

**Gender Pay Gap Report for  
Trust Board**

**March 2019**

<b>1.0</b>	<b>PURPOSE OF THE REPORT</b>
1.1	The purpose of this report is to share the Trust's Gender Pay Reporting data for the pay period including 31 March 2018.
1.2	The report provides a brief analysis and comparison to last year's Gender Pay Gap data.
<b>2.0</b>	<b>BACKGROUND/CONTEXT</b>
2.1	New regulations that took effect on 31 March 2017 (The Equality Act 2010 - Specific Duties and Public Authorities - Regulations 2017) require all public sector organisations in England employing 250 or more staff to publish gender pay gap information annually.
2.2	The gender pay gap shows the difference between the average (mean or median) earnings of all male and all female employees. It is expressed as a percentage of earnings and it is a measure of disadvantage.
2.3	The gender pay gap is not the same as equal pay. Equal pay is about ensuring men and women doing similar work or work that is different but of equal value (in terms of skills, responsibility, effort) are paid the same. A gender pay gap could reflect a failure to provide equal pay but it usually reflects a range of factors, including a concentration of women in lower paid roles and women being less likely to reach senior management levels.
2.4	Closing the gender pay gap is not just about achieving gender equality but also about boosting the economy given the cost of the under-utilisation of women's skills to the UK economy, and the impact on productivity. The Government anticipates that reducing the gap at workforce level will help to narrow the gap at a national level.
2.5	Additionally, nationally there is demand, by regulators and the public, for a move to greater pay transparency. The Government believes that increasing transparency around the differences in pay between men and women will make employers more accountable and encourage them to scrutinise their own recruitment, remuneration, reward and staff development practices and ensure that steps are being taken to close any gender pay gaps identified by the reporting process. Over time it is anticipated that reporting might be extended to race, disability or age.
2.6	Gender pay gaps are the outcome of economic, cultural, societal and educational factors. Whilst also reflecting personal choice, the outcome of the choice is strongly influenced by matters outside individual control, and it is still the case that women's choices are more constrained than those of men. The key influences, which are complex and feed into each other includes unpaid caring responsibilities, part-time working, differences in human capital, occupational segregation, undervaluing of women's work and pay discrimination.

### 3.0 REPORTING REQUIREMENTS

3.1 The Trust is required to publish annually six gender pay gap measures:

- + Mean pay gap – the difference between the mean hourly rate of pay (excluding overtime) of male and female employees
- + Median pay gap – the difference between the median hourly rate of pay (excluding overtime) of male and female employees
- + Mean bonus gap – the difference between the mean bonus paid to male and female employees who received a bonus in the relevant pay period
- + Median bonus gap – the difference in the median bonus pay for male and female employees who received a bonus
- + Bonus distribution by gender – the proportions of male and female employees who received bonus pay
- + Pay distribution by gender – the proportion of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands.

3.2 The measures are calculated using a 'snapshot date'. For public sector organisations this is the pay period which includes 31 March 2018. The figures must be calculated using the mechanisms set out in the gender pay gap reporting legislation. The dates used for our data was 31 March 2018 for the pay data. For the bonus pay data the period of 1 April 2017 to 31 March 2018 was used.

3.3 The Trust is required to publish the information within one year of the snapshot date (i.e. by 30 March 2019) and by the same date every subsequent year. It must be published on the Trust's website in a way that is accessible to staff and the public, and retained on this for a period of three years. The report must also be uploaded to the Gov.UK website in the prescribed format (see Appendix 1).

3.4 There is no legal requirement to publish any accompanying narrative or commentary to explain what the figures mean, what the Trust believes are the factors behind the gender pay differences and what the Trust intends to do to close the gap. However guidance produced by ACAS and the Government Equalities Office emphasises the importance of employers producing a supporting narrative.

### 4.0 TRUST DATA and ANALYSIS

4.1 The Trust's Gender Pay Gap Data for mean hourly rates and median rates are set out below and compared against last year's figures:

Gender	Mean Hourly Rate		Median Hourly Rate	
	2018	2019	2018	2019
Male	£20.5751	£18.8682	£14.8896	£14.0384
Female	£13.8846	£12.2841	£12.0675	£10.1531
Difference	£6.6905	£6.5842	£2.8221	£3.8854
Pay Gap %	<b>32.5176</b>	<b>34.8954</b>	<b>18.9534</b>	<b>27.6766</b>

4.2 This shows that this year male staff earn on average £6.58 per hour more than female staff, and as a percentage male staff earn 34.9% more than female staff.

- 4.3 The median hourly rate for male staff is £3.89 per hour higher than female staff, and that the median hourly rate for male staff equates to 27.68% higher than that of female staff.
- 4.4 The Trust's workforce headcount stands at 6423 of which 5201 (80.97%) are female and 1222 (19.03%) are male. The distribution of pay by gender is broken down into quartiles as below. Quartile 1 reflects the lower pay bands and quartile 4 the higher bands.
- 4.5 It can be seen below that in quartiles 1, 2 and 3 of the female/male percentages are proportionately similar to the overall workforce but in the 4<sup>th</sup> higher earner quartile the male group is significantly higher. In short, quartile 4 as a percentage of the whole female workforce shows 20.1% (1047) and as a percentage of the male workforce 45.7% (559).

Quartile	Hourly Pay Rates	Female	Male	Female %	Male %
1	£3.75 - £9.72	1361 (1354)	244 (256)	84.8 (84.10)	15.2 (15.90)
2	£9.72 – £12.43	1402 (1346)	204 (261)	87.3 (83.76)	12.7 (16.24)
3	£12.43 – £17.88	1391 (1408)	215 (209)	86.61 (87.07)	13.39 (12.93)
4	£17.88 - £94.39	1047 (1101)	559 (511)	65.19 (68.30)	34.81 (31.70)

*\*As a comparator The figures shown in ( ) are last year's figures.*

- 4.6 In comparison to the previous year's data, quartiles 1 and 3 are similar but the female / male balance has changed in quartiles 2 and 4. There is an increase of females in quartile 2 and a decrease in quartile 4. This disproportionality and the increase of males in quartile 4 accounts for the slight widening gender pay gap in both average and median pay rates.

#### 4.7 Bonus Payments

The percentage of female and male staff who receive bonus payment, the average amount each group receives and the median each group receives can be seen below.

Gender	Employees Who Receive Bonus Payments	Total Employees	% Who Receive a Bonus
Female	144 (481)	5847 (5209)	2.46% (9.23%)
Male	100 ( 98)	1408 (1237)	7.1% (7.92%)

*\*As a comparator The figures shown in ( ) are last year's figures.*

Gender	Mean Bonus Pay	Median Bonus Pay
Male	£7,617.29 (£7,435.79)	£3,013.46 (£2,983.55)
Female	£3,676.88 (£514.27)	£1,535.97 (£150.00)
Difference	£3,940.41 (£6,921.51)	£1477.50 (£2,833.55)
Pay Gap %	51.73 (93.08)	49.03 (94.97)

*\*As a comparator The figures shown in ( ) are last year's figures.*

4.8 Bonus payments include things that relate to profit sharing, productivity, performance, incentives and commission. These are generally received in the form of cash or have a monetary value. For example we have included Clinical Excellence Awards, incentives to cover short notice nursing shifts and incentives for covering blocks of nursing shifts (bank staff).

4.9 It can be seen that the percentage of males who receive bonus payments is now higher than that of female staff. However, the mean bonus payments and the median payments both show that the gap in parity between male and female has closed. Although, male staff still receive much greater bonus payments (mean and median) compared to female staff.

4.10 The reduction in female staff who received bonus payments is mainly due to the discontinuation of some of the small incentive schemes which were used to cover some nursing shifts. The main outlier still appears to be the Clinical Excellent Awards.

## 5.0 Clinical Excellence Awards

5.1 Clinical Excellence Award (CEA) payments are awarded to Medical Consultants and are classified as a bonus payment. The charts below show the bonus data but they exclude the CEA payments.

5.2 Our Medical Consultants are 81.31% (161) male and 18.69% (37) female. Those Medical Consultants who currently receive Clinical Excellence Award Payments is 32.9% of male staff (53 people) and 32.4% of female staff (12 people).

Gender	Employees Paid Bonus	Total Relevant Employees	% Who receive a bonus (Excluding CEA)
Female	131.00	5847.00	2.24
Male	46.00	1408.00	3.27
Gender	Avg. Pay		Median Pay
Male	2,506.35		902.58
Female	3,040.05		1,375.00
Difference	-533.70		-472.43
Pay Gap %	-21.29		-52.34

*\*Negative numbers denote a positive result towards female staff.*

5.3 It can be seen if the CEA's were removed from the bonus data calculations then female staff would receive bonus average payments 21.29% higher than males and a median pay 52.34% higher than males.

<b>6.0</b>	<b>KEY AREAS OF FOCUS</b>
6.1	<p>Collecting this data meets our legal requirements however, to be of real benefit it will be necessary to develop a long term action plan and an approach to tackling the gender pay gap. Best practice suggests we focus on pay, progression, recruitment and flexibility.</p> <ul style="list-style-type: none"> <li>• Pay – Conduct a review of our locally determined pay and bonus pay frameworks and to consider these in line with the principles of the gender pay gap. This in part can be achieved by equality impact assessing our local pay and bonus frameworks.</li> <li>• Progression and Recruitment - It will be beneficial to expand the way we analyse the equality data we hold on our staff in relation to all protected groups (Equality Act 2010) and to explore if there are any other existing or potential inequalities which effect different equality groups</li> <li>• Flexibility – Ensure our policies/working practices are equality impacted assessed to ensure we don't discriminate against any protected groups including gender and people with caring responsibilities.</li> </ul>
6.2	<p>These actions will form part of the wider Trust's Equality and Diversity action plan and link to the Equality and Diversity Strategy.</p>
6.3	<p>Progress against these actions will be monitored by the Trust's Equality and Diversity Lead and progress reported as part of the agreed Equality and Diversity Strategy reporting system. In addition, going forward each year we will publish our data on the Government Equality Website and our own Website.</p>

## Appendix 1

### Northern Lincolnshire and Goole NHS FT – Gender Pay Gap Data

<b>HOURLY RATE</b>		
Female Hourly Rate is 34.9% Lower (Mean)		Female Hourly Rate is 27.68% Lower (Median)
<b>PAY QUANTILES</b>		
	Female	Male
Top	65.19	34.81
Upper Middle	86.61	13.39
Lower Middle	87.3	12.7
Lower	84.8	15.2
<b>BONUS PAYMENTS</b>		
Female Bonus Pay is 51.73% Lower (Mean)		Female Bonus Pay is 49.03% Lower (Median)
2.46% of Females Receive a Bonus Payment		7.1% of Males Receive a Bonus Payment