

**Gender Pay Gap Report 2017
(31st March 2017 snapshot)**

1. What is the pay gap report?

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year (from April 2017) which illustrate the pay gap is between their male and female employees. Data is taken from the 31st March 2017 and employers have 12 months to publish their gender pay gaps on their website and on the relevant government website.

Gender pay reporting is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same or 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 be a number of issues to deal with and the individual calculations may help to identify those issues.

2. NHS Pay Structure

All staff are on NHS terms and conditions. The majority of staff are on the national Agenda for Change Terms and Conditions of Service which uses 9 pay bands and staff are assigned to one of these on the basis of the NHS Job Evaluation Scheme. Within each band there are a number of incremental pay progression points.

Within the NHS there are also national Medical and Dental terms and conditions of service. Depending upon seniority there are a number of pay scales for basic pay. There are separate terms and conditions for Very Senior Managers, such as Chief Executives and Directors.

As an NHS Trust, our services are provided on a 24/7 basis, and therefore staff that work unsocial hours, participate in on-call rotas and work on general public holidays and will often receive enhanced pay in addition to their basic pay. This mainly applies to clinical staff and non-clinical senior manager who participate in Senior Manager on-call and non-clinical staff who provide 24/7 services such as Estates and IT.

3. The gender pay gap indicators

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, the Trust has to calculate the following statutory calculations for its employees and workers:

- The mean gender pay gap
- The median gender pay gap
- The mean bonus gender pay gap
- The median bonus gender pay gap
- The proportion of males receiving a bonus payment
- The proportion of females receiving a bonus payment
- The proportion of males and female in each quartile pay band

At the time the snap shot was taken the Trust had 5340 employees/workers, of which 4519 (85%) were female and 821 (15%) were male. The breakdown of the proportion of males and females in each banding are as follows.

Band	Male	Female
Apprentice	27%	73%
Band 1	8%	92%
Band 2	10%	90%
Band 3	11%	89%
Band 4	18%	82%
Band 5	9%	91%
Band 6	11%	89%
Band 7	12%	88%

Band	Male	Female
Band 8a	16%	84%
Band 8b	32%	68%
Band 8c	47%	53%
Band 8d	40%	60%
Band 9	20%	80%
Medical	54%	46%
VSM and Non Execs	42%	58%

4. Gender Pay Gap Results for Great Western Hospitals NHS Foundation Trust

a) Gender pay gap as a mean average

The mean is the average of all the hourly rates in the dataset and shows that female staff are paid 27.17% less than male staff.

Mean hourly rate of pay	Male	Female	%
% Mean GAP Ordinary Pay	£20.11	£14.64	27.17%

Further analysis shows that there is a higher number of male staff in senior medical and dental positions (70% male, 30% female). If medical and dental staff are excluded from the calculation the mean average changes significantly with females being paid 0.73% less than males.

Mean hourly rate of pay – excluding medical and dental	Male	Female	%
% Mean GAP Ordinary Pay	£14.15	£14.05	0.73%

If this is broken down further, the mean shows that in the main females are paid more than males in each line as illustrated by band below. The medical staff line includes all training grades, staff/career grade, consultant doctors and dentists. The VSM and Non-Executive line shows a large difference due to the much smaller salary that Non-Executive Directors are paid and who are mainly male (4 male and 2 female) compared with high salary VSM who are mainly female (1 male and 5 female).

% Mean GAP Ordinary hourly rate of pay	Male	Female	%
Apprentice	£3.40	£3.97	-16.84%
Band 1	£8.57	£9.34	-9.03%
Band 2	£9.86	£10.22	-3.66%
Band 3	£9.80	£10.02	-2.25%
Band 4	£11.12	£11.37	-2.27%
Band 5	£13.79	£14.80	-7.32%
Band 6	£16.81	£17.81	-5.92%
Band 7	£19.82	£20.54	-3.63%
Band 8a	£22.73	£23.09	-1.60%
Band 8b	£28.53	£26.86	5.85%
Band 8c	£30.91	£33.07	-6.98%
Band 8d	£36.74	£41.13	-11.96%
Band 9	£44.93	£45.20	-0.60%
Medical	£32.03	£25.63	19.97%
VSM and Non Execs	£20.28	£47.39	-133.71%

b) Gender pay gap as a median average

The median is the middle value when you list all the numbers in the dataset in numerical order and female staff are paid 7.62% less.

Median hourly rate of pay	Male	Female	%
% Median GAP Ordinary Pay	£14.56	£13.45	7.62%

Again, if medical and dental staff are excluded from the calculation, the median average changes significantly and this shows males being paid 5.19% less than females.

Median hourly rate of pay – excluding medical and dental	Male	Female	%
% Median GAP Ordinary Pay	£12.52	£13.17	-5.19%

If this is broken down further, females in most pay bands are paid more than males. The medical staff line includes all training grades, staff/career grade and consultants doctors and dentists. The VSM and Non Executive line shows a large difference due to the much smaller salary that Non Executive Directors are paid and who are mainly male.

% Median GAP Ordinary hourly rate of pay	Male	Female	%
Apprentice	£3.40	£3.40	0.00%
Band 1	£7.94	£8.68	-9.32%
Band 2	£9.19	£9.19	0.00%
Band 3	£9.93	£10.05	-1.21%
Band 4	£11.02	£11.49	-4.26%
Band 5	£13.45	£14.56	-8.25%
Band 6	£16.94	£18.01	-6.32%
Band 7	£20.47	£21.16	-3.37%
Band 8a	£22.53	£22.86	-1.46%
Band 8b	£29.44	£26.40	10.31%
Band 8c	£30.42	£34.54	-13.53%
Band 8d	£35.02	£41.19	-17.60%
Band 9	£44.93	£44.87	0.13%
Medical	£36.91	£21.54	41.63%
VSM and Non Execs	£7.26	£55.22	-660.61%

c) Bonus gender pay gap as a mean average

Included in the bonus calculations are one off recruitment and retention payments (in place for hard to recruit to roles) and incentive payments (for hard to fill or short notice shifts). The calculation also includes medical and dental staff's Clinical Excellence Awards, Discretionary Points and Distinction Awards. This shows a significant difference between male and female pay mainly due to consultants receiving Clinical Excellence Awards, Discretionary points and Distinction Awards.

Bonus gender pay gap	Male	Female	%
% Mean GAP Bonus Pay	£7,138.32	£712.09	90.02%
% Median GAP Bonus Pay	£1,550.00	£200.00	87.10%
% Receiving Bonus	15.96%	21.18%	

If medical staff are excluded from the calculation, the difference significantly reduces.

Bonus gender pay gap – excluding medical and dental	Male	Female	%
% Mean GAP Bonus Pay	£624.00	£444.14	28.82%
% Median GAP Bonus Pay	£200.00	£200.00	0.00%
% Receiving Bonus	13.66%	21.96%	

d) Proportion of males and females in each Quartile

Quartiles are all relevant employees and workers listed in hourly rate order and split into four equal groups. Due to the proportion of doctors in the Upper Quartile, there is a decrease in the proportion of females in comparison to the other quartiles. The Trust has a high proportion of females at Trust Board level, and

Senior Management level and if medical staffing is excluded from the Upper Quartile the proportion changes to 11.80% Male and 88.20% Female which is comparable to the other quartiles.

	Male	Female
Upper Quartile %	22.12%	77.88%
Upper Quartile Numbers	290	1021
Upper Middle Quartile %	13.03%	86.97%
Upper Middle Quartile Numbers	171	1141
Lower Middle Quartile %	14.79%	85.21%
Lower Middle Quartile Numbers	194	1118
Lower Quartile %	12.28%	87.72%
Lower Quartile Numbers	161	1150

5. Conclusion

The Trust acknowledges that there could be greater female representation in the consultant workforce and this is reflected nationally. Our present intake of junior doctors in training are 53% female and 47% male showing an increase of females entering the profession which should over time reduce the pay gap.

The Trust offers flexible working to all staff and has a robust recruitment process. For many years we have worked with local schools to inform pupils on the variety of roles and careers that are possible in the NHS and to encourage all to consider a career in healthcare. In addition to this we have ambassadors, we undertake careers events and help with employability skills sessions – such as interviewing.

Building on this work, in June 2017, the Academy embarked on a project to create a careers hub for Swindon. Having been chosen to receive funding by Health Education England, we appointed an external project manager to dedicate to this activity. Working with schools and colleges across Swindon, and liaising with Swindon Borough Council in addition to local and national authorities, the project has focused on increasing collaboration, sharing of information and presenting better visibility of careers events across the region for teachers and careers advisers in schools and colleges, to guide and advise students. Engaging with a Swindon-based software development company, the main outcome of the project has been a brand new website www.swindoncareershub.info which went live in February and has been showcased at the HEE Stakeholder Conference and Swindon Jobfest.

The Trust will continue to recruit in a non-gender biased manner to ensure that applicants are recruited in a fair, open and transparent manner.

Oonagh Fitzgerald
Director of Human Resources