

# Gender Pay Gap Report

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Sussex Partnership NHS Foundation Trust

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## 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 2019 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 **73% Female** and **27% Male**.

**Table 1. Proportion of Females and Males in each banding**

Band	Apprentice	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 (%)	27	70	76	79	75	76	75	78	78	70	67	53	51	62
Male (%)	73	30	24	21	25	24	25	22	22	30	33	47	49	38

## IV. Sussex Partnership NHS Foundation Trust - 31/03/2019

### 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

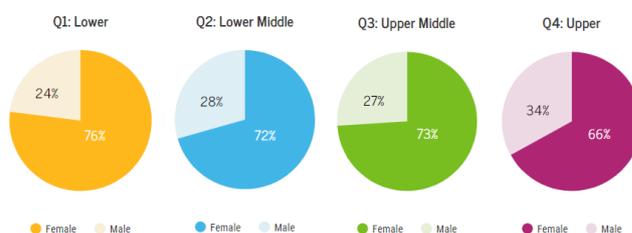
The only bonus payments made by the Trust are to eligible Medical Consultants who apply for the Clinical Excellence Awards (CEAs) which can be awarded nationally or locally. Currently **2.41%** of male employees are paid a CEA and **0.58%** of females.

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
60%	54%	40%	46%

## 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	Females receive just over 12% less, accounted mainly by the difference in pay for medical staff. The gap has decreased by less than 1% since 2018.	The Trust has policies in place in relation to Starting Salaries and Pay Progression which will be monitored to ensure robust application.
Median average ordinary pay gap	There is a 9% difference in pay in favour of men but when medical pay is removed, for those employed under agenda for change terms and conditions the gap goes down to 0.28%.	
Gender 'bonus' pay gap as a mean average	Females receive 50% less in Clinical Excellence Awards, a 5% improvement compared to 2017.	Analysis of CEAs over last 3 years indicated a gender balance in terms of applications, awards and awarding panel composition. Further work to be done to ensure women doctors are encouraged and supported to apply for local and national CEAs to address historical pay differences.  There has an increase in the number of applications from both full time and part time females over the last two years.
Gender 'bonus' pay gap as a median average	Females receive 49% less in Clinical Excellence Awards, an 11% improvement compared to 2017.	
Bonus' pay by gender distribution	6% of both male and female doctors received Clinical Excellence Awards suggested by the gender distribution for Consultants overall.	The Trust has introduced changes to its CEA Scheme removing the pro rata element for part time female medics. Appraisers have been briefed to ensure they discuss potential applications with appraises, and training in the application process has been offered to medics.  Historical arrangements remain for some existing staff on CEAs which will limit the impact of work undertaken for a period of time.
Gender pay by four groups ordered from lowest to highest pay	Upper Quartile pay group comprises 34% men although they represent 27% of the workforce. Men noticeably overrepresented at Band 8d level and above and an even gender split for doctors.	There has been a small increase in the percentage of females in three of the four highest groups but further analysis by professional group is required. Input into review of talent management approach for senior positions.
Overall	<p>The Trust has introduced changes to its CEA Scheme removing the pro rata element for part time medics. Appraisers have been briefed to ensure they discuss potential applications with appraises, and training in the application process has been offered to medics.</p> <p>Next steps will be to undertake further analysis and engage with the Trust Gender Equality Reference Group to understand underlying issues and potential interventions. Continue to promote the CEA process in under-represented groups. Ensure that female medics are fully involved in this further work. Paper to the Trust Well-Led and Workforce Committee once complete setting out further interventions.</p>	