

Equality Diversity and Inclusion Implementation Committee
July 2021

Gender Pay Gap Report and Action Plan

Report Prepared By:	Tina Daniels Equality & Diversity Lead	
Contact Details:	57375	
Date of Report:	July 2021	
Purpose of Report:		
To provide a statutory report on gender pay gap information in relation to BTH staff and monitor to ensure any changes in the pay		
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
For information	For Discussion	For Approval
Risks Associated with Report on BAF or CRR:		
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
BAF	CRR	Not Linked to Corporate Risk
Assurance Level:		
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Full	Partial	No Assurance
Recommendations:		
Continue monitoring these areas in future years Further investigation might be required around the 'Average gender pay gap as a mean average' Review the action plan to ensure it remains fit for purpose.		

* Bonus relates to Consultants' Clinical Excellence Awards

Sensitivity Level:		
1 <input type="checkbox"/> Not sensitive: For immediate publication	2 <input checked="" type="checkbox"/> Sensitive in part: Consider redaction prior to release	3 <input type="checkbox"/> Wholly sensitive: Consider applicable exemption

* Bonus relates to Consultants' Clinical Excellence Awards

Purpose of paper

To provide a statutory report on gender pay gap information in relation to Blackpool Teaching Hospitals staff (BTH).

Background

The Government introduced legislation that made it a statutory requirement for public organisations to report annually on their gender pay gap. As a public sector organisation, the Trust is covered by the Equality Act 2010 (Specific Duties and Public Authorities) Regulation 2017, which came into force on 31 March 2017. This is the fourth report and will give the opportunity for a more meaningful comparison with previous year's reports. The data includes mean and median gender pay gaps; the mean and median gender bonus gaps; the proportion of men and women who received bonuses; and the proportions of male and female employees in each pay quartile. Gender pay gap reports will be published on the Trust's website which will continue on an annual basis in order to show any progress made.

The gender pay gap shows the difference in average pay between all men and women in the workforce. The gender pay gap is different from 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.

Current position

Salaries for all non-medical staff at BTH are decided through the Agenda for Change (AfC) job evaluation scheme, with Medical staff evaluated separately. The AfC process evaluates the job and not the post holder and makes no reference to gender or any other personal characteristics of existing or potential job holders. The data presented in this report is a snapshot as at the 31 March 2020.

According to our data the Trust has an 8.2% gender pay gap for staff on AfC pay scales, an increase from last year of 3.3% from 4.9%, which is now above the national average of 7.4% (ONS). Since reporting began there has been a decrease, albeit small, in the 'average gender pay gap as a **mean average**' from 25.9% in 2017 to 24.2% in 2020 for AfC staff. For the 'average gender pay gap as a **median average**' the changes since the first report are 4.94% in 2017 to 8.2% in 2020 for AfC staff. These figures include Mental and Dental staff. Further investigation is required to understand the disparity from the previous report. The Clinical Excellence Award for Medical and Dental staff is calculated separately as this is classed as bonus related.

Actions

- To review and, where appropriate, continue with existing recommendations or to agree new ones when identified or necessary.
- To monitor the action plan

Recommendations

The Committee is asked to:

- Note the content of this report
- Receive an update on any action plan created
- Receive a further report before 30 March 2022

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Number of Staff by Pay Grade			
Band	Female	Male	Total Number of Employees
Apprentice	22	16	38
Band 1	21	30	51
Band 2	1182	274	1456
Band 3	698	168	866
Band 4	534	105	639
Band 5	1209	186	1395
Band 6	924	145	1069
Band 7	576	116	692
Band 8a	192	65	257
Band 8b	40	19	59
Band 8c	15	10	25
Band 8d	11	6	17
Band 9*	0	1	1
Medical & Dental	156	342	498
Local VSM	1	2	3
Trust Board	4	2	6
Non-Executives	0	0	0
Grand Total	5585	1487	7072

Table 1 Breakdown of Females and Males by pay band 31 March 2020

For the second year the above table includes Very Senior Managers (VSM) as a separate group. VSM's are defined as exclusively including executive directors and other senior managers with board level responsibility who report directly to the Chief Executive.

1. Quarterly analysis of Hourly Pay Rates

Group	Lower Quartile 1	Lower Middle Quartile 2	Upper Middle Quartile 3	Upper Quartile 4	Trust
Males	373	358	296	553	1580
Females	1425	1441	1492	1256	5614
Total	1798	1799	1788	1809	7194
Male %	20.75	19.90	16.55	30.57	21.96
Female %	79.25	80.10	83.45	69.43	78.04

In order to create the quartile information all staff are sorted by their hourly rate of pay, this is then split into four equal parts. When reviewing the quartile information, it is important to take into account the types of roles available within the organisation and the different gender splits that will occur within specific roles.

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There are a higher number of females in the lower quartile; included in this group are admin and ancillary staff which have a higher proportion of female staff and is reflected in the calculation. The lower middle and upper middle quartiles are representative of the Trust as a whole with approximately 0.33% variance, a reduction of 0.13% from 0.46% in last year's report.

The upper quartile has a higher proportion of female staff. The variance in the upper quartile is mainly due to different gender splits in medical staffing and managerial roles, countered by a greater proportion of female staff in the scientific and nursing groups, and remain the same as last year's report.

2. Average gender pay gap as a mean average

	Male (Agenda for Change)	Female (Agenda for Change)	Diff	Pay Gap %
Mean Hourly rate	£20.0279	£15.1884	£4.8395	24.1640

The mean or average hourly rate of pay is calculated on a specific pay period ending 31 March 2020. The hourly rate is calculated for each employee on 'ordinary pay' which includes basic pay, allowances and shift premium pay. This year's data shows an increase of 0.5% in the pay gap **up from 23.7% to 24.2%**. This calculation is based on the average hourly rate of 5614 female staff compared to 1580 of male staff; the average is calculated over different numbers of staff (there is just under 4 times more female staff) so a variance is to be expected. However, when taking into account Medical and Dental salaries this group of staff is predominantly male which impacts on the pay gap percentage.

3. Average gender pay gap as a median average

	Male (Agenda for Change)	Female (Agenda for Change)	Diff	Pay Gap %
Median Hourly rate	£14.8729	£13.6517	£1.2212	8.2107

The median, or mid-point, hourly rate of pay is calculated from a specific pay period 31 March 2020. The median rate is calculated by selecting the average hourly rate at the mid-point for each gender group. The variance for the median hourly rate of pay is 8.2%, **an increase of 3.3%** from last year. This is more indicative than the average hourly rate of pay as it is not impacted as much by the female to male ratio.

Medical Staff

Count of Employee Number		
Staff Group	Gender	Total
Medical and Dental	Female	156
	Male	342
Medical and Dental Total		498
Grand Total		498

Table 2 Medical and Dental Staff only at 31 March 2020

* Bonus relates to Consultants' Clinical Excellence Awards

As an NHS organisation the only pay elements that fall under the bonus pay criteria are distinction awards (Staff grade and associate specialist) and Clinical Excellence Awards (CEA)(Consultants) which are only applicable to certain groups of medical staff. This group has a significantly different gender split compared to the Trust as a whole, with roughly double the number of males than females.

4. Average bonus* gender pay gap as a mean average

	Male Medical	Female Medical	Diff	Pay Gap %
Mean bonus payment	£10,353.06	£7,149.17	£3203.89	30.94%

The percentage variance for the bonus hourly rate of pay is 30.94%, **an increase of 26.04%** from last year's figures to favour male staff. The staff group identified in this section has 498 staff (table 2 above) that is predominantly male, therefore shows a higher bonus figure for males than females. There has been an increase in the number of medical and dental from 462 to 498 of which 25 staff are male since the last report.

Bonus pay elements used in this calculation are awarded as a result of recognition of excellent practice over and above contractual requirements and have no gender bias. As such the relevance of this indicator is less significant for our organisation but should still be monitored to ensure equity in its award. During the Covid-19 pandemic it was reported that male consultants were openly encouraging female consultants to apply for the CEA's. It is hoped this support will continue long after the pandemic is over.

5. Average bonus* gender pay gap as a median average

	Male Medical	Female Medical	Diff	Pay Gap %
Median bonus payment	£6,032.04	£3,015.96	£3,016.08	50%

The percentage variance for the median bonus hourly rate of pay is 50%, which is an **increase of 38.58%** in favour of male staff. The staff group identified in this section has 498 staff which is predominantly male. The mean and median bonus hourly rate is as a result of recognition of excellent practice over and above contractual requirements and has no gender bias.

Summary of Results

For the majority of staff (excluding medical and dental) at Blackpool Teaching Hospital salaries are determined through a job evaluation scheme called Agenda for Change (AfC), as with all NHS Trusts. Job evaluation process evaluates the job and not the post holder and makes no reference to gender, or any other protected characteristic, of existing or potential job holders.

Non-Executive Directors were not included in any of the above calculations.

* Bonus relates to Consultants' Clinical Excellence Awards

In section 3 and 4 the report shows that the Trust is now above the 7.4% national average for full time employees (ONS). The Trust shows an average median of 8.2% gender pay gap (section 3) with the national median average at 15.9% (ONS). Monitoring these areas is required in future years to ensure the Trust stays below this national average. Section 5 shows a move of 38.58% in favour of male staff in the Clinical Excellence Awards for consultants.

However, an area which remain continues to be of concern is section 2 'Average gender pay gap as a mean average', which shows a gender pay gap difference of 24.2% a slight increase of 0.44% since last year. In comparison the 'Average gender pay gap as a median average' shows a difference of 8.2%, a 3.3% increase. As stated above in section 3, the median average is more indicative than the average hourly rate of pay as it is not impacted to the same extent by the female to male ratio. These figures were double checked, and the percentage figures are based on data which came from the Business Intelligence (BI) report.

Further monitoring and investigation will continue around the 'Average gender pay gap as a mean average' to identify if there are any major issues or challenges between the pay for males and females, and if so, why this has occurred.

In relation to bonus payments there has been a further increase in the figures which showed 10.42% in last year's report in favour of males compared to 50% in this year's report; creating a larger bonus pay gap between males and females.

Once any issue has been clarified steps will be taken to resolve the matter, for example re-evaluating jobs to eliminate any pay gap(s). An action plan, along with a relevant and appropriate timeframe, will be updated to reflect this year's report and appropriate action to be taken.

Gender Pay Gap Reporting Action Plan

The proposed actions below are to address any gender pay gaps whether in favour of men or women.

Developing a clear understanding of the overall gender composition of the workforce, gender representation within different occupational groups and at different job levels, and incidence/gender distribution of full and part-time working is important when considering any potential actions.

The proposed actions focus on gender but it may also be appropriate/relevant to relate these to other protected characteristics, e.g. age, ethnicity, as these can also impact on the extent of any pay gaps.

The development and implementation of any action plan should be undertaken in consultation with senior managers and trade unions to secure their input, engagement and ownership. It is advised to gain feedback from employees, e.g. through staff surveys, focus groups, to include in the action plan.

The outcomes of future years gender pay gap reporting will be mapped against previous outcomes to review/measure the rate of progress and inform further action planning.

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Pay reporting metric/outcome	Division	Proposed action	Accountability	Outcomes	Rag Rating
	Identified area of concern	Proposed action(s) to address identified concern(s)	Person responsible for progressing and achieving identified actions/outcomes	Outcomes identified and time frames against which progress will be measured	Progress Indicator
Gender pay gap* Report indicates a gender pay gap in favour of male employees.	Pay	Carry out an analysis to identify where differences in pay are occurring, e.g. by: <ul style="list-style-type: none"> ▪ job level ▪ pay grade ▪ full and part-time employees ▪ department/division ▪ occupational group ▪ initial appointment ▪ promotion 	ESR for Data/Divisions/TD		G
		Agenda for Change procedures and practices/processes are used for determining pay grades to ensure equity (particularly in relation to any areas of managerial discretion), no discrimination is occurring, e.g. in relation to:			G
		<ul style="list-style-type: none"> ▪ job evaluation ▪ starting pay on appointment and/or on 		Ongoing discussions with LSP and MS	G

* Bonus relates to Consultants' Clinical Excellence Awards

		<p>promotion</p> <ul style="list-style-type: none"> ▪ annual pay review and progression ▪ criteria for and payment of any additional allowances. <p>Review appropriate gender monitoring arrangements to ensure pay processes and related decisions are being applied equitably across the organisation.</p>	WFBP/ESR/LSP	<p>Monitor via the Staff Monitoring Report.</p> <p>Ethnicity and Disability Pay Gap reports expected to commence possibly 2020</p>	
<p>Bonus pay gap*</p> <p>Report indicates a gender bonus gap in favour of male employees.</p> <p>N.B. Clinical Excellence Awards are the only means by which a bonus is paid and is only to Consultants.</p> <p><i>*The extent of any difference between the mean and median bonus gaps, as well as the extent and gender distribution of part-time</i></p>	Pay and reward	<p>Undertake an analysis to identify where differences in bonus pay are occurring, e.g. by:</p> <ul style="list-style-type: none"> ▪ job level ▪ pay grade ▪ full and part-time employees ▪ department/division <p>Analyse the impact of part time/flexible working on CEAs as female medics are more likely to work flexible hours than male counterparts due to caring responsibilities. Clinical Excellence Awards are awarded in recognition excellent practice over and above contractual requirements and has no gender</p>	ESR Data/NDi/LT	<p>Data for the year ending 31 March 2018 shows more females than males received Clinical Excellence Awards than males.</p> <p>Next report full report due May 2020 relating to 2019 data.</p>	G

* Bonus relates to Consultants' Clinical Excellence Awards

<i>working within the organisation where bonuses are paid as a proportion of pay should be taken into account when assessing the potential causes of those gaps and determining the appropriate actions.</i>		bias. Given we have more male consultants than female there is likely to be a gender imbalance.			
<p>Bonus pay</p> <p>Report indicates a higher proportion of men than women received bonus pay in the relevant bonus period.</p> <p>Only applies to Medical Consultants via Clinical Excellence Awards.</p>	Pay and reward	<p>Undertake an analysis to identify where differences in bonus pay are occurring, e.g. by:</p> <ul style="list-style-type: none"> ▪ job level ▪ pay grade ▪ full and part-time employees ▪ department/division <p>Review bonus scheme processes and practices to ensure they are applied equitably, particularly in relation to any areas of managerial discretion, e.g. performance appraisal/assessment.</p>	ESR Data/TD	<p>Data for the year ending 31 March 2019 shows more females than males received Clinical Excellence Awards than males.</p> <p>Next full report due March 2020 relating to 2019 data.</p>	G
<p>Pay quartiles</p> <p>Report indicates that men and women are, in the main, fairly distributed across the</p>	Workforce composition	<p>Review gender distribution to identify more clearly where differences are occurring, e.g. by:</p> <ul style="list-style-type: none"> ▪ pay grade ▪ full and part-time 	ESR Data/Divisions/WFBPs /TD		

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	opportunities. Monitor recruitment and selection outcomes by gender (and other protected characteristics).	AP/TD	schools and vice versa This is carried out as part of the bi-annual Staff Monitoring Report.	G
Retention	Review turnover rates to identify any high incidence of leavers by gender, e.g. by: <ul style="list-style-type: none"> ▪ job level ▪ pay grade ▪ full and part-time employees ▪ department/division ▪ Occupational group ▪ Reason for leaving Identify reasons for leaving employees. Review flexible working practices and levels of take up by both male and female employees to ensure these are being promoted and applied consistently at all organisational levels. Consider ways to improve the availability of flexible working, e.g. as part of recruitment, for senior roles and among male employees.	KS Divisions/WFBPs/HR WFBP's/Managers/Unions	Leavers are being monitored in the Staff E&D Monitoring Report. Exit interviews to be formally recorded and data analysed. Investigating if data on ESR can be extracted so details can be included in the Staff Monitoring Report. This is being included in the Staff Monitoring data for gender/promotions. Inquiries made re ESR data for staff on	G A A

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	<p>Consideration needs to be given to creating more flexible roles across the Trust particularly in senior management positions to encourage more females to apply for promotion.</p> <p>Look at who applies for flexible working and how many appeals.</p> <p>Review maternity, paternity and shared parental leave policies and practices and levels of take up. Consider ways to improve low levels of take up, e.g. among male employees.</p>	<p>WFBPs/Managers/HR</p> <p>WFBP's/Managers/Unions</p>	<p>flexible working.</p>	
Development and progression	<p>Review promotion rates by gender (and other protected characteristics) to ensure equality of opportunity at all organisational levels, e.g. by:</p> <ul style="list-style-type: none"> ▪ job level ▪ pay grade ▪ full and part-time employees ▪ department/division ▪ Occupational group. 	<p>Divisions/TD</p> <p>MMc for data</p>	<p>Promotion data across all protected characteristics is included in the Staff E&D Monitoring Report, but might require further work to include the different groups as listed opposite.</p> <p>The report produced from a BI dashboard has been centrally created specifically for that task and for the whole NHS to use.</p>	<p>G</p>

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		<p>Review development programmes and consider ways to improve targeted development programmes, coaching, mentoring and other forms of support. Monitor development and progression outcomes by gender (and other protected characteristics).</p>	<p>SA/OD</p>	<p>This cannot be modified to include other fields such as ethnic groups or disability, and is too complex for an alternative version to be locally created.</p> <p>Progression is currently monitored on a six monthly basis</p>	<p>G</p>
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Electronic Staff Record – ESR
 Workforce Business Partners – WFBP’s
 Tina Daniels – TD
 Michelle Pearson – MP
 Sharon Vickers - SV
 Sharon Adams – SA
 Kerry Scholes – KS
 Mark Smith – MS
 Michael McDowell – MMc
 Lee Tarren - LT
 Human Resources - HR

* Bonus relates to Consultants’ Clinical Excellence Awards