

Taunton and Somerset NHS Foundation Trust

Gender Pay Gap Report (2017)

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 2017.
2. This report is published in line with the requirements set out in the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

Gender Pay Gap Information

3. Ordinary Pay

- Mean Pay Gap = 25.27% (Women paid less than men)
- Median Pay Gap = 1.22% (Women paid less than men)
- Quartile Information

Quartile	Female %	Male %	Female Difference from Overall
Lower	75.39%	24.61%	-1.41%
2	78.74%	21.26%	1.94%
3	84.05%	15.95%	7.26%
Upper	68.97%	31.03%	-7.82%
Overall Gender Split	76.79%	23.21%	

4. Bonuses

- Mean Bonus Gap = 37.20%
- Median Bonus Gap = 38.42%
- 0.69% of women received a bonus whilst 8.08% of men received a bonus

Supporting Narrative

5. 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)

6. We recognise that we do have a gender pay gap, particularly our Mean Pay Gap (25.27%) & our Bonus Gaps (value of Bonus & % of women receiving a bonus). Reviewing other Acute NHS Trusts these figures appear to be in line with many other Trusts' submissions nationally.
7. The following factors contribute to these significant gaps:

Pay Gap

- The greater proportion of women in the mid-range Agenda for Change Pay Bands 5 and 6 particularly in nursing, therapies and other healthcare roles (37% of women sit in these pay bands versus 22% of men)
- The relatively greater proportion of men in Medical & Dental (Doctors) roles (men make up 54% of Medical & Dental roles yet overall make up just 23% of the total workforce)
- The greater proportion of males in the most highly paid Medical & Dental role of Consultant (64% of Consultants are male). 15% of all males in the workforce were Medical Consultants versus just 2% of all of our female employees.

Bonus Pay Gap

- The greater proportion of male consultants is directly linked to this – our 'Bonus' payments for the Trust were all in the form of Clinical Excellence Awards (CEAs) earned by Medical Consultants. Although even accounting for this the proportion of male consultants with a CEA outstripped the proportion of female consultants receiving one.
 - CEAs can be awarded at a local level and also at a national level for higher value awards. When analysing which consultants tend to receive CEAs there looks to be a correlation between years of service and likelihood of receiving a CEA. Our overall composition of Consultants is disproportionately male compared to our overall workforce but especially so in terms of our Consultants with longer lengths of service reflecting the historic levels of male entry into the medical profession.
8. By highlighting the above factors the Trust is not attempting to talk down the existing pay gaps but instead showing that the Trust has looked at some of the reasons for these in order to seek to address the issue. Traditionally some direct care roles within the NHS (& wider healthcare workforce) have tended to attract higher levels of women. Our challenge is not just to attempt to attract women into some of the higher paying roles such as Medicine but also to attract more males into care roles which could help to address some of the shortfalls in numbers of practitioners in various professions across the Health sector as well as seeing a reduction in the Gender Pay Gap.

Actions to be taken

The Trust plans to take further analysis in the coming months in order to understand the potential causes for the pay gap seen for 2016-17 & ways of mitigating these causes. This will include looking at other Acute Trusts' Gender Pay Gap submissions & analysis of how we have changed when looking at the period for 2017-18.