

# Gender Pay Gap

For 31 March 2019



**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.

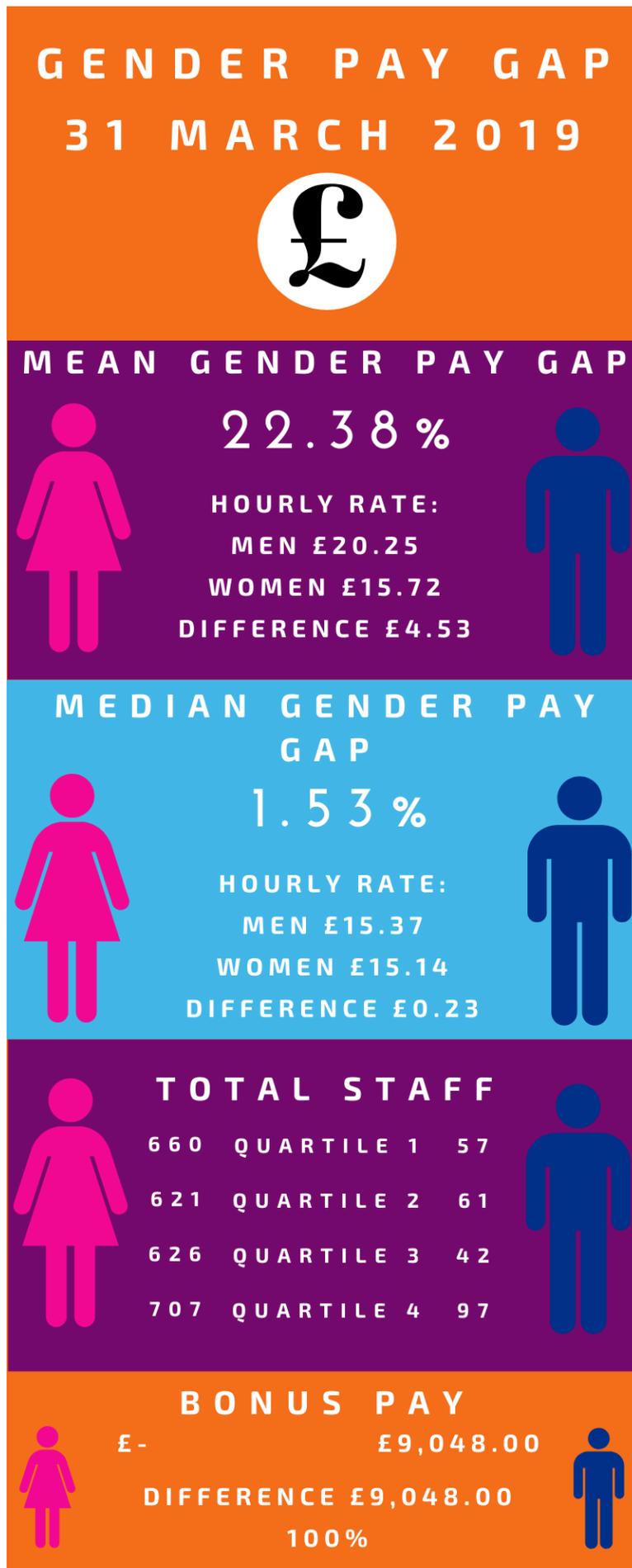
Bonus pay for the Trust refers to Clinical Excellence Awards – this is a national scheme that recognises and rewards consultants who contribute most to the delivery of safe and high quality care to patients, and to continuous improvement of NHS services.

## 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 March 2019



## Our Results – 31 March 2019

The table below shows the number of female and male staff we employed in total in March 2019 and March 2018.

As can be seen there has been a small decrease in the actual numbers of both, and this has changed the percentage male and female figures to give the Trust an even greater overall percentage of women in our workforce. This does not reflect the overall population of England and differs from many NHS organisations where male representation is more likely to be around 20% – 25%, but does reflect the traditional gender representation in the staffing groups and role types in community trusts, for example community matrons, district nurses, health visitors, and school nurses.

**Table 1: Overall Staff Numbers by Female and Male in March 2019 and March 2018**

	March 2019	March 2018
<b>Female</b>	2614 (91.05%)	2628 (90.59%)
<b>Male</b>	257 (8.95%)	273 (9.41%)

In the year between 31 March 2018 and 31 March 2019 there were very small changes to the gender profile of staff overall, a reduction of just 14 female staff and 16 male. As can be seen in the table to follow however there were some significant changes across the four pay quartiles, particularly for women, with a decrease of overall numbers in quartile 3 and an increase in quartile 4.

**Table 2: Quartile Percentage Totals for March 2019 and March 2018**

	2019				2018			
	Female		Male		Female		Male	
<b>Quartile 1</b>	660	92.05%	57	7.95%	663	92.08%	57	7.92%
<b>Quartile 2</b>	621	91.06%	61	8.94%	597	91.15%	58	8.85%
<b>Quartile 3</b>	626	93.71%	42	6.29%	748	93.38%	53	6.62%
<b>Quartile 4</b>	707	87.94%	97	12.06%	620	85.52%	105	14.48%

## Mean Gender Pay Gap – Ordinary Pay

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

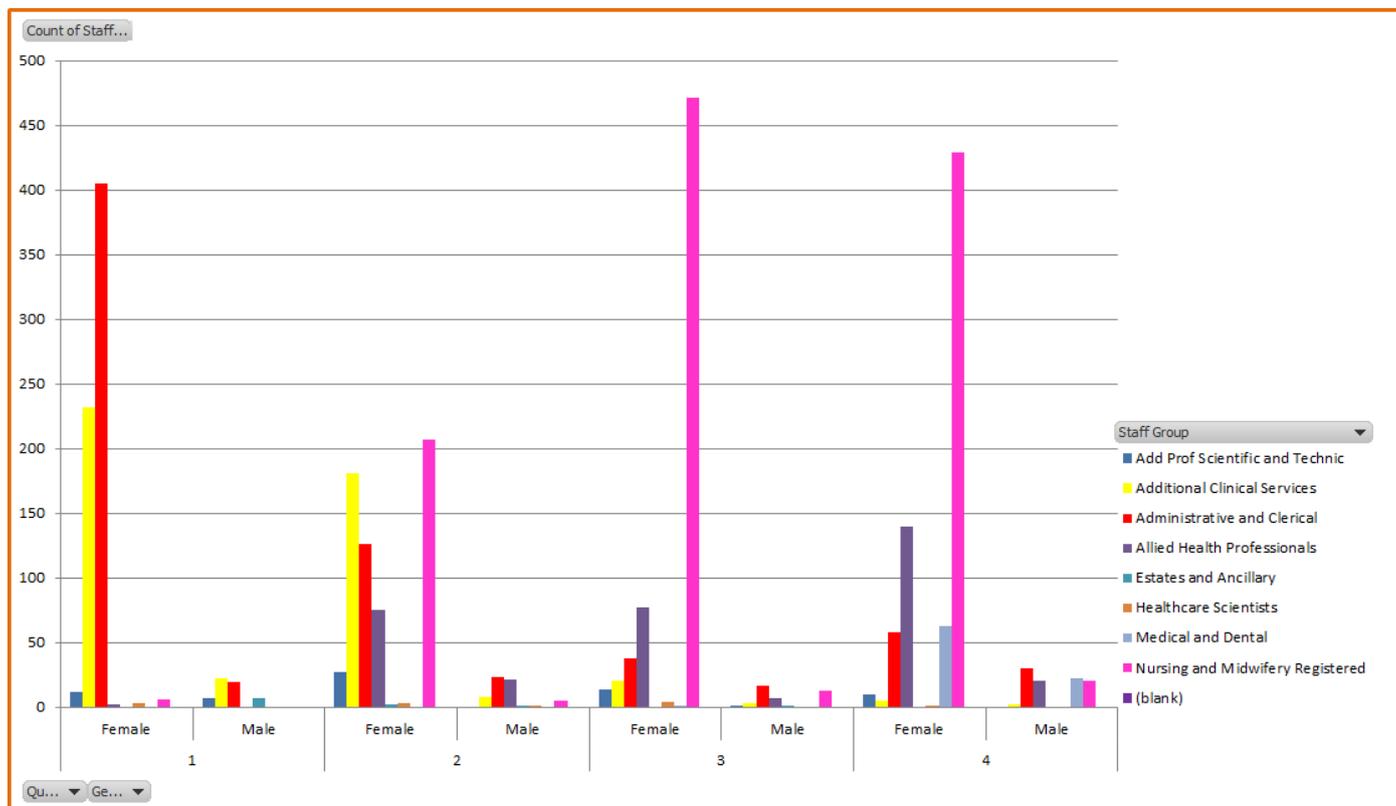
As at 31 March 2018 we had a mean gender pay gap of 22.3836% (22.38%), or £4.53. This was an improvement in the results from 31 March 2018 of 1.48% or 31 pence per hour.

Table 3: Mean Gender Pay Gap Results for Ordinary Pay March 2019

March 2019	March 2018
22.3836%	23.8689%
£4.53	£4.84

Average hourly pay is influenced by the diversity of roles in an organisation and the levels of experience and qualification required for different jobs – the greater the required experience and training the higher the expected remuneration. In Bridgewater roles vary from administrative and trainee nursing roles in quartile 1 up to senior managers, medical and dental staffing, and director level roles in quartile 4. See the graph to follow:

Figure 2: Staff Groups by Quartile March 2019



Women are fairly evenly represented across all four quartiles, indeed this year the greatest number of women are in quartile 4 (the highest paid staff by hourly rate), but the numbers of men nearly double in quartile 4 compared to quartiles 1 to 3. This has the impact of producing a mean

hourly rate for women taken across an even spread of quartiles, and a mean hourly rate for men that is heavily influenced by the greater actual number in the highest quartile.

As stated earlier, gender traditional roles play a part in this, but this does not mean we should accept this pay gap, instead those women who wish to progress in their careers must be supported to do this, through leadership training and other development, through true flexible working options for both men and women, and through hearing the voices of these staff to understand their barriers to progression.

## Median Gender Pay Gap – Ordinary Pay

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 2019 we had a median gender pay gap of 1.5364% (1.53%) or 23 pence. This was an improvement from March 2018 of 5.80% or 93 pence per hour.

**Table 4: Median Gender Pay Gap Results for Ordinary Pay March 2019**

March 2019	March 2018
1.5364%	7.3415%
£0.23	£1.16

The improvement in this figure is likely explained by the changes to staff numbers referenced in Table 2 – smaller numbers of men in quartiles 3 and 4 and more women in higher paid roles in quartile 4. This will have moved the mid-point hourly rate figure for women further up the list to a more even level with men.

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.

## Further Analysis of Ordinary Pay

Further analysis of ordinary pay shows us that:

- The greatest percentage of women in the workforce are aged between 46 and 55, and they are more likely to be in quartile 4, this is reflected in men, and is likely to reflect the experience and qualification level needed for certain higher paid roles both clinical and non-clinical.
- Women are more likely to work part time in every quartile, and men are more likely to work full time in every quartile.

- The majority of Trust staff are in Agenda for Change (AfC) roles – the national pay system for the NHS. Of these 91.97% are female and 8.03% male. In non-AfC roles 71.97% of staff are female and 28.03% male.
- There were 25 bank staff included in this year's results, there were very low numbers but the spread between quartiles 2 and 4 were even.
- 42.58% of all female staff are within the Nursing and Midwifery staff group, the second highest percentage were in Administration/Clerical at 23.99%. For men the highest percentage were in Administration/Clerical, 35.41%, Allied Health Professionals, 19.46%, and Nursing and Midwifery, 15.18%.

## 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 2018 to 31 March 2019 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 -100%, this means that only male staff received this award in this period. 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.

An equality impact assessment of the clinical excellence award processes in the Trust has been undertaken in 2019 and while no negative impacts on protected characteristic groups or the three aims of the Equality Duty were identified in the process it was recognised that applications from Female, Black and Minority Ethnic and Disabled staff were low, and not representative of the overall staffing for the latter two, and recommendations made to encourage applications from under-represented groups in future years.

Please see our Gender Pay Gap Action Plan 2020 on the following page.

## Our Action Plan 2020

Action	Lead	Date	RAG Rating	Progress/Update
Establish Women's Staff Network: <ul style="list-style-type: none"> <li>Develop existing Menopause Café</li> </ul>	Equality & Inclusion Manager	30/06/20		
Women's Listening Events: <ul style="list-style-type: none"> <li>Develop series of qtrly listening events with staff, theme for each event, i.e. career progression barriers</li> </ul>	Equality & Inclusion Manager (supported by Staff Engagement Lead)	31/03/20 then qtrly		
Equal Pay Audit <ul style="list-style-type: none"> <li>Looking particularly at Bands 8a and above and Medical and Dental</li> <li>Development of Senior Management Gender Balance Pyramid</li> </ul>	Equality & Inclusion Manager (supported by Workforce)	30/09/20		
Manager Training <ul style="list-style-type: none"> <li>EDI awareness module development</li> <li>EDI Leadership in Action module development</li> <li>Module roll out</li> </ul>	Equality & Inclusion Manager	30/04/20  30/04/20  01/05/20 and ongoing		
Recruitment Audit <ul style="list-style-type: none"> <li>JDs and Person Specs</li> <li>Advertising</li> <li>Applications – shortlisting</li> </ul>	Equality & Inclusion Manager (supported by Recruitment and Workforce teams)	31/12/20		

<ul style="list-style-type: none"> <li>• Successful Applicants</li> </ul>				
<b>Carers</b> <ul style="list-style-type: none"> <li>• Listening event, see above, followed by action planning</li> <li>• Board development</li> </ul>	Equality & Inclusion Manager (supported by Staff Engagement Carers Champion)			
<b>Flexible Working</b> <ul style="list-style-type: none"> <li>• Listening event, see above, followed by action planning</li> </ul>	Equality & Inclusion Manager (supported by HR)			
<b>Leavers</b> <ul style="list-style-type: none"> <li>• Review of data</li> <li>• Why do women leave?</li> <li>• What are we doing to retain?</li> </ul>	Equality & Inclusion Manager (supported by HR)			

Thank you for taking the time to read our gender pay gap report. Should you have any queries or questions or if you would like to request the contents of this report in another language or format, please contact our Equality & Inclusion Manager in the first instance, details below.

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