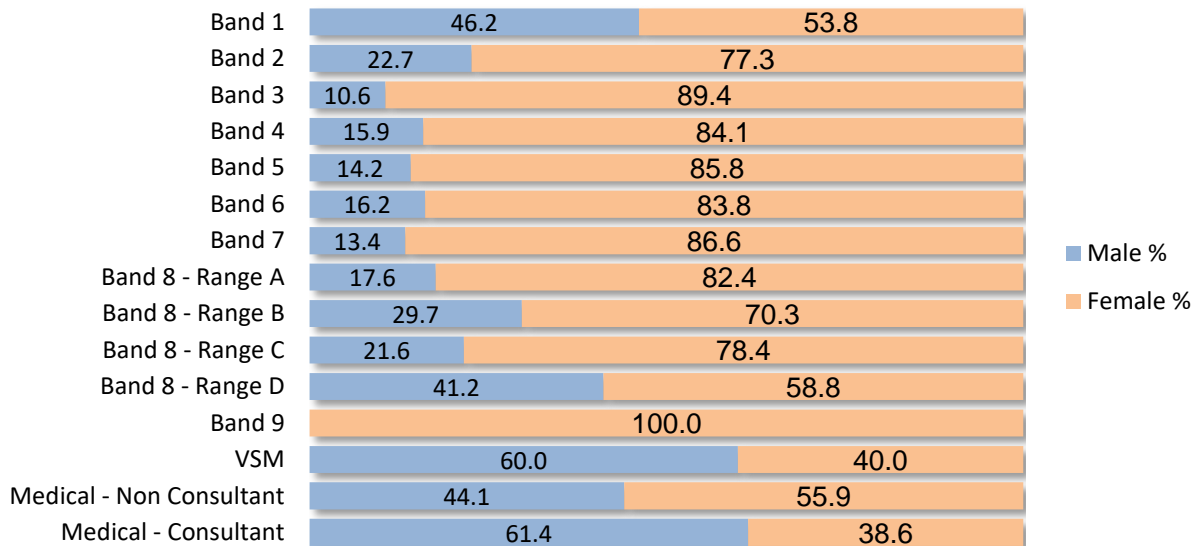
As the quartile figures in the chart above show that there is a higher percentage of females in both the upper and lower quartile than in the others, it is worth examining the gender composition and pay gaps in each individual band. This is set out in the table below, with the higher average pay by gender highlighted in green.

Pay Band	Number of male staff	Number of female staff	Mean hourly rate - male	Mean hourly rate - female	Difference	Pay Gap
Band 1	6	7	£11.21	£11.52	-£0.31	-2.7%
Band 2	162	552	£11.83	£12.15	-£0.32	-2.7%
Band 3	51	429	£11.70	£12.07	-£0.38	-3.2%
Band 4	67	354	£12.80	£13.29	-£0.50	-3.9%
Band 5	104	630	£15.84	£17.02	-£1.18	-7.4%
Band 6	132	683	£20.03	£20.63	-£0.59	-3.0%
Band 7	78	504	£23.00	£23.37	-£0.37	-1.6%
Band 8 - Range A	36	168	£26.49	£26.66	-£0.17	-0.6%
Band 8 - Range B	22	52	£31.42	£31.37	£0.05	0.2%
Band 8 - Range C	8	29	£35.87	£36.34	-£0.47	-1.3%
Band 8 - Range D	7	10	£43.64	£41.95	£1.69	3.9%
Band 9		7		£53.58	N/A	N/A
VSM	9	6	£63.26	£57.16	£6.10	9.6%
Medical - Non Consultant	197	250	£26.61	£25.46	£1.15	4.3%
Medical - Consultant	196	123	£49.05	£47.88	£1.17	2.4%

*refers to the average hourly rate

† Negative values mean that the difference and the gap are favourable to females

Gender split by pay band (headcount)



This shows that on average females earn more in most pay bands than males – the only bands where males earn more is in band 8b, and band 8d, VSM (very senior management) and medical – consultant roles.

These are mainly the higher paid bands, and it is also in these higher bands where the proportion of males is higher when compared to the proportion of the Trust overall (22% males to 78% female).

In the highest paid band VSM - there are more males to female. It should be noted that there have been some positive changes since the previous year. The pay gap has reversed in band 8a and in band 8c. The gender pay gap in band 9 is also in favour of women.

Whilst the gender pay gap has narrowed in most pay grades, the main pay gap lies within in the VSM pay group and but this only consists of 15 employees. The other groups with the highest difference in hourly rates is the band 8b and band 8d pay group and medical consultants. If medical staff are removed from the calculations, the gap is becomes -2.4% which is positive in favour of women.

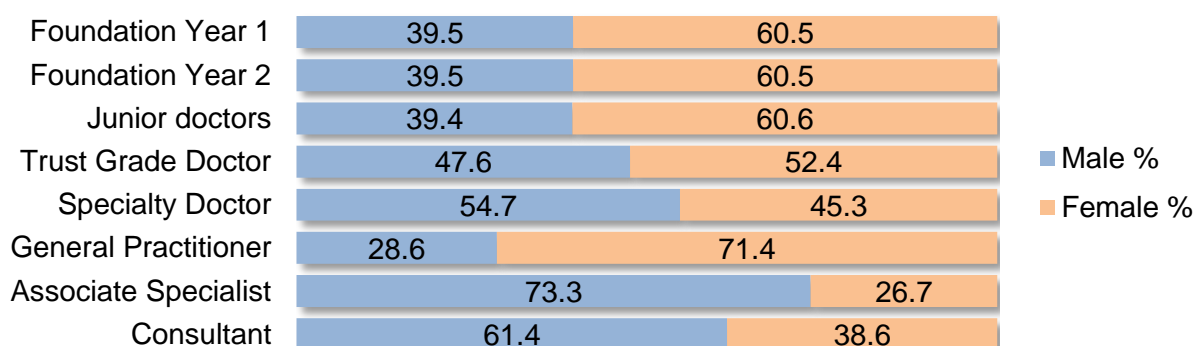
Medical Staff

Medical staff group comprises of all trainee to Consultant roles. Further work needs to be done to understand the reasons for the pay difference with this staff group.

Medical Role	Number of male staff	Number of female staff	Mean hourly rate - male	Mean hourly rate - female	Difference	Pay Gap
Foundation Year 1	15	23	£14.49	£14.47	£0.02	0.1%
Foundation Year 2	15	23	£18.10	£18.20	-£0.09	-0.5%
Trust Grade Doctor	76	117	£25.69	£24.82	£0.87	3.4%
Junior Doctor	49	54	£26.63	£27.23	-£0.60	-2.2%
Specialty Doctor	29	24	£32.36	£30.28	£2.07	6.4%
General Practitioner	2	5	£43.61	£43.80	-£0.19	-0.4%
Associate Specialist	11	4	£40.47	£35.66	£4.81	11.9%
Consultant	196	123	£49.05	£47.88	£1.17	2.4%

† negative values mean that the difference and the gap are favourable to females

Gender split by medical role (headcount)



Consultants

The Trust had 319 consultants at 31 March 2019. Medical Consultants are one of the highest paid roles in the Trust and are eligible to receive clinical excellence awards (CEAs) and Additional Programmed Activities (APAs) which are consolidated into the basic pay calculations. There are more male consultants than female (respectively 60% male to 40% female). Male consultants were paid on average £1.16 hour more than female Consultants and this rate was £2.26 which means that this has been reduced by £1.1 from 2018.

Medical - Consultant	Number of male staff	Number of female staff	Mean & Median hourly rate - male	Mean & Median hourly rate - female	Difference	Pay Gap
Mean Pay Gap	196	123	£49.05	£47.88	£1.17	2.4%
Median Pay Gap	196	123	£46.39	£45.85	£0.55	1.2%

Non-Consultants

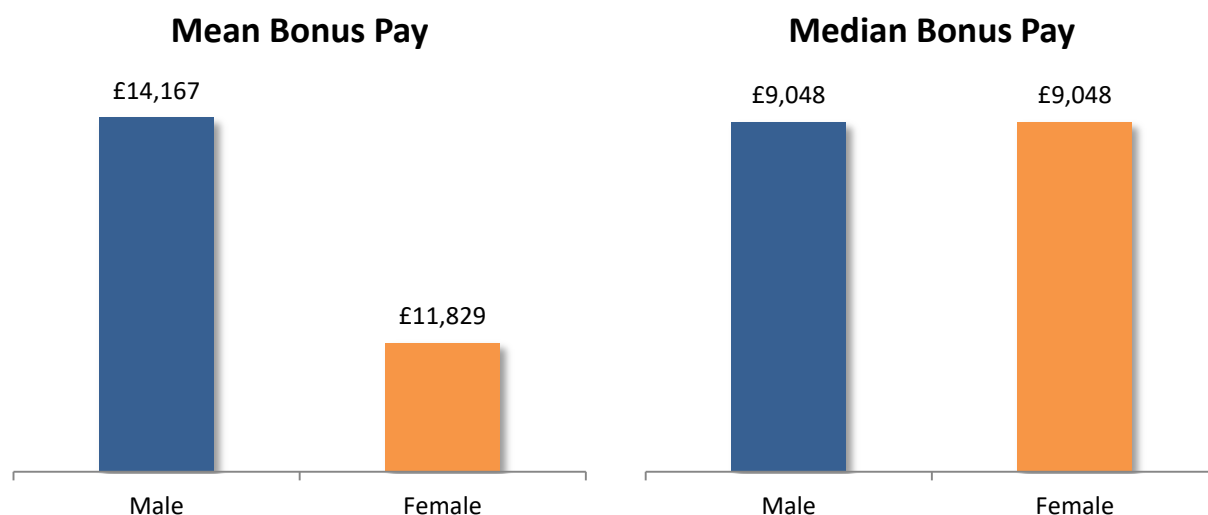
As at 31 March 2019 the trust had 766 non-consultant doctors). These comprised 393 male doctors (51% of total) and 373 female doctors (49% of total).

There is a positive gender pay gap for FY2s, junior doctors and General Practitioner groups. Latter has seen a substantial increase this year although the numbers concerned are 2 males and 3 females. Within the non consultant group the highest pay gaps are within specialty doctor and junior doctor groups.

The Trust has a high number of Trust grade doctors with a gender split of 48% male and 52% female and there has been a significant number of more female doctors.

Medical - Non Consultant	Number of male staff	Number of female staff	Mean & Median hourly rate - male	Mean & Median hourly rate - female	Difference	Pay Gap
Mean Pay Gap	197	250	£26.61	£25.46	£1.15	4.3%
Median Pay Gap	197	250	£26.61	£24.54	£2.07	7.8%

Bonuses



Mean gender pay gap = 16.5%

Median gender pay gap = 0%

The only bonuses payments within the time frame (1st April 2018 to 31st March 2019) consolidated within basic pay were to Medical Consultants, in the form of CEAs. The proportion of males who received a bonus payment as a percentage of the total workforce was 6.5% (74/1134) compared to females 1.1% (43/3834).

Further work needs to be undertaken to encourage female consultants to apply for CEA in order to reduce the gap.

Progress and Next steps

Whilst the Trust has a Gender Pay Gap of 21.09%, which is higher than the National average of 17.9%, it is worth remembering that the gender pay gap is not the same as unequal pay. The gender pay gap is not because people doing the same jobs are being paid differently according to their gender - which would also be unlawful - instead, it is because there are more men than women in higher paid roles. Nationally, NHS consultants, for example, are predominately male with only 36% of NHS Consultants being female.

The Trust will continue to ensure recruitment panels are gender balanced and more diversity champions are recruited to sit on interview panels.

Further analysis will be undertaken to understand how best to address the gender pay gap. In this regard in 2019 the Trust participated in a research project funded by the Government Equalities Office, conducted by the Gender and Behavioural Insights programme team, examining whether there is any gender bias in Clinical Excellence Awards.

For the evaluation, the Trust has provided pseudonymised data on our consultant population and CEA applications and awards, to help understand any gender disparity in local award schemes and why it may be occurring. The results of this analysis will inform development of our action plan.

Gender Pay Gap will be monitored through the Trust's Equality, Diversity and Inclusion (EDI) Committee which is a sub-committee of the Trust Board.