

Taunton and Somerset 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 under Schedule 2.

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 (apart from where these forms of leave result in the employee being paid less than they regularly would be paid), 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) and any bonuses awarded for nursing/support to nursing staff working multiple 'hard to fill' bonus shifts.

Gender Pay Gap Information – Statutory Information

5. Ordinary Pay
 - Mean Pay Gap = 25.51% (Women paid less than men)
 - Median Pay Gap = 5.19% (Women paid less than men)

- Quartile Information:

Quartile	Female Headcount	Male Headcount	Total	% Female	% Male	% Female Difference from Overall
Lower	1,000	254	1,254	79.74%	20.26%	2.26%
Middle Lower	991	264	1,255	78.96%	21.04%	1.48%
Middle Upper	1,044	211	1,255	83.19%	16.81%	5.71%
Higher	853	401	1,254	68.02%	31.98%	-9.46%
Overall Gender Split	3,888	1,130	5,018	77.48%	22.52%	

6. Bonuses

- Mean Bonus Gap = 79.85% (Women average bonus value less than Men)
- Median Bonus Gap = 96.83% (Women average bonus value less than Men)
- 3.73% of women received a bonus whilst 9.20% of men received a bonus

Detailed Reporting

7. Ordinary Pay

- Average Mean Pay – the overall mean average pay gap, in favour of males, sits at 25.5% (£5.36 per hour) although when looking at the staff groups split by Medical and Dental (the highest earning staff group) compared with the other staff groups it can be seen that the gap is more pronounced here: there is an £8.03 per hour difference between male and female pay for Medics and a £0.31 difference in mean pay when looking at non-Medical staff.
- Average Median Pay – for median pay the overall gap is lower than mean pay, sitting at 5.2% or £0.76 in favour of male average earnings per hour. When split by medical and non-medical the median pay gap is high at 26.4% or £11.66 per hour which reflects the composition of this staff group in terms of the grades (greater proportions of female doctors in training and more male doctors at the consultant level). For non-medical staff the median pay gap is in favour of females with the median woman earning £0.68 per hour or 5.4% more than the median male.

Staff Group	Female Mean Pay	Male Mean Pay	Difference	Mean Pay Gap	Female Median Pay	Male Median Pay	Difference	Median Pay Gap
Medical & Dental	£33.20	£41.24	-£8.03	-19.48%	£32.50	£44.16	-£11.66	-26.40%
All other staff	£14.36	£14.67	-£0.31	-2.08%	£13.28	£12.60	£0.68	5.37%
Combined	£15.64	£20.99	-£5.36	-25.51%	£13.95	£14.72	-£0.76	-5.19%

- Medical and Dental quartiles
 - The large difference in quartiles for Medical and Dental staff is reflective of the different proportion of genders in the different grades and changing demography of the staff group: whereas females make up 49.4% of the whole staff group (vs 46.3% at last year's count) they only make up 38.0% of Consultants (the highest paid grade). Conversely females now make up the majority of Trainee Grades at 61.4%, 127 out of 207 training

grade doctors (54.9% at the same snapshot last year). The training grade doctors would be the lowest paid grade of medics (going from Training Grade to Career Grade to Consultant) so whilst the increase in women filling medical roles should start to balance out traditional gender imbalances over time, with the assumption that more women will go on to become hospital consultants, the increase in female medics at the training grade at the moment actually increases the gender pay gap for medical staff at this point in time.

Quartiles Medical and Dental Staff	Female Headcount	Male Headcount	Total	% Female	% Male	% Female Difference from Overall
Lower	85	48	133	63.91%	36.09%	14.47%
Middle Lower	73	60	133	54.89%	45.11%	5.45%
Middle Upper	78	55	133	58.65%	41.35%	9.21%
Higher	27	106	133	20.30%	79.70%	-29.14%
Grand Total	263	269	532	49.44%	50.56%	

- Non-Medical and Dental quartiles

- For non-Medical and Dental staff females at the Trust are represented in higher proportions in the upper pay quartiles than their overall representation in the Trust with 1.55% more women in the middle upper quartile and 1.26% more in the top quartile for pay.
- Looking at the top100 highest paid non-medical staff though the split was 72 female to 28 male compared to the overall gender split being closer to 81 female to 19 male. For the top 30 highest paid non-medical staff the split was exactly 50/50 with 15 females and 15 males which is indicative, bearing in mind that women made up a greater proportion of the top two quartiles, that some of the gender pay gap arises from the very highest paid roles in the Trust.

Quartiles non-Medical & Dental (AfC) staff	Female Headcount	Male Headcount	Total	% Female	% Male	% Female Difference from Overall
Lower	882	239	1,121	78.68%	21.32%	-2.13%
Middle Lower	899	223	1,122	80.12%	19.88%	-0.68%
Middle Upper	924	198	1,122	82.35%	17.65%	1.55%
Higher	920	201	1,121	82.07%	17.93%	1.26%
Grand Total	3,625	861	4,486	80.81%	19.19%	

8. Bonus Pay

- Two types of remuneration were classified as ‘bonus pay’ for the purposes of pay gap reporting:
 - Clinical Excellence Awards (CEAs) – only attainable by the role Consultant within the Medical and Dental staff group.
 - Bank Bonus Shift pay: whilst shift premium pay is advised not to be counted for bonus pay – this was a locally agreed scheme devised to incentivise staff to pick up multiple ‘hard to fill’ shifts and therefore not directly shift premium pay but instead a bonus for picking up several of these shifts over a given period. Attainable by staff in the Additional Clinical (HCAs etc.) Nursing and Midwifery Registered staff groups.

The two types of bonuses are therefore earned by two different staff groups and the potential value of those bonuses is markedly different with the average Clinical Excellence Award value sitting at £11,629 and the average annual value of pay earned for Bank Bonus Shifts at £262.

The table below shows the pay gap for bonus pay by the two staff groups and it can be seen that for bonus pay there is around a 33-34% gap for both mean and median bonus pay in the form of CEAs. For other staff earning Bank Bonus Shift pay the gap is shown to be in favour of women with the mean average earned by women at £272 vs £189 for men and the median average shows a 33% gap between £200 earned by the median woman and £150 earned by the median man.

Staff Group	Female Mean Avg. Bonus	Male Mean Avg. Bonus	Difference	Mean Pay Gap	Female Median Pay	Male Median Pay	Difference	Median Pay Gap
Medical & Dental	£8,457.65	£12,861.68	−£4,404.02	-34.24%	£6,032.04	£9,048.00	−£3,015.96	-33.33%
All other staff	£272.16	£189.29	£82.87	43.78%	£200.00	£150.00	£50.00	33.33%
Combined	£2,247.97	£11,155.78	−£8,907.81	-79.85%	£262.50	£8,275.15	−£8,012.65	-96.83%

In terms of the proportion of employees receiving a bonus:

- 14 men out of 254 in the Additional Clinical and Nursing and Midwifery staff groups earned a bonus (5.5%)
- 110 women out of 2,202 in the Additional Clinical and Nursing and Midwifery staff groups earned a bonus (5.0%)
- 90 men out of 160 Medical and Dental consultants earned a bonus (56.3%)
- 35 women out of 98 Medical and Dental consultants earned a bonus (35.7%)

Supporting Narrative

9. 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) and this is reflected in the Gender Pay Gap figures when looking at non-Medical and Dental staff where mean gap is far lower at 2.1% and in favour of women in terms of median pay at 5.4%.
10. We recognise that we do have a gender pay gap, particularly our Mean Pay Gap (25.51%) & our Bonus Gaps (value of Bonus & % of women receiving a bonus).
11. The following factors contribute to these gaps:

Pay Gap

- The detailed reporting above shows the significant difference between the Medical and Dental Pay Gap and the non-Medical and Dental staff groups and with 50.6% of the Medical staff group consisting of males versus 22.5% of the overall workforce. With medical staff being our highest paid employees this group has an outsized impact on the overall figures.
- The greater proportion of males in the most highly paid Medical & Dental role of Consultant (62% of Consultants are male). 14.2% of all males in the workforce were Medical Consultants versus just 2.5% (98 out of 3,388 employed) of all of our female employees.
- The median pay gap when stripping out Medical and Dental staff shows females earning on average £0.68 per hour more than males yet the mean pay gap still shows females earning less by £0.31 per hour indicating females make up a greater proportion of the higher quartiles but some of the very highest paid posts are filled disproportionately by males (50% of the top 30 highest paid non-Medical staff were male vs a 78% female overall workforce).

Bonus Gap

- It is important, for context, to show the bonus pay gap split by the two different staff groups that earned pay classified as bonus pay over the period as the headline figures are skewed by the proportions of gender in each staff group; Women make up 38% of the group that can earn CEAs (Medical and Dental consultants) and 90% of the groups (Additional Clinical and Nursing and Midwifery Registered) that could earn the less valuable Bank Bonus Shift pay. The value of the average CEA (£11,629) was 43x the average value of Bank Bonus Shift pay (£262).
- Clinical Excellence Awards relating to the period in question (2018-19) were awarded at a significantly higher rate to male consultants (56% had a CEA) than female consultants (36% had a CEA). Some of the discrepancy could relate to length of service as the highest value Clinical Excellence Awards don't tend to be awarded until consultants have extensive experience and new consultants have to be employed (as a consultant) for at least a year before being eligible to apply. One female Consultant (of the 98 counted in the snapshot) had been at the Trust for 20+ years whereas 19 male consultants (12%) had been employed for at least that long (figures for 20+ years' service exclude any employees who have retired and restarted employment).

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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