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| **Gender Pay Gap** |

1. **Introduction**

As part of their statutory responsibilities all public and private sector bodies with a workforce of more than 250 members of staff are obliged to produce details of any gender pay gap with in their organisation. This is submitted electronically via a government website.

The data is required to be uploaded by the 31st March 2018 and relates to the period inclusive of the 31st March 2017 (snapshot date).

1. **Data used to calculate gender pay gap figures**

* mean gender pay gap in hourly pay
* median gender pay gap in hourly pay
* mean bonus gender pay gap
* median bonus gender pay gap
* proportion of males and females receiving a bonus payment
* proportion of males and females in each pay quartile

1. **Definitions**

* A full-pay relevant employee, the employee must be paid their full usual pay during the pay period in which the snapshot date falls. If the employee is paid less than their usual rate because of leave for that period, they should not be counted as a full-pay relevant employee.
* If an employee is on any kind of leave and not being paid their full usual amount in the pay period, they are not full-pay relevant employees. For example, they are paid Statutory Sick Pay or Statutory Maternity Pay which is less than their usual pay.

1. **Results for KCHFT**

The Electronic Staff Record (ESR) Central Team has had the issue of calculating this data on their agenda for the past year and has produced a number of reports to support the process.

**Mean gender pay gap in hourly pay**

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| **Gender** | **Mean Hourly Rate** | **Median Hourly Rate** | **Mean Bonus Pay** | **Median Bonus Pay** |
| **Male** | 15.6370 | 13.7180 | 7,982.85 | 6,830.86 |
| **Female** | 14.2264 | 12.5796 | 16,118.89 | 10,319.32 |
| **Difference** | 1.4106 | 1.1384 | -8,136.04 | -3,488.46 |
| **Pay Gap %** | 9.0210 | 8.2988 | -101.92 | -51.07 |

**Females receiving a bonus**

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| **Gender** | **Employees Paid Bonus** | **Total Relevant Employees** | **%** |
| **Female** | 6.00 | 4849.00 | 0.12 |
| **Male** | 3.00 | 575.00 | 0.52 |

This is the proportion of relevant employees paid a bonus against the total number of relevant employees for the organisation as a whole.

**Proportion of males and females in each pay quartile**

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| **Quartile** | **Female** | **Male** | **Female %** | **Male %** |
| **1** | 1028.00 | 125.00 | 89.16 | 10.84 |
| **2** | 1103.00 | 103.00 | 91.46 | 8.54 |
| **3** | 1063.00 | 114.00 | 90.31 | 9.69 |
| **4** | 1032.00 | 151.00 | 87.24 | 12.76 |

The overall average for the trust is 90% female 10% male. Quartile 4 relates to the highest paid. The quartiles are based on the four bands of earning in KCHFT:

* Quartile 1 Up to approximately £10.05 per hour
* Quartile 2 Up to approximately £12.59 per hour
* Quartile 3 Up to approximately £18.01 per hour
* Quartile 4 Up to approximately £77.48 per hour

1. **Bench Marking**

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| **Trust** | **Mean** | **Median** | **Pay Gap (H / L)** |
| East Cheshire NHS Trust | 34.50% | 15.70% | L |
| Gloucestershire Hospitals Nhs Foundation Trust | 28.20% | 16.90% | L |
| Lincolnshire Partnership NHS Foundation Trust | 19.00% | 15.00% | L |
| NHS Digital | 16.10% | 14.10% | L |
| Kent Community NHS Foundation Trust | 9.02% | 8.29% | L |
| NHS Resolution formerly NHS Litigation Authority | 8.30% | 8.10% | L |

Of the 5 organisations who have declared the Mean range is between 34.5% and 8.30% the Median average between 16.90% and 8.10%.

1. **Conclusion**

KCHFT now have evidence through the bench marking that some organisations are reporting a gap of over 34% in favour of male employees. It is thought that this may be caused by large numbers of medical staff employed by acute trusts in particular. When the full data is published KCHFT can do proper comparison with other trusts.

However from our own work already undertaken the Trust knows:

* Women are on average paid more in AFC bands one to seven
* Men are on average paid more in AFC band 8a to 9 and are not representative in proportion of the male/female split for the organisation as a whole
* Men are paid on average more as medical members of staff than females and are not representative in proportion of the male/female split for the organisation as a whole

1. **Recommendation**

The Committee are asked to note the gender pay gap and the figures that will be reported nationally and on the website.

Richard Collins

28/02/2018