

Trust Board Paper

Board Meeting Date	11 th May 2021
Title	Gender Pay Gap Report 2021
Purpose	To provide a summary of Berkshire Healthcare Trust Gender Pay Gap results and request approval for their publication, along with the associated action plan.
Business Area	Corporate
Author	Thanda Mhlanga (Equality, Diversity and Inclusion Manager - Workforce)
Relevant Strategic Objectives	As part of our “Supporting our Staff” objective we have a duty to facilitate gender equality within the Trust and address the difference in average pay between male and female staff.
CQC Registration/Patient Care Impacts	N/A
Resource Impacts	N/A
Legal Implications	The Equality Act 2010. Public Sector Equality Duty
Equality and Diversity Implications	Gender Pay Gap reporting is a requirement for all NHS Trusts – it was mandated in March 2018. The Gender Pay Gap results are an important driver of our equality and inclusion activity in relation to improving gender equality and equalisation of pay within the organisation.
SUMMARY	<p>This paper presents Berkshire Healthcare’s 2020 Gender Pay Gap results and associated action plan. The Gender Pay Gap is the difference in average pay between the men and women in organisations. In March 2018, the Government Equalities Office formalised its commitment to tackle the historic pay inequality which exists between men and women and made the reporting of gender pay data a mandatory legal requirement for all organisations employing 250 or more staff. It is hoped that the reporting on pay gaps will facilitate understanding of the size and causes of pay gaps and identification of any issues that need to be addressed.</p> <p>Key Messages:</p> <ul style="list-style-type: none"> • Like other NHS Trusts, the female workforce makes up most of our staffing (82.6%) – the male cohort is 17.4%. • There has been a slight dip in the number of women in the lowest quartile of pay (Q1) and in the highest quartile of pay (Q4). • Whilst the gender pay gap has reduced slightly, the number of females in the senior bands has also reduced. • The number of females in the lowest quartile of pay (Q1) remains higher than the proportion of females employed in the Trust.

	<ul style="list-style-type: none"> • For different reasons, the majority number of staff employed on a part time basis are female – a factor that contributes to the gender pay gap. • The majority number of staff who use the childcare salary scheme are female – this has a disproportionate impact on the hourly rate of female staff. • The average bonus pay gap relating to Clinical Excellence Awards has been reduced, but the difference remains substantial.
ACTION REQUIRED	<p>To note the Gender Pay Gap results and proposed actions</p> <p>To approve the publication of the Gender Pay Gap results and proposed actions.</p>

Report to Trust Board – May 2021
Gender Pay Gap Report – Data as at 31st March 2021

Background and Introduction

In March 2018, a legal mandatory requirement was introduced: the Government Equalities Office requires all organisations employing 250 or more staff to report their Gender Pay Gap data each March.

Consequently, each Trust has been asked to report and publish the following metrics:

- Mean gender Pay Gap
- Median Gender Pay Gap
- Mean Bonus Gender Pay Gap
- Median Bonus Gender Pay Gap
- Proportion of Males and Females receiving a bonus payment
- Proportion of Males and Females in each quartile.

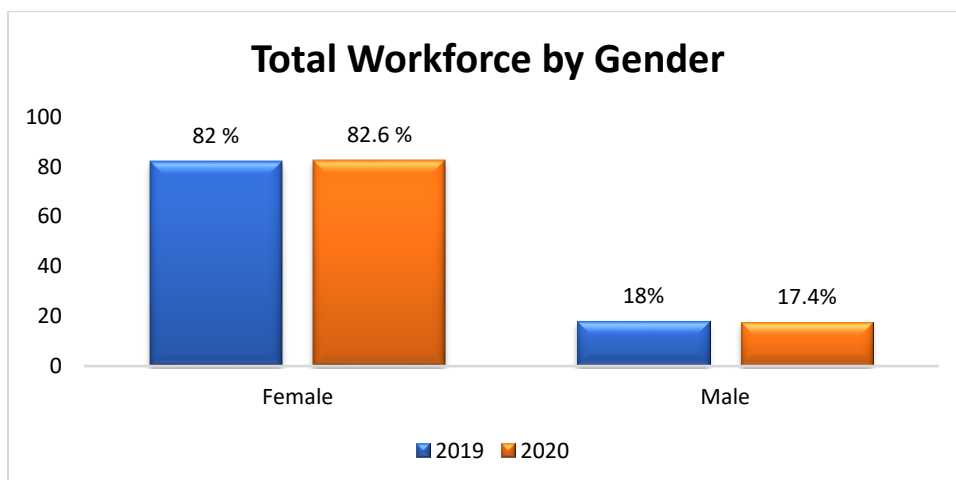
The way the Gender Pay Gap data is reported is standard, organisations must produce their respective figures in tables as set out in Appendices (Table 3 to 6) that capture Berkshire Healthcare’s data. For all NHS employers, the NHS Electronic Staff Record system (ESR) has been updated so that they can produce the reports for this annual exercise using default filters.

The definition of Gender Pay Gap is prescribed: it is the difference between the average earnings of men and women, expressed relative to men’s earnings. It must be noted here that increasingly there is an awareness that gender is not binary. However, currently the NHS ESR system does not capture gender identity, it only captures sexual orientation.

Our Data

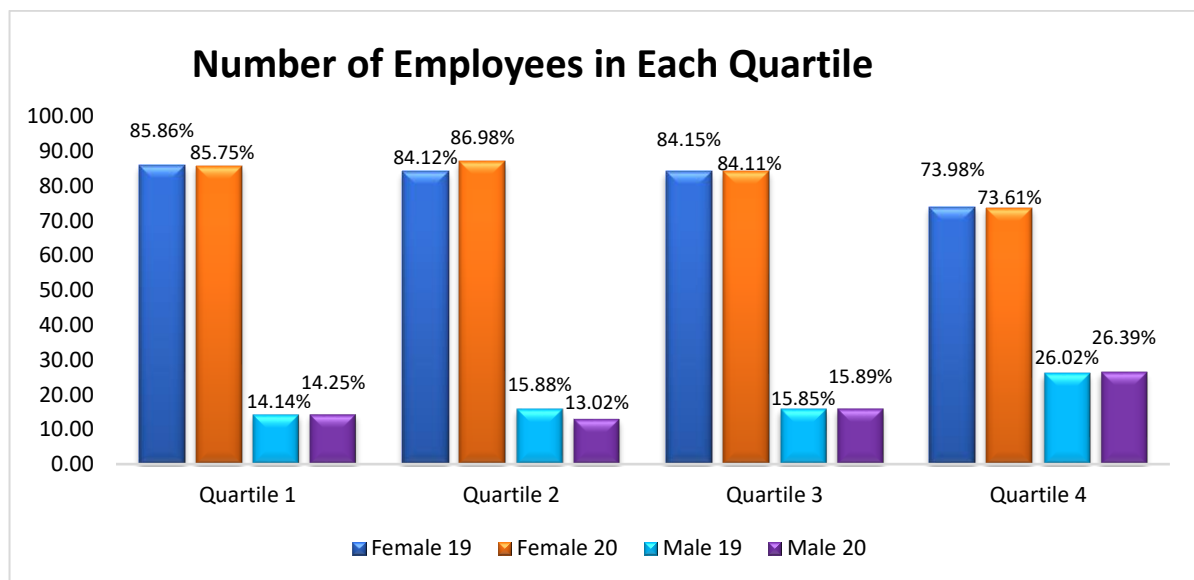
From the data that was uploaded by 31st March 2021, the main points to note with Berkshire Healthcare’s data are as presented below:

Figure 1: Total Workforce by Gender



1. The Trust has 4545 employees: Like many other NHS Trusts, the female workforce makes up most of our staffing at 3753 (82.6%), with the remaining 792 (17.4%) being male. These figures are almost identical to the position that was reported last year – see Figure 1 above.
2. Since reporting last year, there have been slight changes in the number of females in the lowest quartile of pay (Q1) and in the highest quartile of pay (Q4): the former reduced by 0.11% and the latter dipped by 0.37%. Correspondingly, the number of males we employ in the lowest pay quartile and the highest quartile of pay have both increased by 0.11% and 0.37% - see Figure 2 below for detail.

Figure 2: Number of Employees in Each Quartile



3. The results presented in Table 1 below highlight that the pay gap in the average hourly rate reported last year dropped by 0.93% (from 20.07% to 19.14%). Whilst progress is being made, the results illustrate that females earn 19.14% less than men. Deeper analysis demonstrates that one of the major reasons for the pay gap is that there is a higher proportion of men in more senior bands within the Trust. As highlighted in Figure 1, females represent 82.6% of our workforce yet only represent 73.61% of the workforce in the upper quartile – see Figure 2 above. This means that the number of females in the senior bands reduced by 0.37% on last year.

Table 1: Gender Pay Gap

Gender	Average Hourly Rate 2019	Average Hourly Rate 2020
Male	21.14	22.29
Female	16.90	18.02
Difference	4.24	4.27
Pay Gap %	20.07	19.14

4. The proportion of females in the lowest quartile of pay (85.75%) is higher than the proportion of females employed in the Trust. This figure was 85.86% last year.
5. We currently employ 1816 staff on a part time basis – in the previous year this figure stood at 1740 people. 92.18% of part time staff were female in the previous year’s reporting – this figure has remained relatively consistent at 92.19% this year.
6. It should be noted that the calculation of the hourly rate is based on the gross pay after any deductions for salary sacrifice. As at March 2021, a total of 169 staff used the childcare salary scheme, 152 (89.94%) of them were female. This figure is consistent with last year’s figures: 212 people use the childcare salary sacrifice scheme and 90% of the scheme users were female. This has a disproportionate impact on the hourly rate of female staff resulting in a lower average.
7. The bonus data relates only to Clinical Excellence Awards (CEA) paid to Consultant medical staff. The use of the word bonus is inappropriate in an NHS context as this relates to a payment which is built into the nationally agreed consultant contracts. This year, due to Covid, it was agreed that CEAs would be split pro-rata amongst eligible consultants. The pay gap has been reduced by 6.64% (from 43.64% in the previous year to 37%). The trust follows the guidance issued by NHS Employers and agreed with the BMA, for purpose of awarding the CEAs to eligible consultants. We have been aware that this process does create a gender pay gap specifically for the amount paid for CEA awards and have done significant work with our female consultants in recent years to address this within the confines of the nationally agreed process. In 2020, due to Covid-19, it was agreed that CEAs would be split pro-rata amongst eligible consultants. This system will continue until there is a new nationally agreed system in place.
8. However, 37% is still a significant gap – see Table 2 below:

Table 2: Average Bonus Pay

Gender	Average Bonus Pay 2019	Average Bonus Pay 2020
Male	9056.48	8,086.07
Female	5104.27	5,094.43
Difference	3952.21	2,991.63
Pay Gap %	43.64	37.00

Actions for the Trust to take:

The actions proposed to address the Gender Pay Gap will be considered and agreed as part of the Trust’s refreshed ED&I Strategy. The following actions are proposed:

- We need to increase the focused work to attract more males to work for the Trust. Adverts and social media include an increased number of photographs of our male workforce, but over the coming 12 months we need to identify more ways of making Berkshire Healthcare an attractive employer for men.
- Continue to support the development of female staff through mentoring, leadership development and talent management. We need to focus on ensuring that our female staff at lower bands have the confidence, skills and are supported to apply for our more senior posts at band 8A and above, including VSM posts.
- Further work needs to be done to understand the gender variances in CEA awards to build on the number of female Consultants who are awarded CEAs. This in turn will reduce the average pay gap in the value of the bonus when compared to male Consultants.

-
- Share our Gender Pay Gap position (as reported) with all our staff, including the actions we will take to improve our position.

Appendix

Table 3: Average and Median Hourly Rates

Gender	Average Hourly Rate	Median Hourly Rate
Male	22.2886	19.6990
Female	18.0222	16.8422
Difference	4.2664	2.8569
Pay Gap %	19.1417	14.5025

Table 4: Number of employees in each quartile (Q1 low pay to Q4 high pay)

Quartile	Female	Male	Female %	Male %
Quartile 1	927.00	154.00	85.75	14.25
Quartile 2	962.00	144.00	86.98	13.02
Quartile 3	1027.00	194.00	84.11	15.89
Quartile 4	837.00	300.00	73.61	26.39

Table 5: Bonus Payments

Gender	Avg. Bonus Pay	Median Bonus Pay
Male	8,086.07	6,032.04
Female	5,094.43	4,348.07
Difference	2,991.63	1,683.98
Pay Gap %	37.00	27.92

Table 6: Payment of Bonuses by Gender

Gender	Employees Paid Bonus	Total Relevant Employees	%
Female	14.00	3948	0.35
Male	17.00	860	1.98