

## Somerset Partnership NHS Foundation Trust

### Gender Pay Gap Report (2019)

#### Introduction

1. This report provides the Trust's first Gender Pay Gap (GPG) information based on data for the period including the first snapshot date of 31 March 2019.
2. This report is published in line with the requirements set out in the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

#### The Gender Pay Gap Indicators

3. Employers must publish calculations showing:
  - Average Gender Pay Gap as a mean average
  - Average Gender Pay Gap as a median average
  - Proportion of males and females divided into four quartiles from lowest to highest paid
  - Average Bonus Gender Pay Gap as a mean average
  - Average Bonus Gender Pay Gap as a median average
  - Proportion of males and females receiving a bonus payment

This report will show all of the necessary calculations plus show breakdowns specific to non-Medical and Dental (broadly speaking Agenda for Change (AfC)) employees and Medical and Dental employees in order to provide greater insight into where Gender Pay Gaps arise.

#### Methodology

4. The Ordinary Pay calculations for median and mean pay and proportion of gender in each quartile is based on hourly rate of pay and includes: basic pay, full paid leave including annual, sick, maternity, paternity, adoption or parental leave, shift premium pay, other allowances with exceptions where staff would be paid less than usual whilst on sick or maternity pay.

The Bonus Pay calculations include Clinical Excellence Awards (awardable only to Medical and Dental staff).

#### Gender Pay Gap Information

5. Ordinary Pay
  - Mean Pay Gap = 19.32% (Women paid less than men)
  - Median Pay Gap = 9.70% (Women paid less than men)
  - Quartile Information:

Quartile	Female Headcount	Male Headcount	Total	% Female	% Male	% Female Difference from Overall
Lower	853	104	957	89.13%	10.87%	3.42%
Middle Lower	827	130	957	86.42%	13.58%	0.71%
Middle Upper	855	102	957	89.34%	10.66%	3.63%
Higher	746	211	957	77.95%	22.05%	-7.76%
<b>Overall Gender Split</b>	<b>3,281</b>	<b>547</b>	<b>3,828</b>	<b>85.71%</b>	<b>14.29%</b>	

## 6. Bonuses

- Mean Bonus Gap = 45.05%
- Median Bonus Gap = 16.67%
- 0.34% of women received a bonus whilst 2.19% of men received a bonus

## Detailed Reporting

### 7. Ordinary Pay

- Average Pay – the table below shows that the Trust’s mean and median pay gaps are more prominent in the Medical and Dental staff group although there is still a gap when stripping this group out. The mean pay gap in the non-Medical staff groups is at 12% and for median pay is at 91p less per hour worked for women (6.7%).

Staff Group	Female Mean Pay	Male Mean Pay	Difference	Mean Pay Gap	Female Median Pay	Male Median Pay	Difference	Median Pay Gap
<b>Medical &amp; Dental</b>	£36.52	£42.56	−£6.04	<b>-14.18%</b>	£37.73	£44.52	−£6.79	<b>-15.26%</b>
<b>All other staff</b>	£14.53	£16.47	−£1.94	<b>-11.77%</b>	£13.43	£14.34	−£0.91	<b>-6.37%</b>
<b>Combined</b>	£15.02	£18.62	−£3.60	<b>-19.32%</b>	£13.67	£15.14	−£1.47	<b>-9.70%</b>

- Medical and Dental quartiles
  - Female medical and dental staff make up a greater proportion of the lower two quartiles of pay (for this staff group) which is reflected in the roles held; whilst women make up 62% of medics in total, the proportion of consultants (the highest paid medical role) that are female sits at 49%: 24 out of 49 Consultants were female.

Quartiles Medical and Dental Staff	Female Headcount	Male Headcount	Total	% Female	% Male	% Female Difference from Overall
Lower	23	6	29	79.31%	20.69%	17.45%
Middle Lower	21	9	30	70.00%	30.00%	8.14%
Middle Upper	17	13	30	56.67%	43.33%	-5.20%
Higher	12	17	29	41.38%	58.62%	-20.49%
<b>Grand Total</b>	<b>73</b>	<b>45</b>	<b>118</b>	<b>61.86%</b>	<b>38.14%</b>	

- Non-Medical and Dental quartiles

- For non-Medical and Dental staff groups women are more represented in the middle upper quartile for pay (89% of staff in the middle upper quartile are female vs 86% of females in this section of the overall workforce). However the highest rates of pay in the top quartile see men represented at a rate 5.3% higher than would be expected with even distribution of the genders (18.9% of men sit in the highest quartile for pay versus accounting for 13.5% of the overall population).

Quartiles non-Medical & Dental (AfC) staff	Female Headcount	Male Headcount	Total	% Female	% Male	% Female Difference from Overall
Lower	828	99	927	89.32%	10.68%	2.85%
Middle Lower	801	127	928	86.31%	13.69%	-0.15%
Middle Upper	827	101	928	89.12%	10.88%	2.65%
Higher	752	175	927	81.12%	18.88%	-5.35%
<b>Grand Total</b>	<b>3,208</b>	<b>502</b>	<b>3,710</b>	<b>86.47%</b>	<b>13.53%</b>	

## 8. Bonus Pay

Bonus Pay consisted of Clinical Excellence Awards (CEAs) – only attainable by the role Consultant within the Medical and Dental staff group. Outside of this staff group bonuses aren't awarded – there were premium payments made for bank shifts but as per guidance these aren't considered 'bonus' pay.

In terms of the proportion of employees receiving a bonus from the eligible (consultant) population:

- 12 men out of 25 Medical and Dental consultants earned a bonus (48.00%)
- 11 women out of 24 Medical and Dental consultants earned a bonus (45.83%)

The above shows that the proportion of the eligible population shows a 2.2% gap in favour of male consultants receiving CEAs. Additionally there is a significant difference in the value of awards with the average value of CEAs awarded to men (£10,086.85) being worth £4,543.87 more than the average value awarded to female consultants (£5,542.98).

## Supporting Narrative

- The Trust has a job evaluation system which underpins our Agenda For Change pay scales to ensure we pay men and women the same for work of equal value (equal pay)
- We recognise that we do have a gender pay gap, particularly our Mean Pay Gap (19.32%) & our Bonus Gap.
- The following factors contribute to these gaps:

### Pay Gap

- 9.0% of males in the workforce are in the highest paid staff group of Medical and Dental whereas just 2.3% of women are employed in the same staff group. Whilst there are more women than men in this staff group (73 out of 118 (61.9%) of medics are female) that doesn't compare to the overall Trust population where women fill 86.5% of non-Medical and Dental roles.

- In addition the greater proportion of males in the most highly paid Medical & Dental grade of consultant (51% in this grade are male). 4.6% of all males in the workforce were Medical Consultants (25 out of 547 men) in comparison to just 0.7% of females (24 out of 3,281 women)

### **Bonus Pay Gap**

- Men make up 51% of the consultant population (the group eligible for bonuses as CEAs) but only 14.3% of the Trust's population as a whole which significantly skews the proportion of genders receiving a bonus.
- As noted above CEAs are being awarded at a close to even level: 48% of male consultants and 46% of female consultants received a CEA although the average mean value of the award is 45% higher for male consultants. On average male consultants at the Trust tend to have more years of service and this tends to correlate with the value of Clinical Excellence Awards earned.

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### **Actions:**

The action plan for the gender pay gap report is currently being developed with our colleagues in the Women's Network and People Services. Once this has been completed, this report will be updated.

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