

(31 March 2021 snapshot)

Gender Pay Gap Report

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What is the gender pay gap report?  
Gender pay reporting legislation requires employers with 250 or more employees from April 2017 to publish statutory calculations every year showing how large the pay gap is between their male and female employees. There are two sets of regulations. The first is mainly for the private and voluntary sectors (taking effect from 5 April 2017) and the second is mainly for the public sector (taking effect from 31 March 2017). Employers will have up to 12 months to publish their gender pay gaps.

The results must be published on the employer's website and a government website. They must, where applicable, be confirmed in a written statement by an appropriate person, such as a chief executive. While employers may already be taking steps to improve gender equality and reduce or eliminate their gender pay gap, this process will support and encourage action.

Gender pay reporting is different to equal pay - equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

The gender pay gap shows the difference in the average pay between all men and women in a workforce. If a workforce has a particularly high gender pay gap, this can indicate there may a number of issues to deal with, and the individual calculations may help to identify what those issues are.

The NHS terms and conditions of service handbook contain the national agreements on pay and conditions of service for NHS staff other than very senior managers and medical staff.   
  
Job evaluation (JE) enables jobs to be matched to national job profiles or allows trusts to evaluate jobs locally, to determine in which Agenda for Change pay band a post should sit.

The gender pay gap indicators  
An employer must publish six calculations showing their:

* Average gender pay gap as a mean average
* Average gender pay gap as a median average
* Average bonus gender pay gap as a mean average
* Average bonus gender pay gap as a median average
* Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
* Proportion of males and females when divided into four groups ordered from lowest to highest pay.

BSUH workforce context – 31/03/21  
The current gender split within the overall workforce is 71.1% female and 28.9% male (Headcount). The breakdown of proportion of females and males in each banding by Headcount:

|  |  |  |
| --- | --- | --- |
| * **Band** | * **Male** | * **Female** |
| * Apprentice | **-** | **-** |
| * Band 1 | 30.3% | 69.7% |
| * Band 2 | 35.1% | 64.9% |
| * Band 3 | 26.4% | 73.6% |
| * Band 4 | 21.0% | 79.0% |
| * Band 5 | 20.6% | 79.4% |
| * Band 6 | 18.0% | 82.0% |
| * Band 7 | 22.2% | 77.8% |
| * Band 8a | 32.9% | 67.1% |
| * Band 8b | 34.8% | 65.2% |
| * Band 8c | 37.5% | 62.5% |
| * Band 8d | 57.1% | 42.9% |
| * Band 9 | 56.2% | 43.8% |
| * Medical | 50.3% | 49.7% |
| * Ad-Hoc | 36.4% | 63.6% |

# Results for BSUH – 31 March 2021 snapshot

Average gender pay gap as a mean average  
 **Overall**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Male** | **Female** | **% Difference** |
| Mean hourly rate | £20.51 | £17.25 | 15.9% |

***Agenda for Change and Medical***

|  |  |  |  |
| --- | --- | --- | --- |
|  | * **Male (AfC)** | * **Female (AfC)** | * **% Difference** |
| * Mean hourly rate | £15.01 | £15.68 | -4.5% |
| * **Male (Medical)** | * **Female (Medical)** | * **% Difference** |
| £38.03 | £32.80 | 13.8% |

## Average gender pay gap as a median average

**Overall**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Male** | **Female** | **% Difference** |
| Median hourly rate | £15.66 | £15.66 | 0.0% |

***Agenda for Change and Medical***

|  |  |  |  |
| --- | --- | --- | --- |
|  | * **Male (AfC)** | * **Female (AfC)** | * **% Difference** |
| * Median hourly rate | £12.71 | £14.96 | -17.7% |
| * **Male (Medical)** | * **Female (Medical)** | * **% Difference** |
| £36.73 | £29.57 | 19.5% |

## Average bonus gender pay gap as a mean average

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Male (Medical)** | **Female (Medical)** | **% Difference** |
| Mean bonus payment | £18,013 | £10,605 | 41.1% |

## Average bonus gender pay gap as a median average

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Male (Medical)** | **Female (Medical)** | **% Difference** |
| Median bonus payment | £12,919 | £5,545 | 57.1% |

## Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Male proportion receiving bonus** | **Male medical staff overall** | **% diff** | **Female proportion receiving bonus** | **Female medical staff overall** | **% diff** |
| 16.9% | 50.2% | -33.3% | 7.4% | 49.8% | -42.4% |

## Proportion of males and females when divided into four groups ordered from lowest to highest pay

|  |  |  |
| --- | --- | --- |
|  | **Male** | **Female** |
| Lower (Q1) | 31.6% | 68.4% |
| Lower middle (Q2) | 27.7% | 72.3% |
| Upper middle (Q3) | 20.3% | 79.7% |
| Upper (Q4) | 37.8% | 62.2% |

# Publication of data

This report will be submitted to the People Committee and approved at the Trust Management Board. The Trust is required to publish information and make it accessible on the Trusts website. The published information is uploaded to the government website with a written statement confirming the calculations are accurate. This must be signed by an appropriate senior person, such as a Director or Chief Executive.

Organisations are required to provide written narrative with their calculations to support understanding of why a gender pay gap is present. This should explain what the organisation intends to do to reduce or eliminate the gender pay gap. For reporting purposes submitted data is rounded up to one decimal place.

# Actions to take forward

The Trust is committed to ensuring an equitable workforce and this paper highlights the gender pay gap data as of 31 March 2021. Towards the end of 2019/20 and 2020/21 and in response to the COVID-19 pandemic, delivery of the proposed actions agreed in 2019 were delayed.

Actions have been delayed to the next reporting period. In view of Western Sussex Hospitals merging with Brighton Sussex University Hospitals from 1 April 2021 the ongoing collaboration, shared expertise, advice and guidance provided by the Equality, Diversity and Inclusion team at BSUH will support continuous gender pay progression and focus to:

* Establish a joint WSHT/BSUH gender pay working group lead by relevant stakeholders including the Trust’s Medical Directors and provide regular progress reports to the merged Diversity Matters Steering Group.
* Undertake a review of the local and national CEA applications to ensure both female and male employees feel able, are encouraged and confident to apply and outcomes treated fairly.
* Seek confirmation on the detail available in the ESR Business Intelligence (BI) template report to understand the breakdown of local and national CEA.
* Monitor applications of Trust policies such as flexible working. Record the number of applications and outcomes on ESR, produce an quarterly report for the gender pay gap working group.
* Develop improved career pathways for all lower paid staff, linked to the annual welfare process.
* Ensure all staff have fair and equitable access to all leadership & management development opportunities.
* Review how well the Trust manages women’s career progression after an employment break such as maternity.