

# Gender Pay Gap Report

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Sussex Partnership NHS Foundation Trust

## Contents

- I. What is the Gender Pay Gap Report?
- II. Gender Pay Gap indicators
- III. Sussex Partnership NHS Foundation Trust workforce context
- IV. 31st March 2021 'snapshot' results
- V. Summary of results and initial assessment of implications/actions

## I. What is the Gender Pay Gap report?

Recent gender pay reporting legislation now requires employers with 250 or more employees 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). For NHS Trusts this means providing a ‘snapshot’ of ordinary pay differences on 31<sup>st</sup> March 2021 and bonus payments made during the year.

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 be 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 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.

## II. The Gender Pay Gap Indicators

An employer must publish six calculations showing:

- i. Average gender pay gap as a mean average
- ii. Average gender pay gap as a median average
- iii. Average bonus gender pay gap as a mean average
- iv. Average bonus gender pay gap as a median average
- v. Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
- vi. Proportion of males and females when divided into four groups ordered from lowest to highest pay

## III. Sussex Partnership NHS Foundation Trust Workforce

The current gender split within the overall workforce is **74% female** and **26% male**.

**Table 1. Proportion of females and males in each banding**

Band	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8a	Band 8b	Band 8c	Band 8d	Band 9	Medical	Trust Board
Female (%)	72%	71%	74%	77%	77%	75%	78%	76%	71%	59%	55%	52%	67%
Male (%)	28%	29%	26%	23%	23%	25%	22%	24%	29%	41%	45%	48%	33%

## IV. Sussex Partnership NHS Foundation Trust - 31/03/2021

### 1. All Trust Staff - Overall Mean vs. Median average hourly rate



### 2. Agenda for Change Staff - Overall Mean vs. Median average hourly rate



### 3. Medical Staff - Overall Mean vs. Median average hourly rate



### 4. Bonus (Clinical Excellence Awards) Mean vs. Median average payment



## 5. Bonus Pay by Gender Distribution

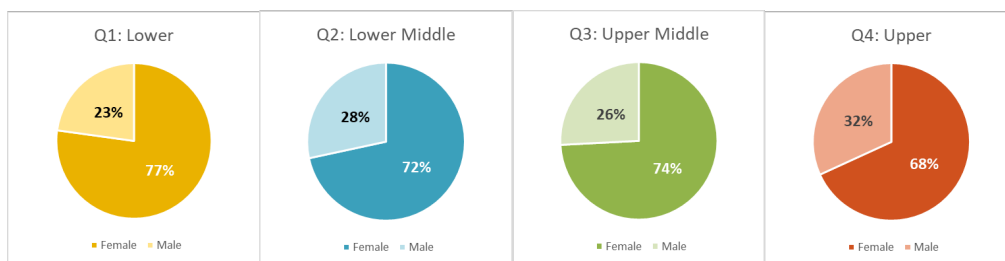
The only bonus payments made by the Trust are to eligible Medical Consultants who apply for the Clinical Excellence Awards (CEAs) which can be awarded nationally or locally. Currently **2.20%** of male employees are paid a CEA and **0.47%** of females.

For those employees granted a CEA, the proportion of males receiving a bonus payment compared to females is given in the table below. This is compared to the gender distribution of Medical Consultants for the Trust.

Male proportion receiving bonus	Male Consultant staff overall	Female proportion receiving bonus	Female Consultant staff overall
63%	58%	37%	42%

## 6. Gender pay by quartile groups (Q1 lowest—Q4 highest)

Gender pay by quartile (Q1—Q4)



## V. Summary of results and initial assessment of implications/actions

Metric	Analysis	Implications/Action
Mean average ordinary pay gap	Women receive just over 11% less, accounted mainly by the difference in pay for medical staff. The gap has decreased by less than 1% since 2020.	The Trust has policies in place in relation to Starting Salaries and Pay Progression which are monitored to ensure robust application.
Median average ordinary pay gap	There is a 6% difference in pay in favour of men overall, but when medical pay is removed, for those employed under Agenda for Change terms and conditions the difference in pay is in favour of women with men receiving over 6% less.	
Gender 'bonus' pay gap as a mean average	Women receive 42% less in Clinical Excellence Awards, a 4% improvement compared to 2020.	In light of the effects of the pandemic, and requirement to focus resources on recovery efforts, employers were required to equally distribute clinical excellence award funds among all eligible consultants. This was agreed by NHS England and NHS Improvement (NHSEI) and the Department for Health and Social Care (DHSC).  This approach has meant, in the past year, work to address the gap has not progressed where promoting the CEA process to under-represented groups and engaging women medics in promoting/supporting applications has not been feasible.
Gender 'bonus' pay gap as a median average	Women receive 59% less in median Clinical Excellence Awards, a 3% widening of the gap compared with 2020.	
'Bonus' pay by gender distribution	Proportionately 5% more male consultant grade doctors received a bonus than their female counterparts - this is an improvement of 7% since 2020.	
Gender pay by four groups ordered from lowest to highest pay	The Upper Quartile pay group comprises 34% men although they represent 26% of the workforce. Men are noticeably overrepresented at Band 8D and Band 9 level. Doctors have a broadly even gender split.	There has no change of note in the split by quartile with men over represented in the upper quartile pay group. The Trust is currently preparing an updated Talent Management Strategy which will seek to support development of under-represented groups and therefore address under-representation in the highest pay levels.
Overall	There has been some positive changes with respect to mean and median average hourly pay for all staff. When split by staff terms and conditions, this demonstrates these changes link to those staff covered by Agenda for Change terms and conditions. Women medics shows a slight improvement in relation to the 'bonus' pay gap mean average due to the sharing of CEA awards. However, the 'bonus' pay gap median average has widened. Work to address the gap for female medics has been hampered by the pandemic and the scheme having been run on a shared arrangement in 2020/21 but planned work will be taken forward at the point the scheme moves back to an application process.	