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WHH

SUBJECT	Gender Pay Gap report 2019
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1. Introduction

The Trust is committed to promoting and advancing equality, diversity and human rights and reducing inequalities in the workplace. The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 requires all public sector organisations with over 250 employees to report and publish their gender pay gap on their website on an annual basis. The report is based on a snapshot on the 31st March of each year; this report captures data as at 31st March 2018.

WHH employs staff in a number of disciplines across a range of occupational groups including administrative; nursing and midwifery; allied health professionals; and medical roles. All staff except for the Very Senior Managers (VSMs) are on either Agenda for Change or national contract pay-scales, which provide a clear process of paying employees equally, irrespective of their gender.

2. Background

2.1 The Gender Pay Gap

The gender pay gap is defined in the Regulations as the difference between the average hourly earnings of men and those of 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.

The gender pay gap highlights any imbalance of average 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 would be lower than the average male salary.

2.2 Reporting requirements

The Regulations require that each public sector 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

2.3 Definitions of pay gap

The gender pay gap is a figure that shows the difference in the average pay between all men and women in a workforce. It is a measure of women's overall position in the paid workforce and does not compare like roles.

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

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



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2.4 Equal Pay

A gender pay gap is different to equal pay which relates to the pay differences between men and women carrying out comparable jobs. While the gender pay gap focuses on an average across the whole organisation across a variety of different role and pay bands.

Salaries at WHH are determined through a job evaluation scheme called Agenda for Change (AFC). Job evaluation evaluates the job and not the post holder. It makes no reference to gender or any other personal characteristics of existing or potential job holders. Therefore, the Trust are confident that they have a system that pays equal pay for equal value work.

3. Data Analysis

3.1 Scope of analysis

All staff who were employed by WHH on full pay on the snapshot date (31st March 2017) are included.

Ordinary pay calculations include:

- Basic pay
- Paid leave including annual leave, sick, maternity, paternity, adoption or parental leave (except where an employee is being paid statutory)
- Shift premium pay

It does not include overtime pay, redundancy pay, or termination payments calculations exclude overtime pay and expenses. Employees who are on half or nil absence or maternity leave, hosted staff and agency staff are not included.

Bonus pay calculations include any pay related to performance including clinical excellence awards made in the 12 month period directly before 31st March 2018.

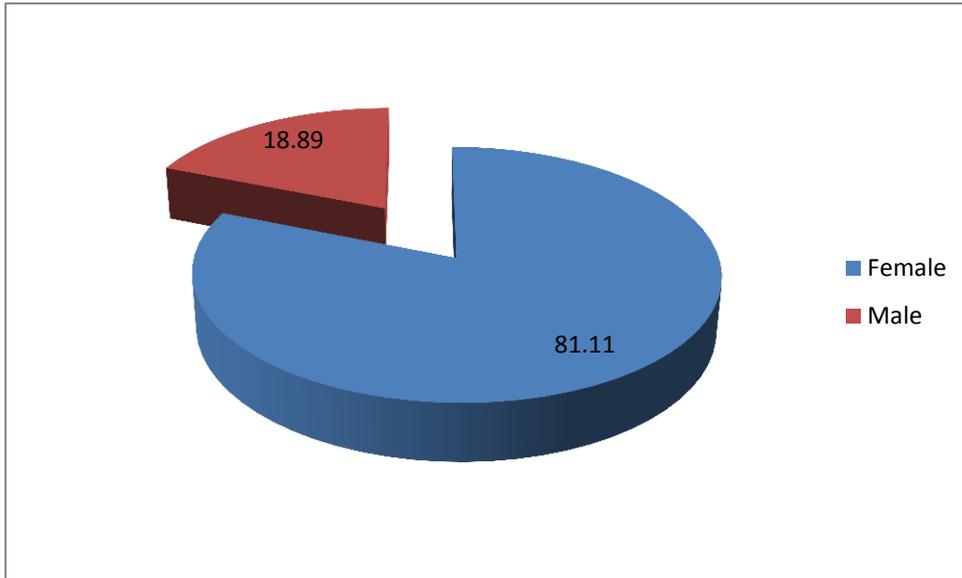
3.2 Results of analysis

3.2.1 Gender Profile

The percentage gender split of the staff included in the snapshot is below.

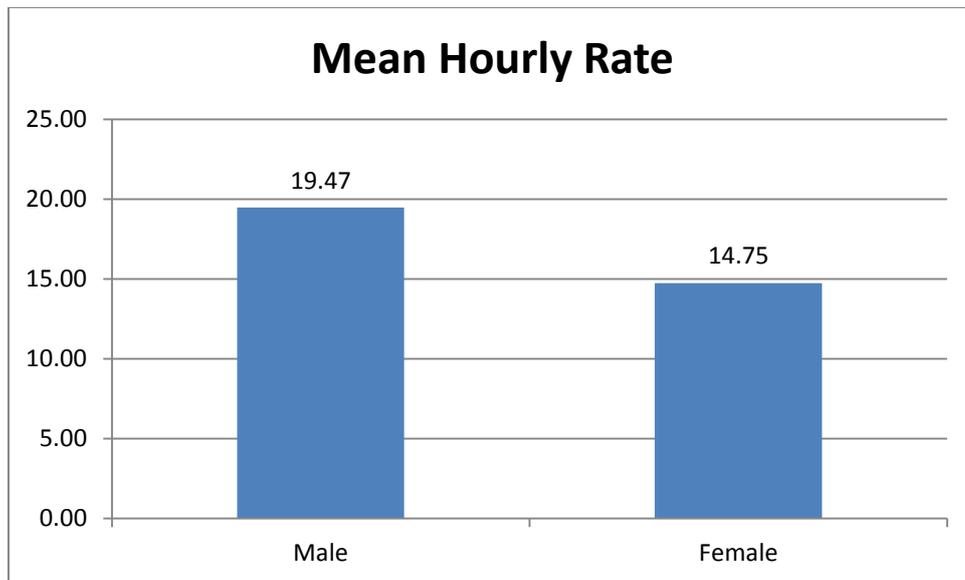


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WHH is typical of any NHS Trust, it has a higher percentage of females than males in its workforce – of the 3960 staff included in the gender pay gap reporting, 3212 were female compared to 748 male

3.2.2 Gender Pay Gap data

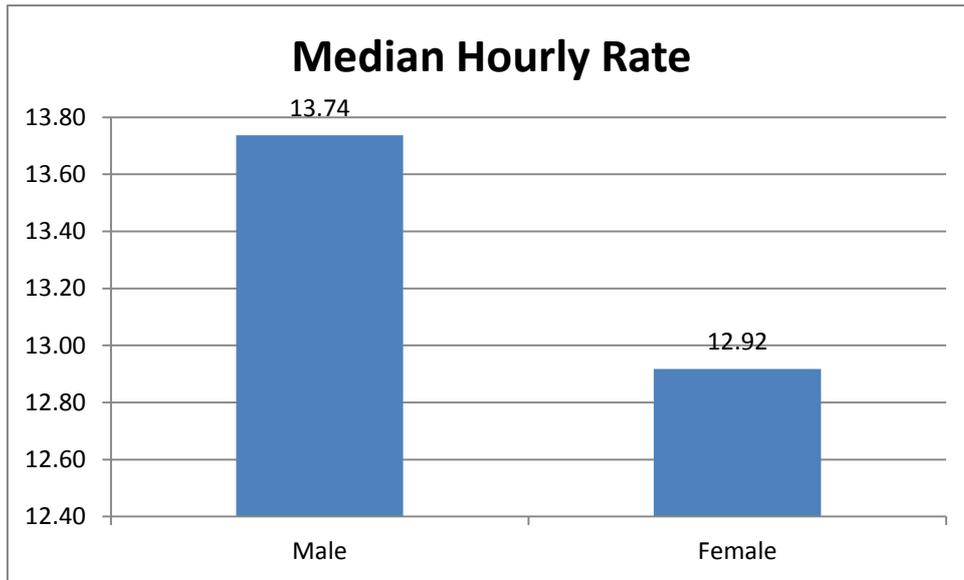


Mean Gender Pay Gap - 24.27 %

The above chart shows that the mean hourly pay for males is £4.72 higher than that of females, a gender pay gap of 24.27 %, this is a reduction in the mean pay gap from 25.98 % reported last year.



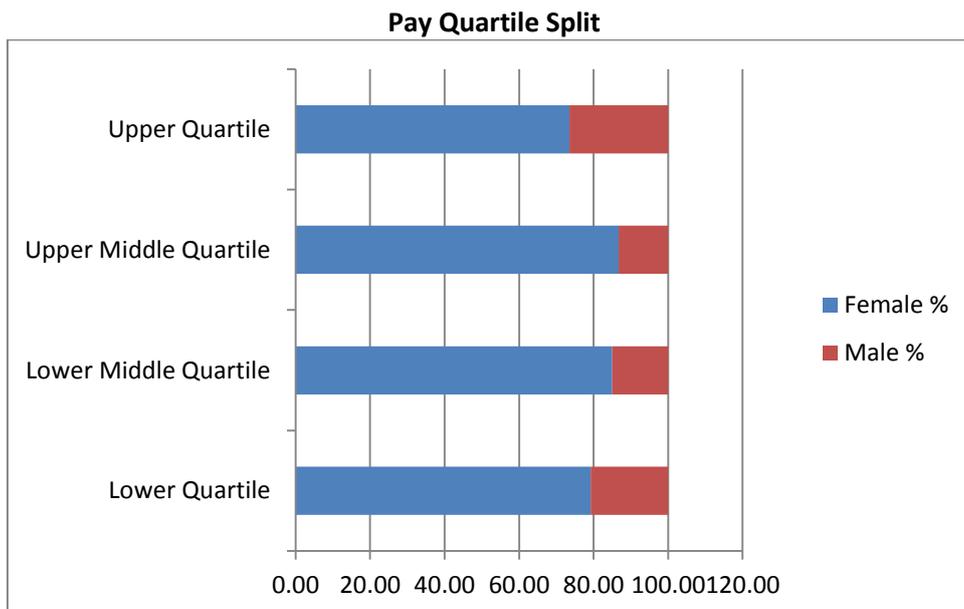
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Median Gender Pay Gap - 5.96 %

It also shows that the median pay for males is £0.82 higher than females, a gender pay gap of 5.96%. This is an increase in the median pay gap from the 3.8% median pay gap reported last year.

We are also required to split the workforce into quartiles (blocks of 25%) split by pay and show the proportion of males and females in each quartile. The results of this split are shown below. In broad terms this shows that compared to the position across the workforce as a whole, where males represent 18.89 % of the workforce there are relatively more males in the highest and the lowest pay quartiles (26.49% and 20.79% respectively) and although women make up 81% of the overall workforce there are relatively less females in the upper pay quartile (73.51 %) and relatively more in the upper lower and upper middle quartile.





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3.2.3 Gender Pay gap analysis

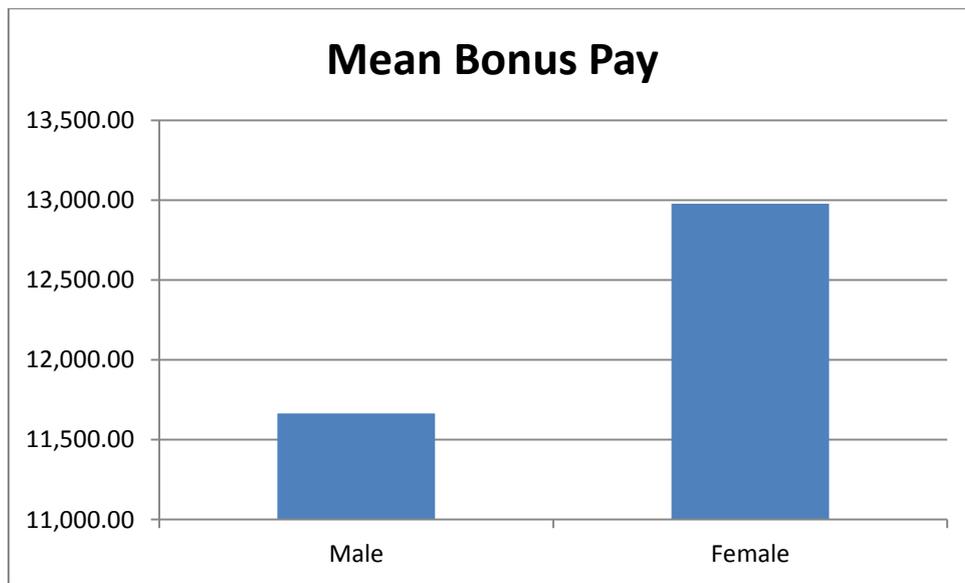
The figure for the median pay gap is usually considered to be more representative of gender pay gap across the workforce. However what it does not take account of is a small numbers of higher paid employees that could be skewing the data at the mean (or average) level. Although at 5.96 % the median pay gap is less significant the mean pay gap of 24.27 % should be examined in more detail.

As the quartile figures in the chart above show that there is a higher percentage of males in both the upper and the lower quartile than in the others, it is recommended that a more detailed analysis of the gender pay gap is undertaken to break the pay gap data down by band, and a separate analysis of the medical and non-medical workforce.

3.2.4 Bonuses

Only 55 staff received a bonus payment, when related to all employees of the Trust included in the snapshot period this relates to 0.38 % of all females in the workforce receiving a bonus and 5.10 % of all males in the workforce receiving a bonus.

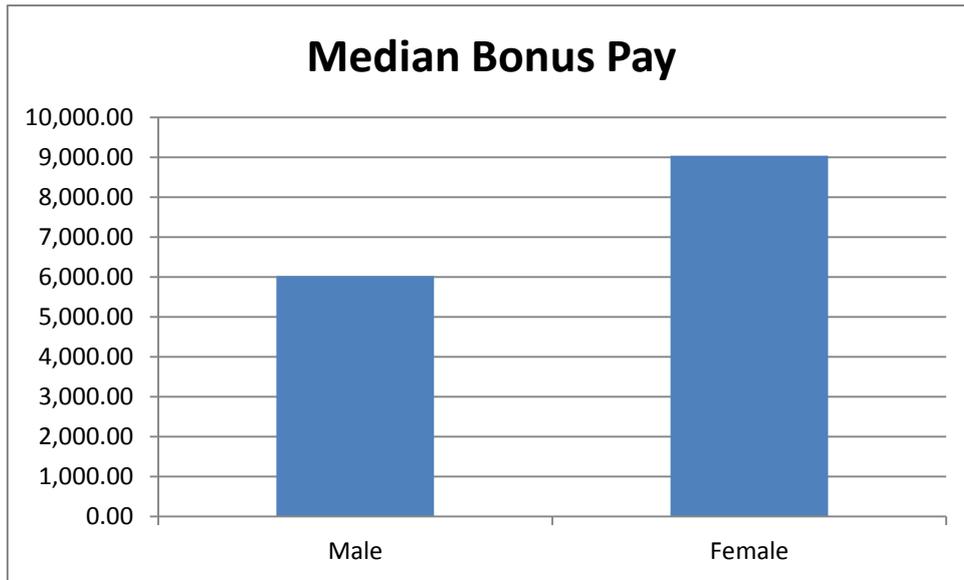
The charts show that this year females received 11.25 % higher mean bonus pay (this is an increase from 7.52% more last year) and 50% higher median bonus payments than males (no change from last year). The difference in median bonus payments should be explored further.



Mean Bonus Pay Gap + 11.25 %



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Median Bonus Pay Gap + 50%

3.2.5 Comparison with other NHS Trusts

The 2017/18 median gender pay gap at WHH is lower than that of the public sector economy which is 17.7%. Gender pay gap data for 2018/2019 has not yet been published on the gov.uk website and when this is available a comparison with similar Trusts will be undertaken for benchmarking purposes.

4. Review of progress against 2018 gender pay gap action plan

The following table provides a summary of progress against last year's action plan:-

ACTION	PROGRESS
Consider flexible working/flexitime review and additional promotion is needed to make both genders aware of the option to split maternity leave and pay	Shared parental leave policy has been reviewed and updated. This will further promoted within the new Strategy under the need to review policies and practices which will ensure promotion of the policies consider all protected characteristics.
Look at gender split of new apprentices starting from current workforce in March 18	In April 2019 a review of the 2018/19 data will take place.
Set up a focus group/action learning to discuss women's experience of career progression	Paper on staff networks has been taken to E,D&I sub-committee and further work is now taking place in relation to establishing networks. This includes a survey of staff to ask for preferences and exploration of collaborative working with partner NHS organisation.
Targeted promotion of leadership courses at WHH	Leadership courses have been promoted across the Trust. The importance of promoting leadership programmes equitably is addressed under the new strategy.
Consider flexible working/flexitime review and additional promotion is needed to make both	Shared parental leave policy has been reviewed and updated.



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genders aware of the option to split maternity leave and pay	This will also be promoted within the new Strategy under the need to review policies and practices which will ensure promotion of the policies consider all protected characteristics.
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5. Conclusion

The analysis of the 2018 data clearly shows that there remain some differences in pay between the genders at WHH.

Further work is required to both understand the reasons for the differences and develop actions which will seek to address inequalities.

New government guidance was released on 8th February 2019 to assist all organisations in reviewing their gender pay gap data and producing effective action plans to tackle issues. A review of this guidance in light of the data detailed above has taken place and the following actions for 2019/20 are proposed:

- Further analysis of gender pay gap by band, this will include progress of part time workers.
- A separate analysis of gender pay for medical and non-medical staff.
- An analysis of the applications for clinical excellence awards and the process for applying to understand why women are underrepresented in the receipt of these awards.
- A review of the award of clinical excellence awards to understand why males are receiving significantly less in bonus amounts than females.
- Include issues relating to gender in the review of recruitment practices which forms part of the new E,D&I strategy, to ensure that inequalities for women are considered and addressed as part of this review.
- Review of 2018 staff survey result to identifying in specific inequalities for women that may be presenting a barrier to promotion or appointment at a senior level.
- Review up take of flexible working amongst senior staff to ensure this is being accessed fairly.
- Look at gender split of new apprentices starting from between April 2018 and March 2019.

6. Recommendation

The Operational People Committee authorised the publication of the data and agree the actions proposed for 2019/20 at the committee held in Feb 2019 and this was ratified by the Strategic People Committee on 20th March 2019.