

Taunton and Somerset NHS Foundation Trust**Gender Pay Gap Report (2018)****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 2018.
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, shift premium pay, other allowances.

The Bonus Pay calculations include Clinical Excellence Awards (awardable only to Medical and Dental staff) and any bonuses awarded for nursing staff working hard to fill 'bank' shifts.

Gender Pay Gap Information – Statutory Information

5. Ordinary Pay
 - Mean Pay Gap = 22.76% (Women paid less than men)
 - Median Pay Gap = 2.44% (Women paid less than men)

- Quartile Information:

Quartile	Female Headcount	Male Headcount	Total	% Female	% Male	% Female Difference from Overall
Lower	921	253	1,174	78.45%	21.55%	1.63%
Middle Lower	901	273	1,174	76.75%	23.25%	-0.07%
Middle Upper	986	188	1,174	83.99%	16.01%	7.17%
Higher	800	375	1,175	68.09%	31.91%	-8.73%
Overall Gender Split	3,608	1,089	4,697	76.81%	23.19%	

6. Bonuses

- Mean Bonus Gap = 72.43% (Women average bonus value less than Men)
- Median Bonus Gap = 88.95% (Women average bonus value less than Men)
- 3.35% of women received a bonus whilst 9.27% of men received a bonus

Detailed Reporting

7. Ordinary Pay

- Average Pay – the table below shows that the Trust’s overall mean and median pay gaps arise in the Medical and Dental staff group – when looking at all staff other than Medical and Dental there is a £0.03 difference in mean average male and female pay per hour (in favour of males) and a £1.57 difference (13.2%) difference in median pay (in favour of females).

Staff Group	Female Mean Pay	Male Mean Pay	Difference	Mean Pay Gap	Female Median Pay	Male Median Pay	Difference	Median Pay Gap
Medical & Dental	£33.50	£37.36	-£3.85	-10.32%	£33.90	£41.77	-£7.87	-18.83%
All other staff	£14.10	£14.13	-£0.03	-0.23%	£13.53	£11.95	£1.57	13.17%

- 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 46.3% of the overall staff group they only make up 38.8% of Consultants (the highest paid grade). Conversely females now make up the majority of Trainee Grades at 54.9% which should, in theory, start to feed through to larger proportions of female Consultants in future years.

Quartiles Medical and Dental Staff	Female Headcount	Male Headcount	Total	% Female	% Male	% Female Difference from Overall
Lower	67	58	125	53.60%	46.40%	7.29%
Middle Lower	70	56	126	55.56%	44.44%	9.25%
Middle Upper	59	66	125	47.20%	52.80%	0.89%
Higher	36	89	125	28.80%	71.20%	-17.51%
Grand Total	232	269	501	46.31%	53.69%	

- Non-Medical and Dental quartiles
 - For non-Medical and Dental staff females at the Trust are represented in higher proportions in the top two pay quartiles than their overall representation in the Trust with overall 3.24% more women in the top two quartiles than would be expected with an even distribution.

Quartiles non-Medical & Dental (AfC) staff	Female Headcount	Male Headcount	Total	% Female	% Male	% Female Difference from Overall
Lower	824	225	1,049	78.55%	21.45%	-1.91%
Middle Lower	796	253	1,049	75.88%	24.12%	-4.58%
Middle Upper	886	163	1,049	84.46%	15.54%	4.00%
Higher	870	179	1,049	82.94%	17.06%	2.48%
Grand Total	3,376	820	4,196	80.46%	19.54%	

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 Nursing and Midwifery Registered staff group.

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 £12,957 and the average annual value of pay earned for Bank Bonus Shifts at £877.

The table below shows the pay gap for bonus pay by the two staff groups – whilst the gaps are still present for both mean and median average bonus earned it doesn't sit closely to the 72% mean and 89% median headline figures.

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	£10,057.28	£14,079.51	£-4,022.23	-28.57%	£8,407.27	£9,048.00	£-640.73	-7.08%
All other staff	£860.99	£1,050.00	£-189.01	-18.00%	£500.00	£1,000.00	£-500.00	-50.00%

In terms of the proportion of employees receiving a bonus:

- 8 men out of 106 in Nursing and Midwifery (N&M) staff group earned a bonus (7.55%)
- 85 women out of 1,144 in N&M staff group earned a bonus (7.43%)
- 93 men out of 143 Medical and Dental consultants earned a bonus (62.84%)
- 36 women out of 94 Medical and Dental consultants earned a bonus (38.30%)

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.
10. We recognise that we do have a gender pay gap, particularly our Mean Pay Gap (22.76%) & 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 53.7% of the Medical staff group consisting of males versus 23.3% of the overall workforce this staff group has an outsized impact on the overall figures.
- The greater proportion of males in the most highly paid Medical & Dental role of Consultant (61.2% of Consultants are male). 13.6% of all males in the workforce were Medical Consultants versus just 2.6% of all of our female employees.
- The median pay gap when stripping out Medical and Dental staff shows females earning on average £1.57 per hour more than males yet the mean pay gap still shows females slightly behind by £0.03 which suggests that although females make up a greater proportion of the higher quartiles some of the very highest paid posts are filled disproportionately by males.

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 39% of the group that can earn CEAs (Medical and Dental consultants) and 92% of the group (Nursing and Midwifery Registered) that could earn the on average, 93% less valuable bank bonus shift pay.
- Clinical Excellence Awards are currently being awarded at a 60% higher rate to male consultants than female consultants at the Trust. Some of the discrepancy relates to length of service; the age profile of consultants that on average male consultants at the Trust are 4 years older than female consultants and there is a correlation between years of experience as a consultant and earning CEAs, including higher value awards.

Actions to be taken

- Undertake a review of the CEA process to better understand why 63% of male consultants have a CEA compared to 38% of female consultants. This review will be conducted in line with the Trust improvement methodology, it will include understanding the data to identify

key actions to drive improvement with an intended aim of increasing the number of female consultants with CEAs.

- Take part in the joint Government Equalities Office (GEO) and Behavioural Insights Team (BIT) three-year Gender and Behavioural Insights (GABI) research programme to improve gender equality in the workplace. This programme is specifically focusing on developing behaviourally informed interventions to improve outcomes for women in Clinical Excellence Awards.