

Gender Pay Gap Report

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 2018 '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 31st March 2018 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 (%)	50	69	74	77	75	76	73	80	75	72	58	33	48	73
Male (%)	50	31	26	23	25	24	27	20	25	28	42	67	52	27

IV. Sussex Partnership NHS Foundation Trust - 31/03/2018

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

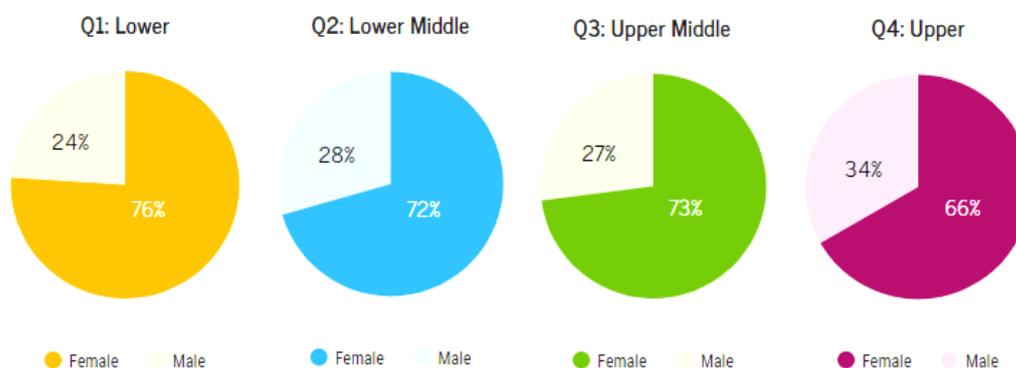
The only bonus payments made by the Trust are to eligible Medical Consultants who apply for the Clinical Excellence Awards (CEAs) which can be awarded nationally or locally. Currently **2.50%** of male employees are paid a CEA and **0.51%** of females.

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
47%	58%	24%	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	Females receive just over 13% less but this is mainly accounted for by the difference in pay for medical staff and specifically Clinical Excellence Awards.	Further granular analysis of medical pay required to understand issue.
Median average ordinary pay gap	There is a 7.7% difference in pay in favour of men but when medical pay is removed, there is no pay gap for those employed under agenda for change terms and conditions.	
Gender 'bonus' pay gap as a mean average	Females receive 47% less in Clinical Excellence Awards.	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. Also it is proposed to remove the pro-rata element of CEAs which proportionately
Gender 'bonus' pay gap as a median average	Females receive 52% less in Clinical Excellence Awards.	
Bonus' pay by gender distribution	11% less male doctors and 18% less female medics receive Clinical Excellence Awards than would be suggested by the gender distribution for Consultants overall.	
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 9 level and above and an even gender split for doctors.	Further analysis by professional group. Input into review of talent management approach for senior positions.