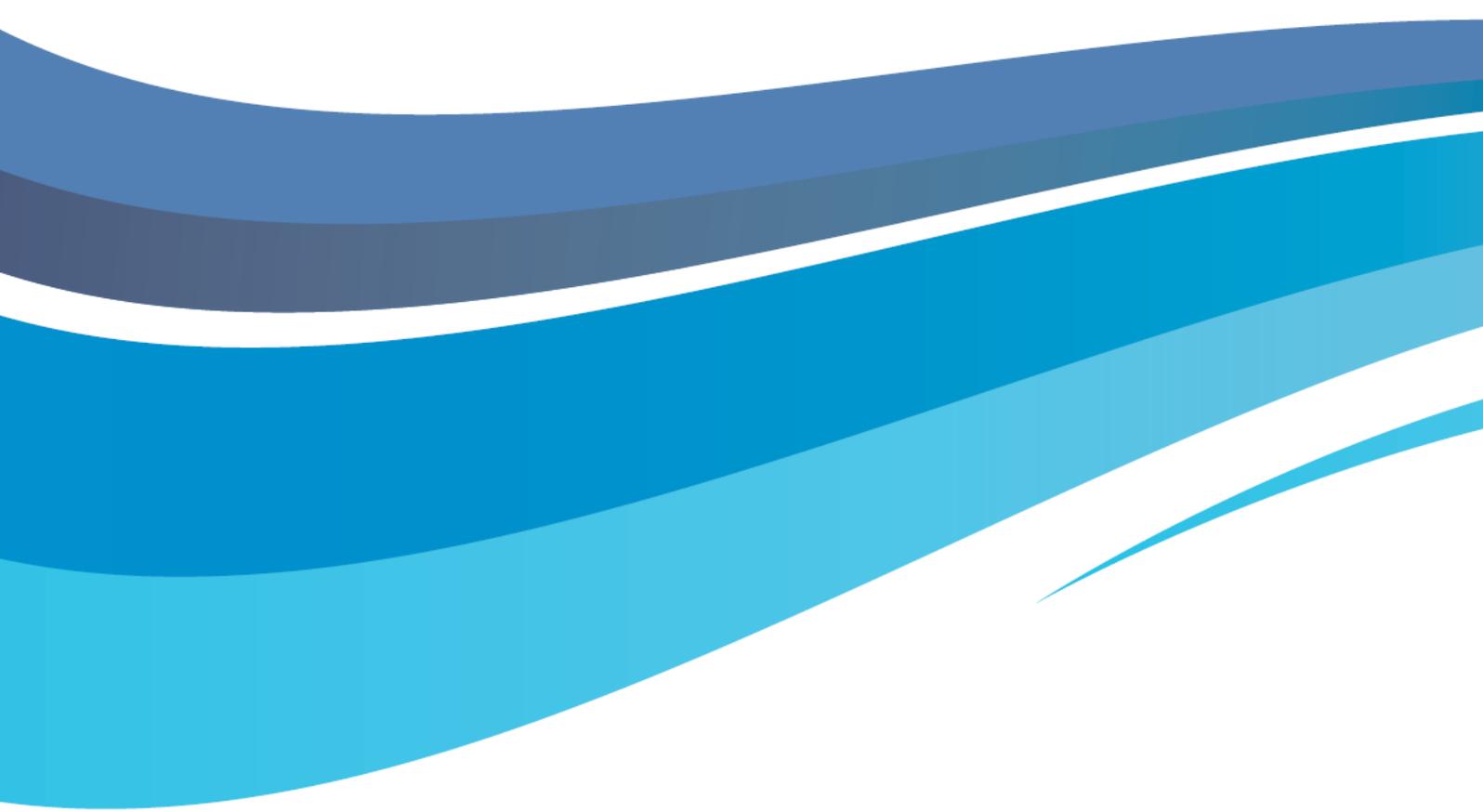




**Bridgewater
Community Healthcare**
NHS Foundation Trust

Gender Pay Gap

For 31 March 2018



Quality first and foremost

Introduction

Gender Pay Gap legislation requires all employers with more than 250 staff to publish annual information on the pay gap between their male and female staff. The pay gap is expressed as a percentage of men's earnings, so for example *'women earn 15% less than men'*.

For public sector organisations such as the NHS the snapshot date for data capture is 31 March, with a requirement to publish the results by 30 March the following year.

The Gender Pay Gap regulations require a number of figures to be reported:

- Mean (average) gender pay gap in hourly ordinary pay
- Median (middle) gender pay gap in hourly ordinary pay
- Mean (average) gender pay gap in bonus pay
- Median (middle) gender pay gap in bonus pay
- Proportion of men and women in each pay quartile
- Proportion of men and women receiving bonus pay

We haven't published the last figure within this report as the low numbers (collectively less than 10) could lead to personal identification. The figure has been reported via the gender pay gap reporting portal.

Ordinary pay includes basic pay, allowances, and enhanced and special duties pay. It doesn't include any type of bonus pay. For this calculation just the snapshot date is used, so if staff were not paid for any reason (career break for example) on 31 March they are not included.

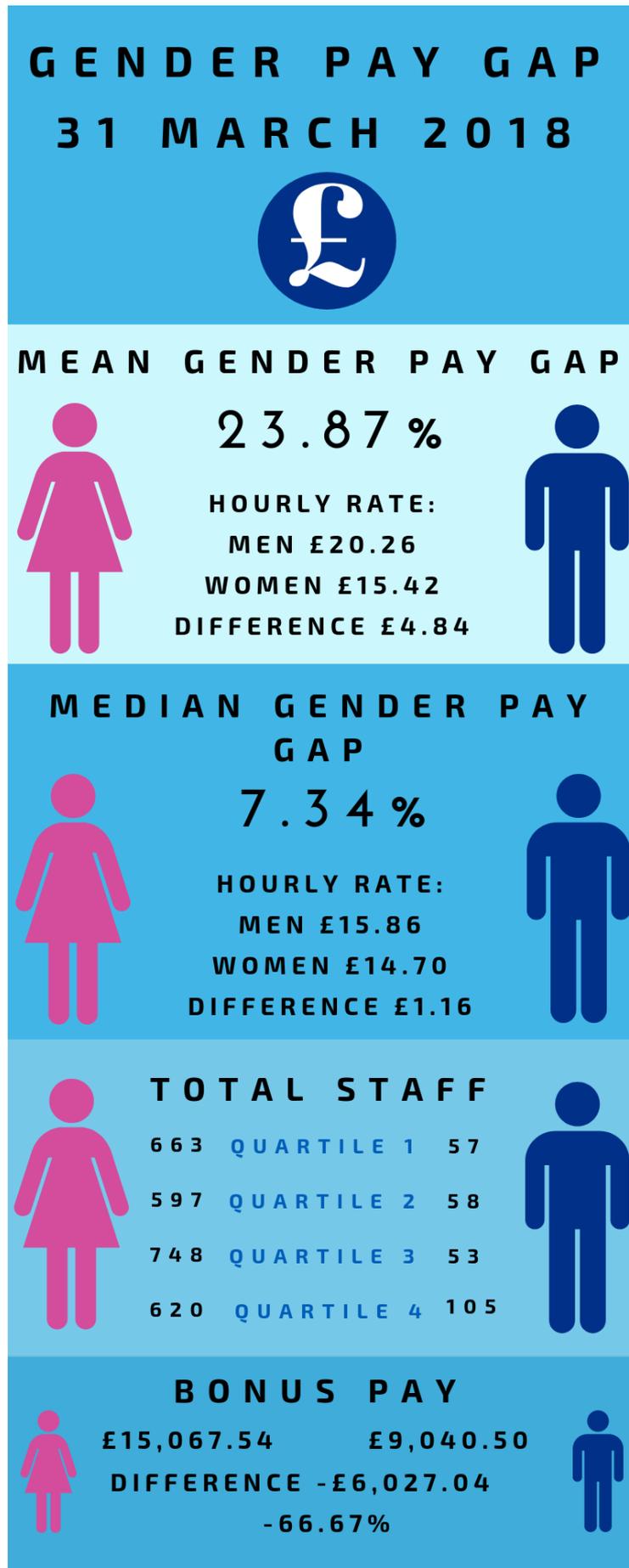
Bonus pay for the Trust refers to Clinical Excellence Awards – this is a national scheme that recognises and rewards consultants who contribute most to the delivery of safe and high quality care to patients, and to continuous improvement of NHS services.

Gender Pay Gap and Equal Pay – what is the difference?

It is important to recognise that the gender pay gap is not the same as equal pay. Equal Pay legislation relates to unequal pay, a difference in pay between a man and a woman, or a group of men and a group of women, doing the same or a similar job (or a job of equal value) – unequal pay is unlawful.

The gender pay gap shows the difference in average pay of all men and all women employed by an organisation – everyone, in every role. It is possible to have equal pay within an organisation while still having a gender pay gap, however it should be noted that a particularly large gender pay gap can indicate issues to deal with in an organisation.

Figure 1: Gender Pay Gap Results for 31 March 2018



Our Results – 31 March 2018

On 31 March 2018 we employed 2901 staff:

- 2628 female (90.59%)
- 273 male (9.41%)

Mean Gender Pay Gap

The mean gender pay gap is the difference in the average hourly pay paid to men and women employed by the Trust.

As at 31 March 2018 we had a mean gender pay gap of 23.8689% (23.87%), or £4.84. This was an increase in the gender pay gap from 31 March 2017 of 0.34% or 28.56 pence per hour.

In the year between 31 March 2017 and 31 March 2018 there were changes to the gender profile of staff. During this period there was an overall reduction in the number of women employed, 200 in total, and an overall reduction of just 3 men, this affected the ratio of men to women across all four quartiles but had the biggest impact on quartile 4 where the percentage of men to women changed by 1.8% in favour of men.

Whilst this may seem a small change, in the wider picture of averages it has an impact. Averages for gender pay gap depend on the total numbers of men and women, and where they sit within the scale of hourly pay rates. As a Trust we employ a lot more women than men and female staff are fairly evenly spread across the quartiles; of the men we employ there is a greater number in quartile 4 than in quartiles 1 to 3, this can be seen in the diagram on page 2.

This difference can be partly explained by the roles and traditional gender profiles within the NHS – community and district nurses, and health visitors for example tend to see much greater numbers of female staff than male.

A review of roles, particularly in quartile 4 shows that where women and men are both represented in a role there are greater numbers of women, for example board level directors are 75% female, for consultant roles there are nearly twice as many women as men. In one or two areas men are more representative, accountants and salaried GPs for example. But basically the mean figure is affected by the greater number of men in that top quartile compared to in the lower ones, rather than being reflective of men being in better paid roles than women.

Median Gender Pay Gap

The median gender pay gap is calculated by listing the hourly rate of pay for all staff by male/female and then from lowest to highest salary. The mid-point of each list provides the median hourly rate and the difference between these two gives the median gender pay gap.

As at 31 March 2018 we had a median gender pay gap of 7.3415% (7.34%) or £1.16. This was a decrease from 2017 of 1.13% or 10.67 pence per hour.

The median hourly rate could be argued to be more reflective of the Trust's gender pay gap as it shows the middle ground, therefore allowing for the actual high number of women who are in quartile four, and also measures such as Agenda for Change through which we ensure equal pay for our workforce.

The improvement in this figure is likely explained by the changes to staff numbers referenced on page 3. In quartiles 1 and 2 there was an overall decrease of 173 women employed, and in quartiles 3 and 4 a reduction of just 27. This will have moved the mid-point hourly rate figure for women further up the list. For men, with just a reduction of 3 overall the mid-point hourly rate will have been impacted less.

As it stands however, and even if we do reflect national trends in the NHS in relation to traditional roles, we do have a gender pay gap and this needs to be understood and addressed.

Further Analysis of Ordinary Pay

Further analysis of ordinary pay shows us that:

- There are no significant, identifiable trends related to age. There is a higher percentage of men under 40 years of age across all quartiles when compared to women. 31.16% of women employed by the Trust are under 40, and 34.4% of men. For both men and women there is a higher percentage over 40 years of age in quartile 4, reflective of qualifications, skills and experience.
- There are no significant, identifiable trends related to flexible working. Women are more likely to work part time in every quartile, and men are more likely to work full time in every quartile, there is no large difference for either actual figures or percentages at any point. The Trust as a whole has more part time workers than full time. In autumn 2018 the Government announced plans to consult on a compulsory requirement for organisations to report on shared parental leave and pay policies; the Trust is already action planning to better promote flexible working options, including shared parental leave, to all staff and applicants, reflecting results in the NHS Staff Survey and actions to reduce the gender pay gap.
- The majority of Trust staff are in Agenda for Change (AfC) roles – the national pay system for the NHS. Of these 91.58% are female and 8.42% male. In non-AfC roles 74.85% of staff are female and 25.15% male. In the AfC bands the percentage of women is consistently between 20% and 23% for quartiles 1,2 and 4, in quartile 3 the percentage of women rises to 26.92%. The bigger figures for men are seen in quartiles 2 and 4. In the non-AfC roles the picture is very different (reflective of the roles within this category – medical, dental, executives, non-executives, and other specialist roles). The biggest percentages are seen in women in quartile 1 (covering a variety of roles including advisors and clerical workers) and in quartile 4 (mainly medical and dental roles, and board level managers and directors); and for men in

quartile 4 (with the same roles as for women in this quartile). In quartile 4 of the non-AfC roles 40.35% are female and 19.3% male.

Bonus Pay Gender Pay Gap

Our second set of figures relates to bonus pay - anything that is awarded that is not counted as ordinary pay. The results for this are for the whole year 1 April 2017 to 31 March 2018 as opposed to the single snapshot date for ordinary pay.

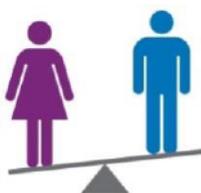
For Bridgewater all bonus pay within the relevant pay period was for Clinical Excellence Awards – this is a national scheme that recognises and rewards the Consultants who contribute most to the delivery of safe and high quality care to patients, and to continuous improvement of NHS services.

As can be seen in the diagram on page 2 we have a bonus gender pay gap of -66.67%, a positive gender pay gap in favour of our female employees. Within this report, and as stated in the Introduction, we haven't published the proportion of men and women receiving bonus pay for the period. This decision has been made in line with the Data Protection Act 2018 – as a collective total the numbers are below 10, too low to report without the potential for personal identification. In line with reporting requirements we have reported this figure to the Government via the online reporting tool.

The low numbers for this indicator means that caution should be used when viewing these results as the figures relate to a tiny number of staff, so statistical significance would be difficult to determine.

Our Actions

The Trust is committed to equality within its workforce. We recognise that we have a gender pay gap and we commit to addressing this through looking at potential inequalities within our employment processes and strategies. We set our original gender pay gap actions in March 2018 so there has been little time to embed changes and evidence outcomes before production of this next report, we are therefore continuing with the following:



- Promoting training and development opportunities to all staff, particularly development for women in lower paid bands
- Promoting leadership development opportunities to identified potential women leaders
- Promoting apprenticeships, traineeships, work experience and volunteering
- Promoting flexible working and other family friendly working practices, such as part time working, job share, and shared parental leave, and analysing take up of these opportunities by gender, pay band and job role
- Undertaking annual analysis of gender split as part of the Public Sector Equality Duty annual reporting

In December 2018 we committed to working in partnership with Questback on engaging with our staff to better understand our gender pay gap, the possible reasons behind it, and

the impact it may be having on staff. We have committed to this work as we recognise that actions that are planned without consultation and engagement, whilst likely planned with the very best of intentions, may not be fully effective if we don't properly talk, listen and understand staff. The outcomes of this work will be used to develop existing and new actions to address the Trust's gender pay gap.

Thank you for taking the time to read our gender pay gap report. Should you have any queries or questions please contact our Equality & Inclusion Manager in the first instance, details at the end.

Colin Scales (*Chief Executive Officer*) Ruth Besford (*Equality & Inclusion Manager*)

Contact Details

Ruth Besford (Equality & Inclusion Manager) ruth.besford@bridgewater.nhs.uk

Tel: 01942 482992 TypeTalk: 18001 01942 482992