

## **GENDER PAY GAP REPORT 2020/2021**

### **Reporting to Trust Board in 2021**

#### **1. Background**

This report is intended to be published in September 2021, which is compliant with the Gender Pay Gap reporting deadline date of 5<sup>th</sup> October 2021. Publication of this data will place the Trust in a strong position in terms of its assurance that action planning to close the Gender Pay Gap is effective. The Gender Pay Gap report is due to be discussed at Trust Board on 7<sup>th</sup> October 2021, which is allowed under the reporting regulations. Any amendments made by the Trust Board will be subsequently incorporated into the published version.

In 2018 the government made Gender Pay Gap (GPG) reporting mandatory by amending the [Equalities Act 2010 \(Specific Duties and Public Authorities\) Regulations 2017](#) so that all public sector employers with more than 250 employees are required annually to measure and publish their Gender Pay Gap prominently on [the government website](#) and their own.

This report shows the Walton Centre NHS Foundation Trust's Gender Pay Gap figures from the snapshot date of 31 March 2020. The findings reflect pay by gender for the previous financial year to that date. This report covers all staff including those under Agenda for Change terms and conditions, medical staff and very senior managers. The Gender Pay Gap information must be published on a website that is accessible to employees and the public free of charge. The information should remain on the website for a period of at least three years beginning with the date of publication. The Trust must also register the relevant data with the Government online reporting service no later than 5<sup>th</sup> October 2021. The Gender Pay Gap is the difference between the average earnings of men and women, expressed relative to men's earnings. This 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 differences in the average pay between men and women rather than unequal pay.

#### **2 Organisational Context**

The Walton Centre is committed to promoting equality, diversity and inclusion and to tackling any inequalities that are identified in the workforce. This report details the Trust's 4<sup>th</sup> set of findings following the introduction of Gender Pay Gap reporting and also details how the organisation plans to respond to the data analysis.

It is important to note that although our Gender Pay Gap reflects a senior manager/consultant gender ratio that cannot be resolved in a short period of time, the Trust has been working on a number of initiatives that help to create the best culture in which all staff can prosper. The Walton Centre NHS Foundation Trust acknowledges that society exhibits widespread disparities in the pay that women receive in comparison with men and that public sector organisation such as the Walton Centre both reflect these disparities and have a part to play in eliminating

them. The Walton Centre is happy to publish this Gender Pay Gap report as an expression of our Walton Way value of Openness: being open and honest in all we do. The Trusts Gender Pay Gap has remained constant since reporting has been introduced: 2017/18 = (33.23%), 2018/19 = (32.45%) 2019/20 = (29.10%) 2020/21= (29.52%).

## **2.1 The limitations of the Gender Pay Gap as a tool for understanding if the Trust is discrimination on the grounds of gender or not.**

Nationally, statistical decomposition of the overall pay gap indicated that occupational segregation is the main driver of pay differences between men and women. Source: (The Nuffield Trust Briefing May 2019, The gender pay gap in the English NHS Analysis of some of the underlying causes).

<https://www.nuffieldtrust.org.uk/files/2019-05/gender-pay-gap-briefing-ne1883-5.pdf>

The numbers the Female when considered in quartiles ranging from the highest to the lowest paid, show that each quartile has relatively similar numbers. By contrast, the pattern for the numbers of Males when considered in quartiles ranging from the highest to the lowest paid indicates that there are about twice as many Males in the highest paid quartile than Males in each of the other quartiles.

This different pattern in pay between Female and Male staff produces the Gender Pay Gap despite the fact that the Trust has considerably more Females than Males, both overall and in the highest paid quartile. So the Gender Pay Gap does not indicate that there are fewer opportunities for advancement for Female staff at the Trust. To understand this data, it helps if we set it in the context of the NHS in general. The Walton Centre, like most NHS trusts, has high levels of gender occupational segregation with more Females than Males being represented in the clinical workforce, which also represents the largest proportion of the overall workforce. The levels of pay in the medical workforce are generally higher and a higher percentage of Males are represented in the Medical workforce than is the case for Females. This general gender segregation of both the UK and international labour market in clinical and medical staff accounts for much of the Gender Pay Gap at the Walton Centre. The aggregated Gender Pay Gap is useful for understanding if there is general pay discrimination across the whole population because there are roughly equal numbers of working age Females and Males, which makes the percentage difference reflect the numbers of Females and Males involved. This is not the case with the Walton Centre, where we have far more Female staff than Male staff. So the difference in the percentages is not an indication of the numbers of Females in higher paid positions at the Trust. In fact, the Trust has nearly twice as many Female staff in the upper average salary quartile than Males. The numbers of staff in the upper quartiles are the better indication of the opportunities for advancement at the Trust than the percentages. The relevant numbers do in fact show that being Female is not a general barrier to career advancement at the Trust. The numbers also show that recruitment of more males into the Trust at the three lower quartiles would close the Gender Pay Gap significantly.

As a consequence of the above considerations, the percentage Gender Pay Gap can be seen as useful information, but it cannot in and of itself be taken as indicating discrimination by the Trust in its recruitment practices or in the opportunities made available for the advancement of Female staff e.g. as of September 2021 there are 5

Females and 7 Males on the Trust Board. The Trust Board has had roughly equal numbers of Females and males for the four preceding years to this.

### 3 Gender Pay Gap Data as at 31st March 2020

Total Number of staff: 1519

Female: 1161

Male: 358

The mean (average) gender pay gap using hourly pay and the median gender pay gap using hourly pay as at 31<sup>st</sup> March 2020.

Table 1

Gender	Average Hourly Rate	Median Hourly Rate
Female	£16.91	£15.25
Male	£24.05	£18.33
<b>Difference</b>	£ 7.10	£ 3.05
<b>Pay Gap %</b>	<b>29.52%</b>	<b>16.93%</b>

### 3.2 Bonus Pay

As an NHS organisation the only pay elements that fall under the bonus pay criteria are clinical excellence awards (CEA's) awarded to consultants only, and staff recognition awards which include long service awards, employee of the month and annual awards.

Table 2

The table 2 details the number of staff, broken down by gender, who received any kind of bonus payment as defined above.

Gender	Employees Paid Bonus	Total Relevant Employees	%
Female	9	1161	0.78%
Male	29	358	8.10%

Table 3

Table 3 outlines bonus payments and Pay Gap in the year to 31 March 2020.

Gender	Average Bonus Pay	Median Bonus Pay
Female	£9,378	£6,032
Male	£9,469	£6,032
Difference	£91	0.0
Pay Gap %	<b>0.96%</b> in favour of Males	<b>0.0%</b>

### 3.3 Quartile Analysis of Hourly Pay Rates

Table 4

Table 4 shows the Number of Females and Males in quartiles related hourly pay rates.

Salary Quartiles	Female Headcount	Male Headcount	Female %	Male %
Upper quartile	220	132	62.50%	37.50%
Upper middle quartile	288	64	81.82%	18.18%
Lower middle quartile	296	56	84.09%	15.91%
Lower quartile	273	78	77.78%	22.22%

Average salary for each quartile as follows:

Upper = £61,943

Upper Middle = £32,377

Lower Middle = £23,343

Lower = £16,852

#### **4. Actions to Reduce the Gender Pay Gap**

The Trust will undertake a self-assessment checklist that highlights key considerations that may affect the Gender Pay Gap. Completing the checklist will enable the Trust to assess our progress against different areas and understand those which require focus and should be addressed with further actions. The self-assessment checklist will ensure the following:

##### **Branding/communication/transparency**

- We are transparent about our promotion, pay and reward processes.
- We consider the language, images and branding that we use to promote and advertise roles and careers within our organisation.
- We encourage salary negotiation by showing salary ranges when advertising vacancies.

##### **Recruitment and promotion processes**

- We provide good-quality guidance to our line managers.
- We support progression for part-time and flexible workers.
- We give recruiters structured interview templates so they give every candidate an equal chance.

##### **Maternity and paternity and parental leave policies**

- We actively support women on maternity leave and encourage line managers to ensure staff use keeping in touch days as a stepping stone to creating a positive return to work experience.
- We actively target women who have not returned to the organisation after maternity leave and encourage them to return in a way that works for them.
- We actively promote the existence of a shared parental leave policy and encourage new parents to take advantage of the scheme.

##### **Wellbeing and retention**

- We offer and actively promote a range of opportunities for flexible working to all staff, to suit their parental and caring responsibilities and commitments outside of work.
- We actively analyse our staff survey data from a gender perspective by comparing the experiences of our male and female staff, particularly around the themes of equality, diversity and inclusion, line management and appraisals.

##### **Supporting female staff**

- We identify and support aspiring women leaders within our organisation by providing them with opportunities for development and career progression.
- We offer women networking opportunities promote access to mentoring and coaching from colleagues and peers.
- We actively support our female staff in considering and applying for clinical excellence awards (if appropriate) and other opportunities to seek recognition for their work.

## 5 Action Plan

The EDI steering Group will be responsible for developing and implementing the Trust's future Gender Pay Gap actions.

Area and objective	Action	Lead	Timescales	Resources	Outcome and impact
Action planning and review.	Complete the checklist and identify and carry out further actions based on any gaps found.	The EDI Steering Group.	November 2021	Data and information. Internal communications.	The Trust will gain a more detailed analysis and action plans in relation to closing the Gender Pay Gap.
Recruitment processes – to improve guidance for recruiting managers.	Guidance offered and develop a plan for all managers to Receive good-quality guidance.	Lead: Equality and Inclusion Lead, supported by The EDI Steering Group.	Guidance to be developed by February 2022. Guidance to be distributed to managers March 2022.	Data and information. Internal communications.	All recruiting managers are aware of good practice for interviews.
Communication Improving staff understanding of and support for closing the Gender Pay Gap.	A member of the Trust Board will write a piece for Walton Weekly.	Lead: Equality and Inclusion Lead, supported by The EDI Steering Group.	December 2021.	Data and information. Internal communications.	All staff will be informed about the Trusts commitment to reduce our gender pay gap,
Supporting female staff to take up more opportunities for career advancement.	Offer and promote networking opportunities to female staff.	Lead: Equality and Inclusion Lead, supported by The EDI Steering Group.	December 2021	Data and information. Internal communications.	Female staff will be supported to know about and take advantage of the opportunities for career advancement that are available.

### Further sources of advice and actions to close the Gender Pay Gap:

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/944246/Gender\\_pay\\_gap\\_in\\_medicine\\_review.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/944246/Gender_pay_gap_in_medicine_review.pdf)

<https://www.nhsemployers.org/sites/default/files/2021-06/Addressing-your-gender-pay-gap-guide.pdf>

## Appendix

### Data on the Gender Pay Gap 2021/2022 based on data relating to 31<sup>st</sup> March 2021

Total Number of relevant staff:	1446	Female 1106	Male: 340
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1. The mean (average) gender pay gap using hourly pay and the median gender pay gap using hourly pay as at 31<sup>st</sup> March 2021.

Table 1

Gender	Average Hourly Rate	Median Hourly Rate
Female	£17.24	£15.33
Male	£24.75	£18.85
Difference	£7.51	£3.52
Pay Gap %	<b>30.54%</b>	<b>18.67%</b>

2. Percentage of men and women receiving bonus pay 31<sup>st</sup> March 2021.

Table 2

Gender	Employees Paid Bonus	Total Relevant Employees	%
Female	8	1193	0.67%
Male	27	371	7.28%

3. The mean (average) gender pay gap using bonus pay and the median gender pay gap using bonus pay as at 31<sup>st</sup> March 2021.

Table 3

Gender	Average Bonus Pay	Median Bonus Pay
Female	£10,189	£6,032
Male	£8,979	£6,032
Difference	£1,210	0.0
Pay Gap %	<b>20.05%</b> in favour of Females	<b>0.0</b>

4. Percentage of men and women in each hourly pay quarter as at 31<sup>st</sup> March 2021.

Table 4

Quartile	Female Headcount	Male Headcount	Female %	Male %
Upper quartile = £63,634	223	139	61.60%	38.40%
Upper middle quartile = £33,314	297	64	82.87%	17.73%
Lower middle quartile = £23,733	301	61	83.15%	16.85%
Lower quartile = £17,254	285	76	78.95%	21.05%