



# Equal Pay Analysis 2021

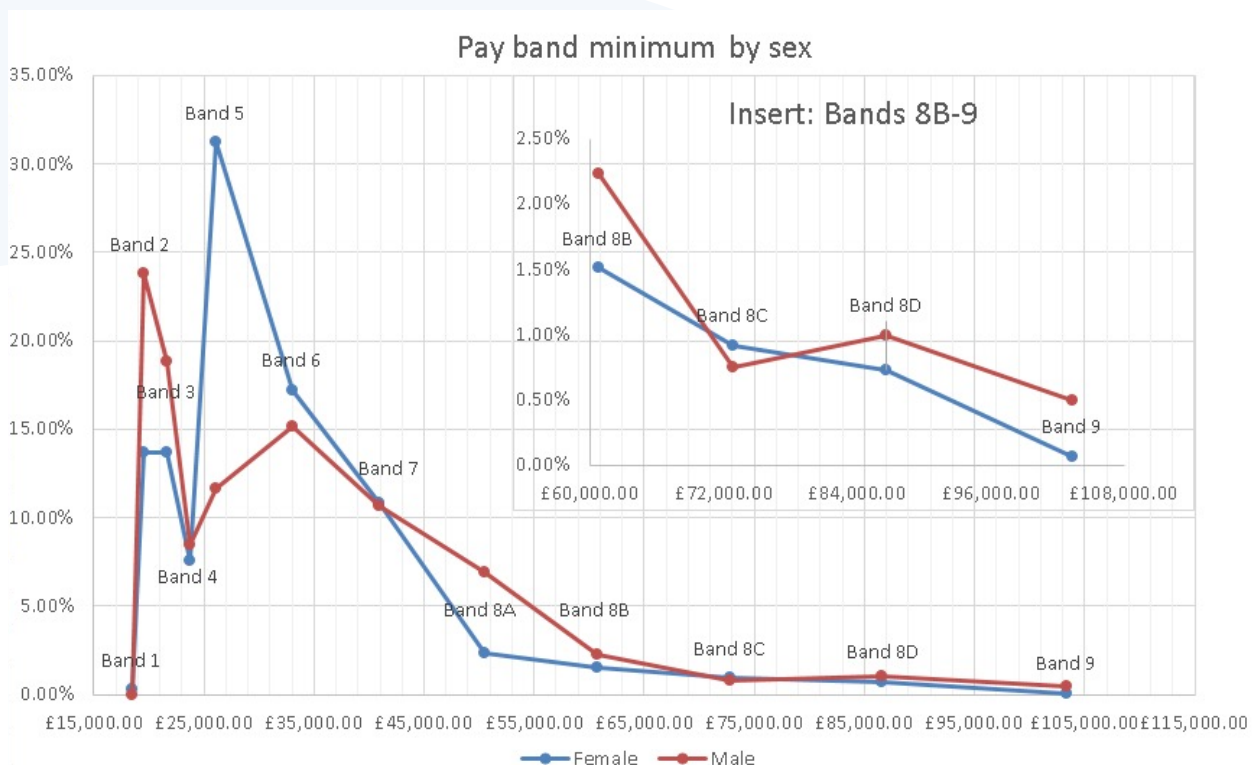
# 1 Background

As part of the work for our Mainstreaming Report, we produce a summary of our gender pay gap within NHS Golden Jubilee. The following summary reflects the updated gender pay gap audit as at 31 March 2021.

As an NHS employer, we continue to work with our employees to ensure a fair and transparent system from recruitment, progression and pay that is easy to understand.

We have continued to carry out this gender pay gap audit using a national template to ensure that employees' pay and income are based on principles of equality, rather than historical systems, which may not have been robustly checked for their fairness.

## 2 General points



We continue to employ more females than males. The ratio of female to male staff is almost exactly 3:1. This means that the majority of our wages go to female colleagues, however it doesn't mean that female workers are paid equitably to male colleagues.

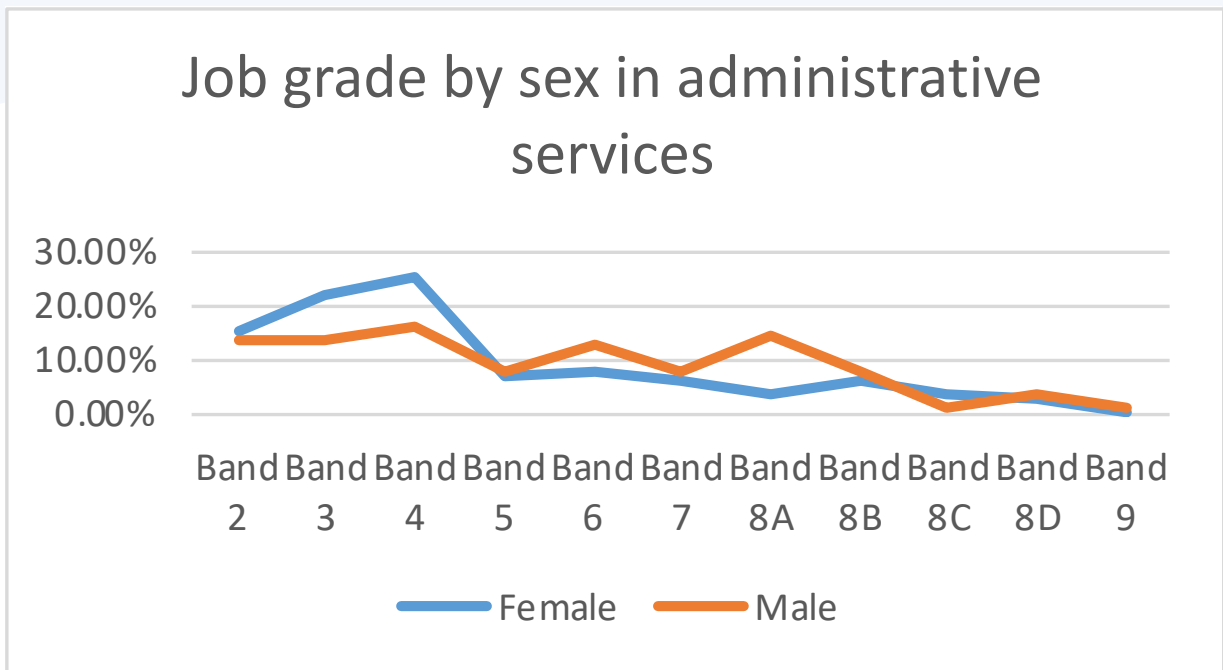
The majority of our staff are employed on Agenda for Change (AfC) terms and conditions, which have been legally tested to ensure that the system is fair and equitable for all staff. Once an employee has reached the top of their AfC pay band, there is no further increase and, over time any pay differentials will reduce. We will continue to monitor and report on all AfC band variations. However, it appears that this discrepancy within a given pay band is not the main driver of inequality in terms of pay.

The average pay for males is £22.30 per hour, while that for females is £17 per hour. This represents a difference of £5.30 per hour. Much of this pay difference is attributed to over-representation of male employees in pay bands 8A and above. The wider spacing between these bands gives an outsized effect of this discrepancy on the pay gap.

We continue to have proportionately more female than male employees in lower Agenda for Change (AfC) bands: 27.81% of AfC staff are females in Bands 1 to 4, with males making up 10.71% of staff in these bands. This trend, where males tend to achieve higher pay bands than females is observed in several job families. It leads to some hourly pay differentials between male and female staff within the organisation, which are expanded on below.

Female staff access flexible working and career breaks in a larger number than our male employees.

## 2.1 Administrative Services



78.27% of the staff in this job family are female, and 21.73% male. There is a variance of 12.53% between average hourly rates of male and female administration staff, with male workers being paid higher: £19.48 compared to £17.04. The differential appears to be due to the over-representation of males in higher-paid bands.

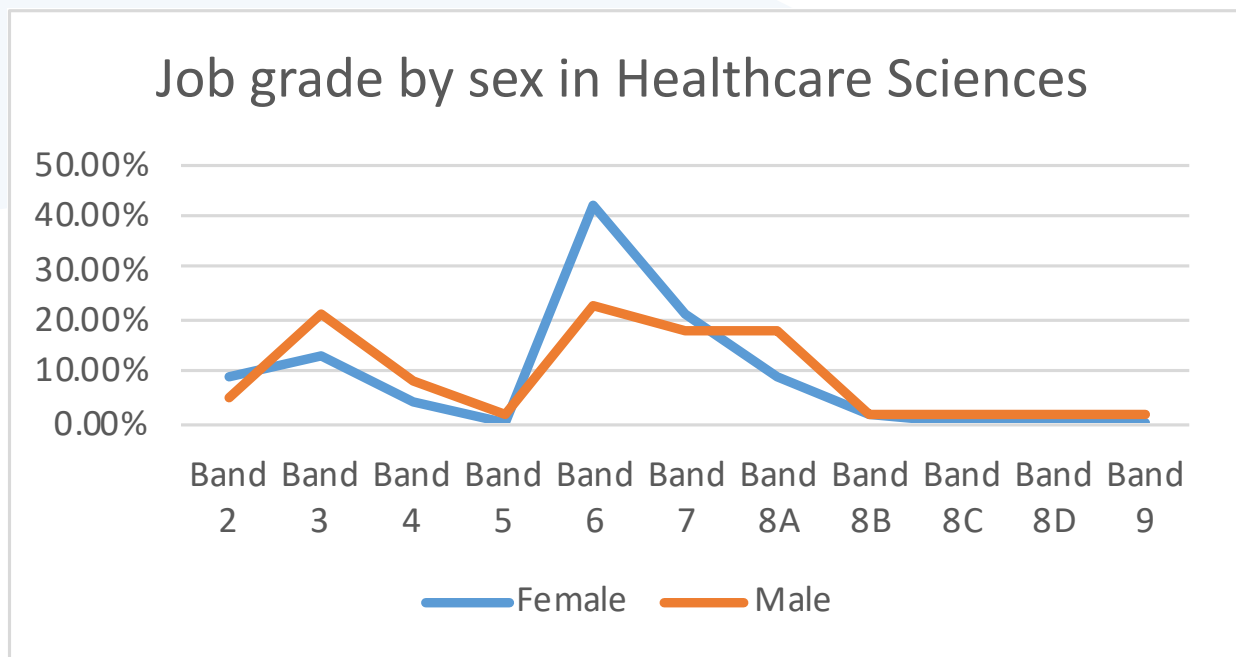
Of the job families that come under the Agenda for Change banner, this is the one with the highest monetary variance between male and female colleagues: male workers earn on average £2.44 more than their female counterparts.

Though there are small differences in pay within bands, they aren't statistically significant. The overall pay gap within the job family is significant, driven by males being over-represented in middle and higher pay bands.

## 2.2 Allied Health Professions

Female members of staff earn on average £0.56 per hour more than their male colleagues: £17.77 compared to £17.21. At least in part this might be accounted for by the fact that there are greater numbers of female colleagues in posts in Bands 5 to 7 (99), when compared with the number of male colleagues (15 in the same bands).

## 2.3 Healthcare sciences



55.07% of staff in this job family are female, compared to 44.93% male. Compared to the rest of the organisation, males are generally over-represented in this field. The variance in average hourly rates of male and female staff in this job family stands at 5.13%, or £1.02, in favour of male colleagues. This gap is statistically significant, meaning that it isn't simply attributable to poor data. The pay gap is most likely due to the over-representation of males in bands 8C, 8D and 9. There are no females in these bands.

## **2.4 Medical and dental**

The ratio of male to female doctors is almost 4:1, as 79.29% of our medical workforce is male, and 20.71% is female. There is a variance of 0.33% between average hourly rates of male and female doctors, with male doctors paid an average hourly rate of £41.84 compared to £41.70 for female doctors. This gap isn't significant, so we do not claim that there is a real gap within this job family.

## **2.5 Medical support**

Male staff members in this job family earn on average £0.59 more per hour than their female colleagues (£16.91 v £16.32). This gap is not large enough to claim statistical significance.

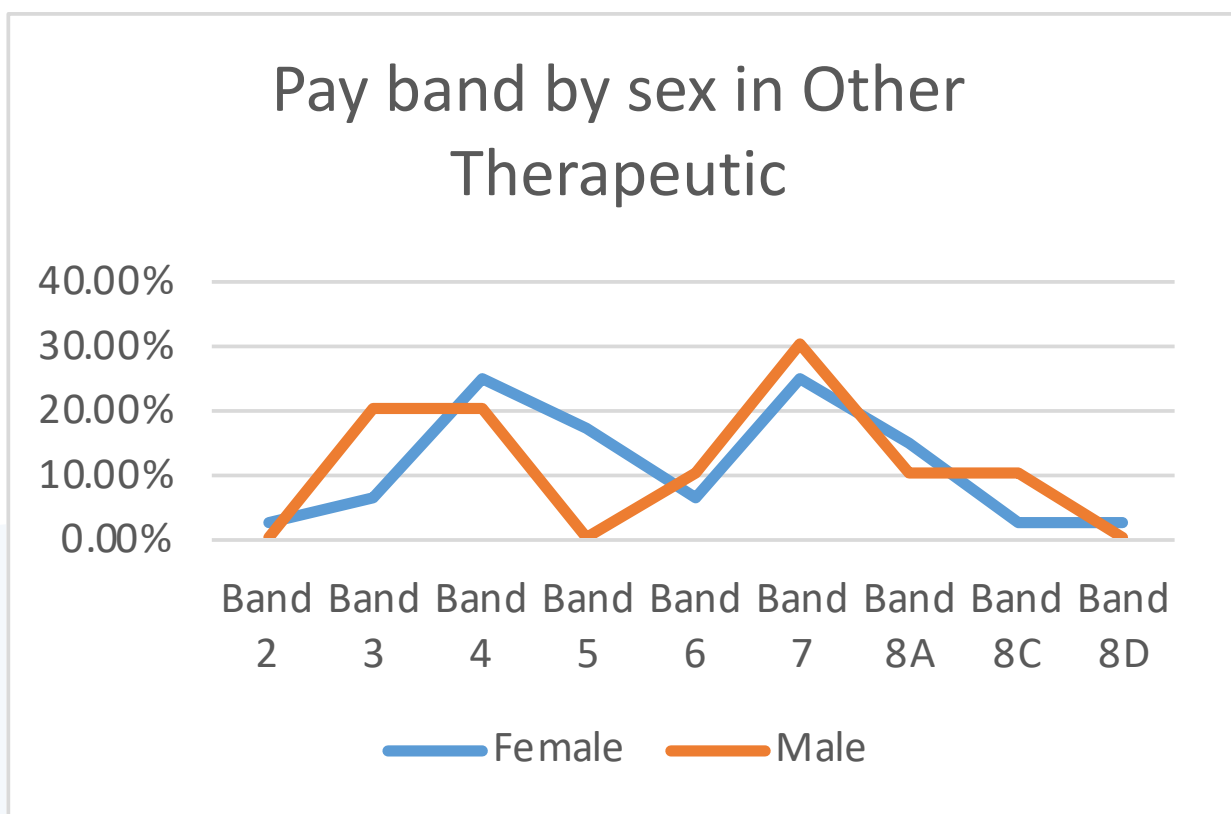
## **2.6 Nursing and midwifery**

10.37% of nurses are male, compared to 89.63% female, meaning that compared to the rest of the organisation, females are over-represented. There is a variance of £0.07 (0.43%) between average hourly rates of male and female nurses, with female nurses being paid higher: £16.24 compared to £16.17 for male nurses. This gap isn't wide enough to claim significance.

We continue to have more females employed at senior bands, Band 7 and above, in this job family. Of the 130 nurses at Band 7 and above 105 are female (80.76%), which is almost 10% below their proportion of overall staff in the job family.

## 2.7 Other therapeutic

On average male members of staff earn £1.30 more per hour in this job family when compared to their female colleagues, which is the second highest disparity in the Agenda for Change job families: a variance of 6.31%. This variance is significant, statistically. The number of males in this job family is very low though (ten), so it is not clear that this result isn't an outlier.

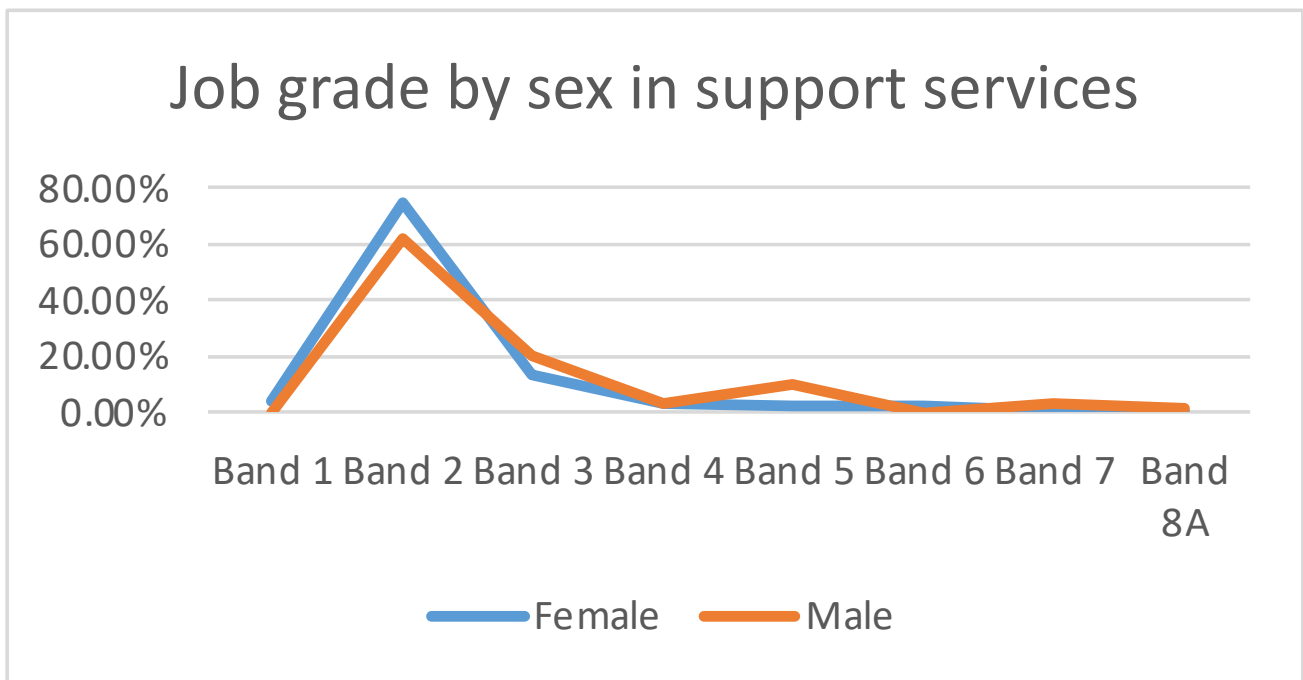


## 2.8 Senior managers

The majority of our Senior Managers continues to be female, coming in at just under two thirds of senior managers. Male senior managers earn on average £50.85 per hour, compared to the £32.29 per hour earned by their female colleagues, a difference of £18.56 per hour, and a variance of 36.50%.

## 2.9 Support services

The Support Services job family is made up of employees from Housekeeping, Portering, Catering, Maintenance and Security services. The majority of staff working in the Golden Jubilee Conference Hotel falls under this job family.



This is one of only two job families with a higher proportion of male than female staff: 52.27% male to 47.73% female. In this job family males are paid on average £0.79 more per hour than their female colleagues: £12.37 compared to £11.38 per hour. This variance has been caused by incremental drift and the fact that we have more male staff members employed at higher bands in Support Services. Again, it is because of the larger pay difference in the higher-paid bands that weights higher banded roles more strongly.

## 3 Conclusion / recommendation

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Our analysis has demonstrated that whilst there are some pay gaps, these are in the main caused by a marked difference in pay banding between sexes and across and within job families. Our Human Resources team will continue to work with Managers, Staff, Partnership Representatives and the Diversity and Inclusion Group to monitor these issues and to help reduce pay differentials that exist.

We will also continue to enhance the information contained within our Workforce Monitoring Report in relation to the protected characteristics and how we present our data in the most meaningful way to ensure we continue to meet and exceed our Public Sector Act Duty.