

Summary of our pay gap analysis

Initial Assessment

As an NHS employer, we have worked with our employees to ensure a fair and transparent system from recruitment, progression and pay that is easy to understand. With national support we have now been able to carry out this pay audit to ensure that employees' pay and income are based on principles of equality, not just systems that have historically been accepted and have not been robustly checked for their fairness.

General points

- The Board publishes bi-annually information on our Board gender split.
- We employ more females than males.
- We have proportionally more female employees in lower agenda for change bands than male.
- Overall the information did illustrate some hourly pay differentials between men and women in the Board.
- Female staff access flexible working and career breaks in a larger number than our male employees which impacts on pay progression
- Discretionary Points have been awarded to more male doctors than female doctors in the past due to the fact that we had more eligible doctors applying who were male.

The majority of our employees are employed on the agenda for change terms and conditions. These conditions have been legally tested to ensure that the system is fair and equitable for all staff. Once an employee has reached the top of the pay band there is no further increase and over time any pay differentials will reduce. We will continue to monitor and report on all agenda for change band variations.

Medical & Dental Staff - key points

- Majority of our medical staff are male
- There is a variance of 9.94% between average hourly rates of male and female doctors, with male doctors being paid higher.

We have established that the pay differential exists because of:

- incremental drift; and
- the annual use of discretionary points.

The male doctors, due to the years of experience they have, are higher up their incremental pay scales and as such have been able to apply for discretionary points. This explains why the current differential exists. The Board will continue to monitor this situation but over time we will note the differential decreasing as some male doctors retire and our female doctors

become eligible for discretionary points.

We are carrying out a further piece into incremental drift and the use of discretionary points.

Senior Managers – key points

At the time the information was scrutinised there were no male comparators in post (six Executive posts, five held by females and one vacant post). The Board has now appointed a male Medical Director and this will be reflected in all future pay reviews. As there are no male comparators, we are unable to demonstrate any gender pay differentials. Access to senior positions for women is one of the Equality and Human Rights Commission priorities which as a Board we fully comply with.

Agenda for Change posts

Administration - key points

- 79% of the administrative workforce is female.
- There is a variance of 12.64 % between average hourly rates of male and female administration and clerical staff, with male workers being paid higher.

This figure does require further analysis and monitoring but the differential appears to be due to the hourly rate paid due to incremental drift on the band 5, 7 and 8 salary scales. This in itself does not make the differential unfair but this does require to be monitored to ensure the differential reduces over the next five years.

Healthcare Sciences – key points

- 59% of this staff group are female.
- There is a variance of 6.64% between average hourly rates of male and female Healthcare Scientists, with male scientists being paid slightly higher.

As with the evidence for administrative services this has occurred because of the difference in incremental pay. We currently have more men employed at senior bands in this sector so the Board will continue to monitor this and report on a regular basis.

Nursing & Midwifery – key points

- 12% of our nurses are male.
- There is a variance of 4.48% between average hourly rates of male and female nurses, with female nurses being paid higher.

We will require to monitor this situation as with the other staff groups.

Support Services – key points

- The Support Services staff group is made up of employees from housekeeping, portering and maintenance / security services.
- This staff group employs slightly more male than females.
- There is a variance of 14.49% between average hourly rates of male and female support service staff, with male staff being paid higher.

This has been caused by incremental drift and the fact that we have no females employed in senior bands. This does require to be monitored and consideration given for any future appointments. Further work as above will be carried out in conjunction with our Equalities Group.

Conclusion

Our Human Resources team will continue to work with senior managers, the Medical Director and the Equalities Group to monitor all of these issues and to help reduce pay differentials that exist. We will report an update on this position later this year to our Board and our Partnership Forum.

We will also be enhancing the information contained within our Workforce Report (i.e. the Workforce Monitoring Report).

The enhancements that we will be required to incorporate into the report are detailed below. All of these areas will be considered in relation to the nine protected characteristics linked to equality – age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, and sexual orientation.

- Promotions
- Training Opportunities
- Number of Part Time versus Full Time Staff
- The number of staff with a current PDP/PDR
- The return to work of any disabled employee following sick leave – where this specifically relates to their disability
- Marriage and Civil Partnership
- We currently report on disciplinary/grievance hearings however we do not relate this to any protected characteristic of the employee affected.
- We currently report on “reasons for leaving but again we do not relate this to any of the protected characteristics.

More importantly, we will continue to monitor this data to ensure that we continue to pay staff fairly and in line with our Equal Pay Statement.