

Gender Pay Gap Report 2020/2021

1. Introduction

As an employer for, and a provider of, health services in Kent, London and East Sussex Kent Community Health NHS Foundation Trust (KCHFT) take the issues of fairness, rights and equality very seriously.

We recognise the value of our colleagues and their diversity, and work to ensure that our workforce is representative of the communities we serve. We understand that colleagues work better when they can be themselves.

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 came into force on 31 March 2017. These regulations underpin the Public Sector Equality Duty which requires all public and private sector bodies with a workforce of more than 250 members of staff to publish details of any gender pay gap within their organisation. The data must be published annually on its public website by 30 March and is a snapshot of pay taken on 31 March in the preceding year. This must then be submitted electronically onto the [government viewing website](#).

For the purposes of the analysis in this report the snapshot date is 31 March 2020.

The gender pay gap is the difference in average pay between men and women in an organisation and highlights any imbalances that exist between the average hourly earnings of women compared with men. This is not to be confused with Equal pay which covers the difference in pay between men and women who carry out 'like work' – work that is the same or broadly similar, work rated as equivalent or work of equal value¹.

KCHFT employs approximately 4,973 substantive staff in a range of roles within the medical and dental, allied health, nursing and administrative and clerical functions. All staff other than very senior managers (VSM's), or those on ad-hoc payscales, are on Agenda for Change or Medical and Dental national pay-scales and these ensure all staff are paid equally regardless of their gender.

2. Data Used to Calculate Gender Pay Gap Figures

There are 6 key indicators against which an employer must publish its calculations –

- **Mean gender pay gap** – The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

¹ ACAS – Equal Pay - <http://www.acas.org.uk/index.aspx?articleid=1811>

- **Median gender pay gap** – The difference between median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
- **Mean bonus gender pay gap** – The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.
- **Median bonus gender pay gap** – The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.
- **Bonus proportions** – The proportion of males and females receiving a bonus payment.
- **Quartile pay bands** – The proportion of males and females in each of the four pay quartiles.

3. Definitions

- **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, if they are paid Statutory Sick Pay or Statutory Maternity Pay which is less than their usual pay.
- **“Pay”** includes;
 - basic pay
 - full paid leave including annual, sick, maternity, paternity, adoption or parental leave,
 - bonus pay received in the pay period in which the snapshot date falls (bonus pay should be pro-rated where it relates to a period longer than the pay period)
 - area, on-call and other allowances such as recruitment and retention allowances
 - shift premium pay
 - pay for piecework.

It does not include;

- overtime pay
- expenses (payments made to reimburse expenditure wholly and necessarily incurred in the course of employment, for example mileage for use of vehicle)
- remuneration in lieu of leave
- benefits in kind (for example child care vouchers)
- redundancy pay and tax credits.

4. Methodology

The data used in this report has been generated using the Electronic Staff Record (ESR) Business Intelligence report designed specifically for gender pay gap reporting.

5. Results for KCHFT

Like all NHS Trusts KCHFT has a significantly higher proportion of females in its workforce to males. In 2020, of the 4,973 full-pay relevant employees included in the reporting figures 4,407 were women, which represents 88.6%, compared with 568 males, 11.4%. Tables 1 and 2 represent the gender profile of the organisation for 2019 and 2020, which has remained constant.

Table 1

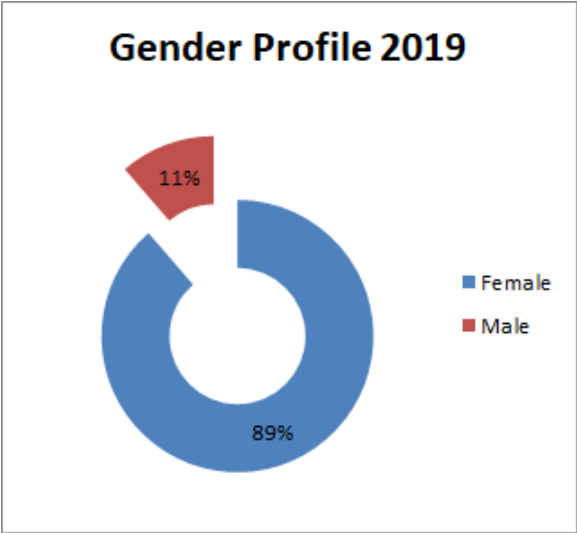
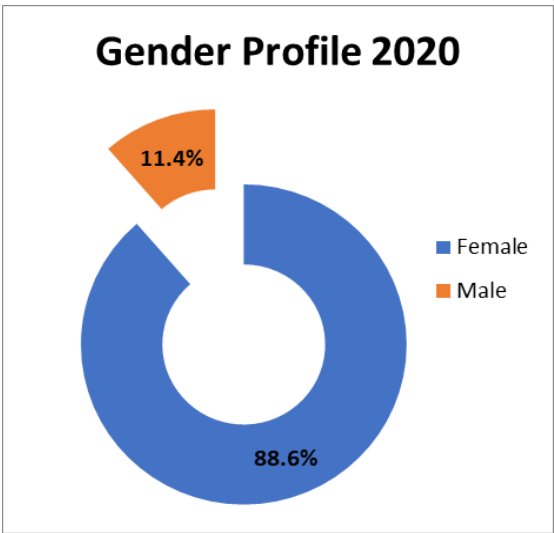


Table 2



A. Mean and Median gender pay gap

Table 3 represents the Mean and Median hourly rates of pay for men and women for 2020. It illustrates there is a gender pay gap of £1.04 or 6.29% in the mean hourly rate of pay in favor of men and a median gap of -£0.08 or -0.56% in favor of women.

Table 3

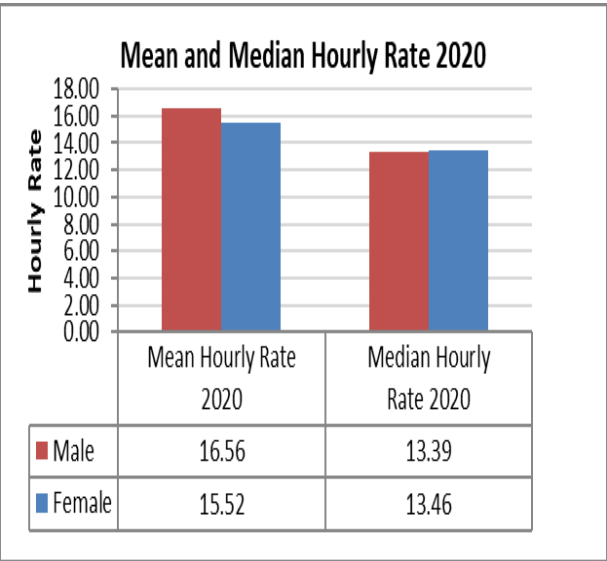


Table 4

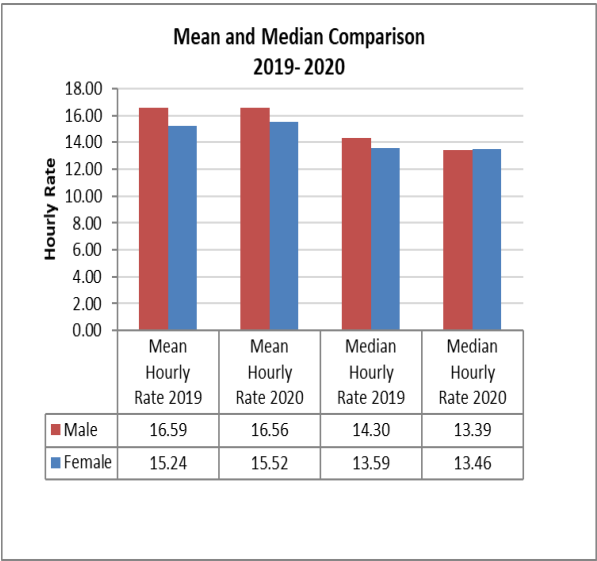


Table 4 offers a comparison of this years' figures against those reported for 2019. The figures show a narrowing of the mean gender pay gap hourly rate from £1.35 to £1.04, which is a percentage reduction from 8.13% to 6.28%. There has been a significant decrease in the median gender pay gap hourly rate from £0.72 to -£0.08, which is a percentage decrease from 5.00% to -0.56%.

The median pay gap figure is normally regarded as being more representative of the gender pay gap across the organisation but it does not take account of employees being paid at a higher level within the workforce whose remuneration may be impacting on the figures which is why scrutinising mean pay information is important.

Table 5: Median and Median Pay by pay band 2020

	Mean Pay				Median Pay			
	Male mean £	Female mean £	Difference £	Mean pay gap %	Male median £	Female median £	Difference £	Median pay gap %
Band 1	12.79	11.35	1.43	11.2%	12.62	11.35	1.26	10.0%
Band 2	10.23	10.35	-0.12	-1.2%	10.01	9.81	0.20	2.0%
Band 3	10.34	10.71	-0.38	-3.6%	9.89	10.63	-0.74	-7.5%
Band 4	11.56	11.85	-0.30	-2.6%	11.53	11.83	-0.30	-2.6%
Band 5	15.28	15.23	0.05	0.3%	14.22	15.25	-1.03	-7.2%
Band 6	17.48	17.94	-0.46	-2.6%	17.06	17.79	-0.73	-4.3%
Band 7	20.67	21.65	-0.98	-4.7%	20.27	22.26	-1.99	-9.8%
Band 8a	26.01	25.20	0.81	3.1%	25.06	25.99	-0.93	-3.7%
Band 8b	29.29	28.93	0.36	1.2%	30.00	29.74	0.27	0.9%
Band 8c	33.16	35.41	-2.24	-6.8%	32.71	35.31	-2.60	-7.9%
Band 8d	41.25	41.06	0.18	0.4%	43.22	41.64	1.58	3.6%
Band 9	52.33	49.26	3.08	5.9%	52.74	49.26	3.48	6.6%
VSM (excluding NEDs & Chair)	81.64	59.74	21.90	26.8%	77.19	61.37	15.82	20.5%
Ad hoc Pay Scale	73.75	17.68	56.07	76.0%	73.75	5.70	68.06	92.3%
Consultant	46.68	55.90	-9.22	-19.8%	46.70	57.46	-10.76	-23.0%
Dentist	35.96	34.29	1.66	4.6%	38.67	34.18	4.49	11.6%
Medics - non consultants	43.57	34.86	8.71	20.0%	34.12	32.73	1.39	4.1%
Ad hoc Medical Grade	71.43	64.81	6.61	9.3%	71.43	60.00	11.42	16.0%

Table 5 shows that in 2020 average pay for females across the Trust was generally higher for women in the lower bands with the exception of Band 5. Generally, on average, men earn more in higher banded roles although there is a difference in favour of women in Band 8c and Consultant roles.

Although average pay in Band 5 roles is higher for men the median pay gap favours women. This is a consequence of the majority of colleagues at this band being women (91.78%) so a small number of males receiving higher pay in the group will increase the average pay.

Non-Executive Directors and the Chair are excluded from the VSM figures as they are not regarded as employees for the purposes of the gender pay gap analysis. In the VSM category it remains the case, as for previous years, that both mean and median figures favour men with a mean pay gap of 21.9% and a median pay gap of 20.5%. The VSM staff group is discreet. While in 2019 there were 2 male staff in this group, in 2020 there were 3.

The band 9 staffing group is also very small, consisting of three employees covering 4 posts. Two band 9 staff are women and the one male staff member covers two separate posts. This was not the case in 2019 when there were 4 employees split evenly between male and female staff. This difference may explain that in 2020 the mean pay gap was 5.9% compared to 12.6% in 2019.

The Ad Hoc Pay scale is made up of colleagues in apprentice roles, employees who have transferred into the organisation on different pay terms under TUPE arrangements and colleagues receiving extra payments for additional duties outside the organisation or those undertaking project work.

B. Mean and Median Bonus Pay Gap

Bonus pay is defined as any remuneration that is in the form of money, vouchers, securities or options and relates to profit sharing, productivity, performance, incentive or commission. The remuneration that would be categorised under this heading includes national and local Clinical Excellence Awards (CEA's), pay for VSM's that is 'earnt back', long service awards and vouchers (such as childcare or cycle to work scheme vouchers) offered as an incentive on top of salary rather than a salary sacrifice and recruitment bonuses made as a one-off payment as opposed to recruitment and retention premia (RRP) payments.

At KCHFT the only bonus payments made, as defined in the paragraph above, are local CEA's and an incentive bonus payment introduced to encourage KCHFT bank workers to work additional "bank shifts" in order to help ease the pressures of winter. The higher value bonus payments were attributable to CEA's, which are awarded to Consultants who perform their role 'over and above' the expected standard. These awards have to periodically be reapplied for and as such are categorised as bonus payments. CEA's are part of a Consultants national terms and conditions and if the Consultant meets the criteria the Trust is required to pay the award.

Table 6

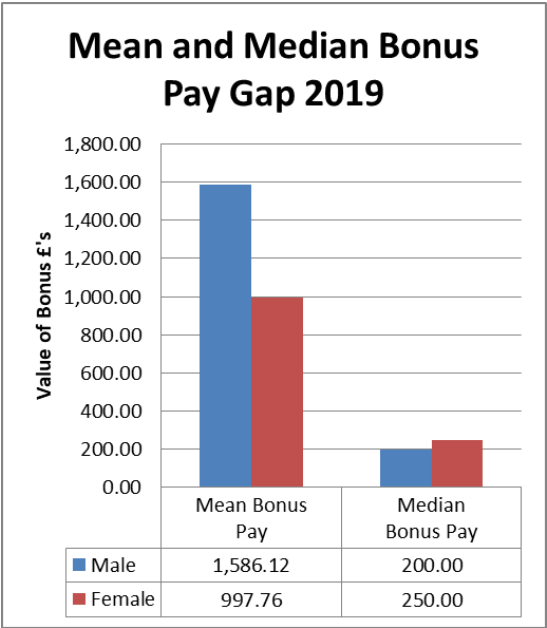


Table 7

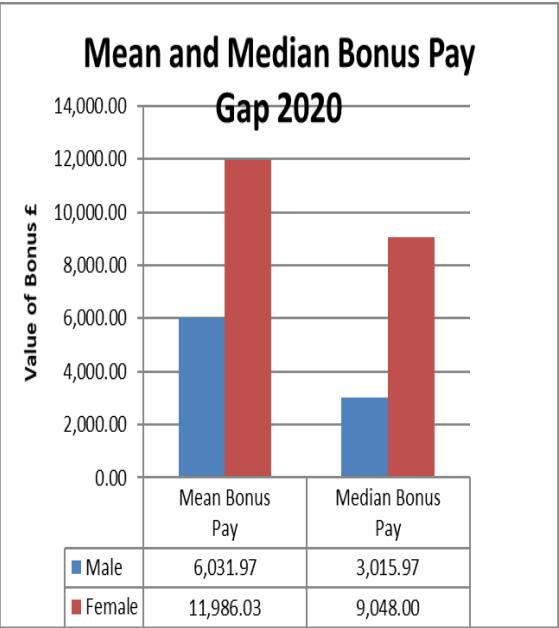


Table 6 illustrates the bonus pay gap that existed in 2019. Table 7 shows that in 2020 the mean bonus pay gap was -98.71% and the median pay gap was -200%. The 2020 figures are based on bonus payments having been made to 11 females and 3 males.

The significant change arose because there were far fewer payments made as part of the staff bank incentive payment scheme in 2020 than were made in 2019. Ten CEA bonus payments were made in 2020; seven to female staff and three to male staff.

As demonstrated in the bonus proportions table below, Table 9, a higher number of female staff received a bonus in 2020. This is because KCHFT has more females than males in its Consultant posts which is the only category of doctor able to apply for a bonus payment.

Bonus Proportions

Table 8 – Bonus proportions 2019

Gender	Employees Paid Bonus	Total Relevant Employees	%
Female	210.00	4862.00	4.32
Male	20.00	638.00	3.13

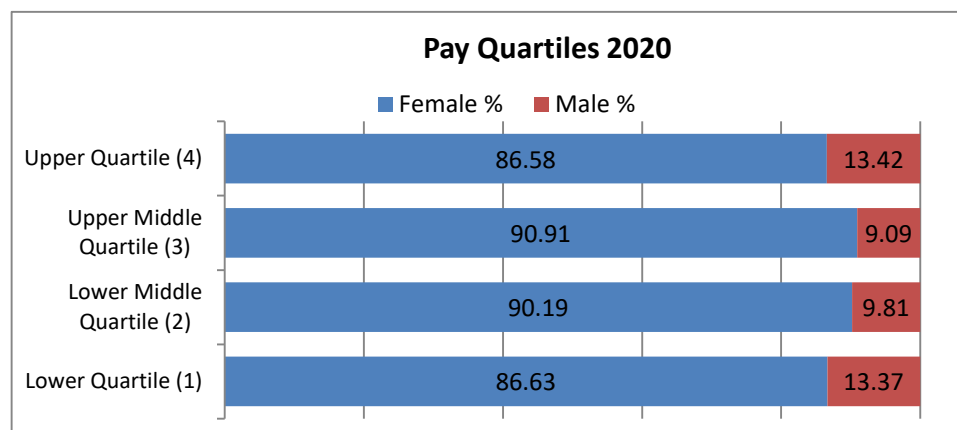
Table 9 – Bonus proportions 2020

Gender	Employees Paid Bonus	Total Relevant Employees	%
Female	11.00	4819.00	0.23
Male	3.00	630.00	0.48

C. Proportion of Males and Females in each Pay Quartile

A pay quartile represents a quarter of the workforce ranked by pay. That 25% is then categorised based on gender to illustrate the proportion of females and males in each quartile. Table 10 illustrates that the quartiles are still broadly representative of the overall workforce where 88.6% are female and 11.4% are male.

Table 10



6. Bench Marking

Table 11

Employer	Employer Size	% Difference in hourly rate (Mean)	% Difference in hourly rate (Median)
Birmingham Community Healthcare NHS Foundation Trust	5000 to 19,999	15.6	8.6
Bridgewater Community Healthcare NHS Foundation Trust	1000 to 4999	25.3	9.2
Cambridgeshire Community Services NHS Trust	1000 to 4999	No data reported	No data reported
Central London Community Healthcare NHS Trust	1000 to 4999	10.7	1.6
Derbyshire Community Health Services NHS Foundation Trust	1000 to 4999	17.8	11.9
Kent Community Health NHS Foundation Trust	1000 to 4999	6.29	-0.56
Leeds Community Healthcare NHS Trust	1000 to 4999	No data reported	No data reported
Lincolnshire Community Health Services NHS Trust	1000 to 4999	22.8	13.1
Liverpool Community Health NHS Trust	1000 to 4999	No data reported	No data reported
Norfolk Community Health and Care NHS Trust Charitable Fund	1000 to 4999	8.4	-6.0
Shropshire Community Health NHS Trust	1000 to 4999	No data reported	No data reported
Sussex Community NHS Foundation Trust	1000 to 4999	9.5	0.1
Wirral Community Health and Care NHS Foundation Trust	1000 to 4999	9.2	1.8

Table 11 compares the results of 12 Community Health Trusts, where the data is available, against KCHFT's results for 2020/2021. Employers are not required to report their data for 2020/2021 until 5 October 2021. Based on the data available KCHFT is the best performing Community Health Trust in relation to the mean hourly rate and the second best performing in relation to median pay.

7. Conclusion

The Trust made progress in 2020 in the following areas,

- A decrease in the mean pay gap;
- A decrease in the median pay gap
- There continues to be proportional representation in each of the four pay quartiles when compared with the organisation as a whole;

- In comparison to those community health Trusts that have reported their figures for 2020/2021 KCHFT is in the top 2 the best performing Trusts in terms of pay equity.

8. Recommendations

- 8.1 The SWC is asked to note the content of this report and action plan which has been agreed by the Executive.
- 8.2 The Committee is also asked to note that gender pay gap reporting was altered in 2020 because of the Covid pandemic. As a result whilst the report has been produced there is no accompanying action plan. The Gender Pay Gap report for 2021/2022 includes an action plan based on the most recent data.