

Gender Pay Gap Report 2021/2022

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. We work to ensure that our workforce is representative of the communities we serve and 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](https://www.gov.uk/government/viewing-website).

For the purposes of the analysis in this report, the snapshot date is 31 March 2021.

The gender pay gap is the difference in average pay between men and women in an organisation. It 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 5,033 substantive staff in various 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 pay scales, are on Agenda for Change or Medical and Dental national pay-scales and these ensure all staff are paid equally regardless of their gender. By March 2021 the Trust had also engaged 1104 workers specifically to deliver the Covid vaccination programme, in addition to the 827 (approximately) workers on its staff bank.

2. Data Used to Calculate Gender Pay Gap Figures

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

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

- **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.
- **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

In 2020 KCHFT reported its workforce figure as 4,973. This total did not include bank workers. This year the figure is 6,150. The reason for the increase is the inclusion of the Covid bank and staff bank workers. Like all NHS Trusts, KCHFT has a significantly higher proportion of female workers in its workforce than male workers. In 2021, of the 6,150 full-pay relevant employees included in the reporting figures, 5,445 were women, representing 88.5%, compared with 705 males, 11.5%.

Tables 1 and 2 illustrate the gender profile of the organisation for 2020 and 2021. The figures show a marginal increase in the male workforce and a decrease in the female workforce by 0.1% respectively.

Table 1

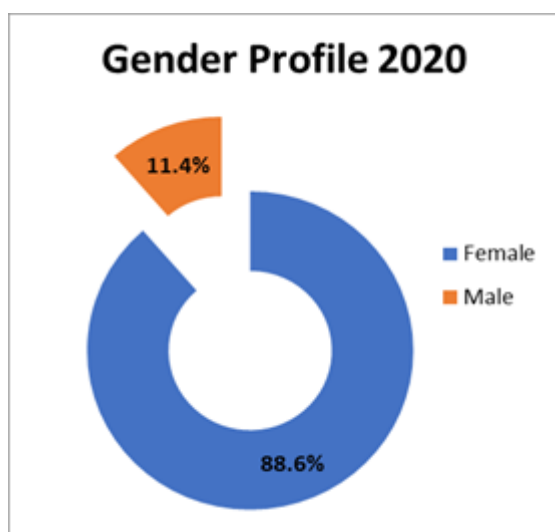
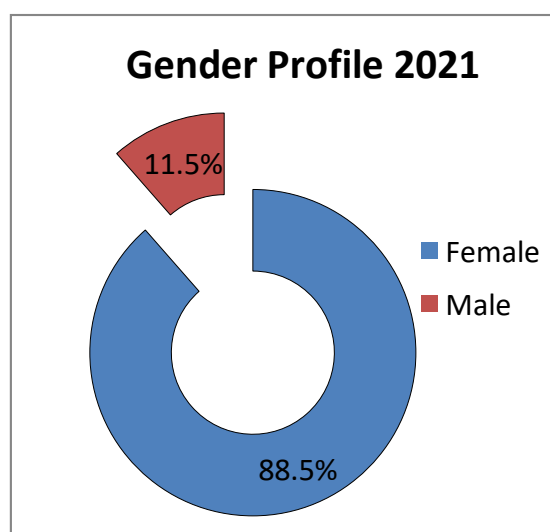


Table 2



A. Mean and Median gender pay gap

Table 3 represents the Mean and Median hourly rates of pay for men and women for 2021. It illustrates there is a gender pay gap of £0.82 or 4.94% in the mean hourly rate of pay in favor of men and a median gap of £0.01 or 0.07% in favor of men.

Table 3

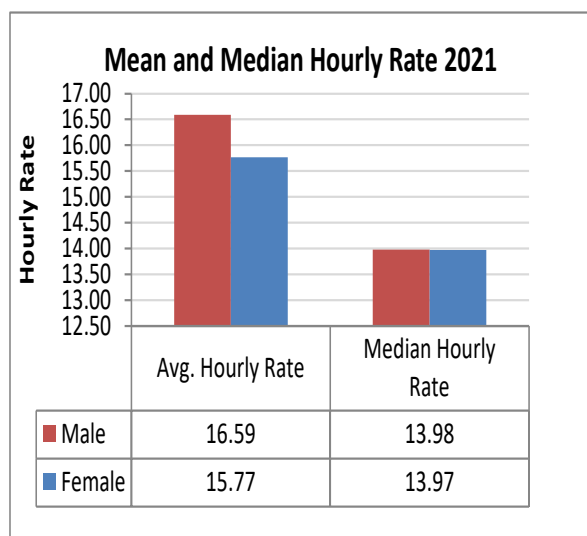


Table 4

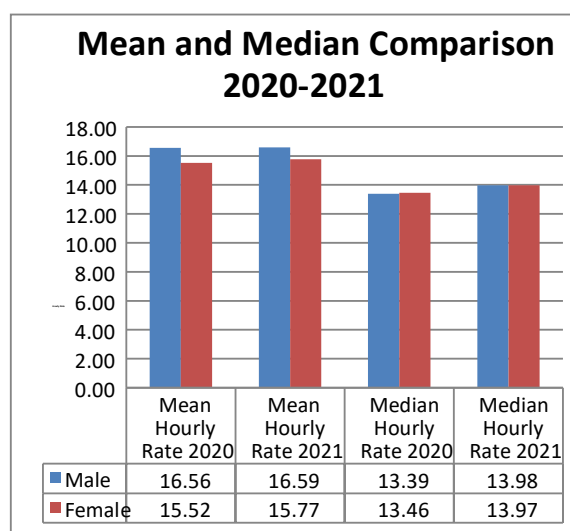


Table 4 offers a comparison of this years' figures against those reported for 2020. The figures show a narrowing of the mean gender pay gap hourly rate from £1.04 to £0.82, which is a percentage reduction from 6.28% to 4.91%. There has also been a narrowing of the median gender pay gap hourly rate from -£0.08 to £0.01, which represents a change from -0.52% to 0.07%. This positive change reveals that pay is equal, based on the median hourly pay rate, between men and women.

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 2021

	Mean Pay				Median Pay			
	Male mean £	Female mean £	Difference £	Mean pay gap %	Male median £	Female median £	Difference £	Median pay gap %
Band 1	12.41	12.28	0.13	1.1%	13.18	10.32	2.86	21.7%
Band 2	10.99	10.85	0.14	1.2%	10.44	10.36	0.09	0.8%
Band 3	11.45	11.45	0.00	0.0%	11.01	11.31	-0.31	-2.8%
Band 4	12.59	12.76	-0.17	-1.4%	12.35	12.35	0.00	0.0%
Band 5	15.46	15.54	-0.08	-0.5%	15.55	15.59	-0.04	-0.3%
Band 6	18.48	18.57	-0.09	-0.5%	18.83	19.12	-0.29	-1.5%
Band 7	21.38	22.43	-1.05	-4.9%	20.93	22.76	-1.82	-8.7%
Band 8a	25.37	25.98	-0.60	-2.4%	26.22	26.42	-0.20	-0.8%
Band 8b	30.72	30.25	0.46	1.5%	30.48	31.71	-1.22	-4.0%
Band 8c	36.98	36.01	0.97	2.6%	37.67	37.67	0.00	0.0%
Band 8d	42.24	42.31	-0.08	-0.2%	42.93	44.60	-1.67	-3.9%
Band 9	56.37		56.37	100.0%	56.37		56.37	100.0%
VSM (excluding NEDs & Chair)	81.35	58.69	22.66	27.9%	75.76	61.06	14.70	19.4%
Ad hoc Pay Scale	75.00	11.95	63.05	84.1%	75.00	11.95	63.05	84.1%
Consultant	48.65	55.69	-7.03	-14.5%	48.66	56.65	-7.99	-16.4%
Dentist	35.91	36.37	-0.46	-1.3%	36.70	37.97	-1.28	-3.5%
Medics - non consultants	32.25	37.30	-5.05	-15.7%	33.35	36.78	-3.43	-10.3%
Ad hoc Medical Grade	74.44	67.22	7.22	9.7%	74.44	67.22	7.22	9.7%

Table 5 shows that in 2021 average pay for females across the Trust was generally higher in the middle AfC bands (5 to 8a) with the exception of Band 8d, where women were also paid marginally more than men. Generally, men earn more in higher banded roles. In the medical and dental workforce women earn more in every grade other than the Ad hoc medical grade.

Although there is no mean pay gap at band 3 and the average pay in 8b is higher for men, the median pay gap favours women for both bands. This is the result of most roles at these bands being covered by women.

In 2021, women covered 1238 (89.8%) out of 1378 assignments at band 3 and 51 (83%) out of 65 assignments at band 8b, so a small number of males receiving higher pay in these groups 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 27.9% and a median pay gap of 19.4%. The VSM staff group is discreet and the numbers have not changed since 2020 with 7 female and 3 male staff in this group.

The band 9 staffing group consists of just one male staff member who covers two separate posts. This was not the case in 2020 when three employees were covering 4 posts. This explains why the mean and median pay gap is 100% in 2021.

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. In this group, both mean and median figures favour men with a similar mean and median pay gap of 9.7%.

B. Mean and Median Bonus Pay Gap

Bonus pay is defined as any remuneration in the form of money, vouchers, securities or options and relates to profit sharing, productivity, performance, incentive or commission. The income 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,
- vouchers such as childcare or cycle to work scheme offered as an incentive on top of the salary instead of a salary sacrifice and
- recruitment bonuses made as a one-off payment instead of 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" to help ease winter pressures. 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

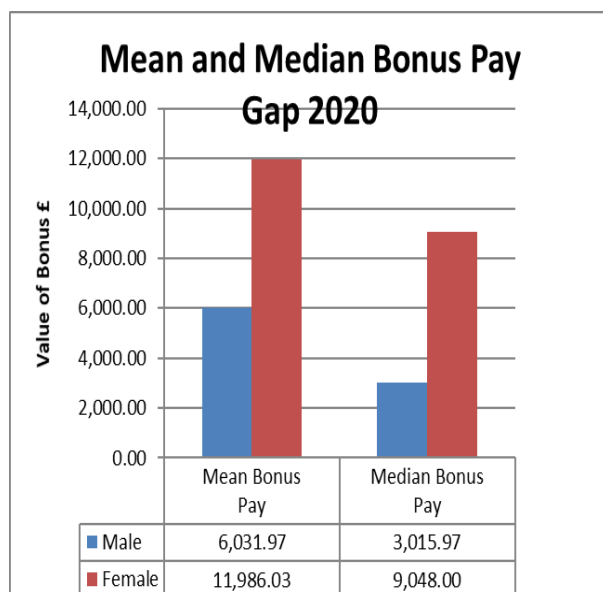


Table 7

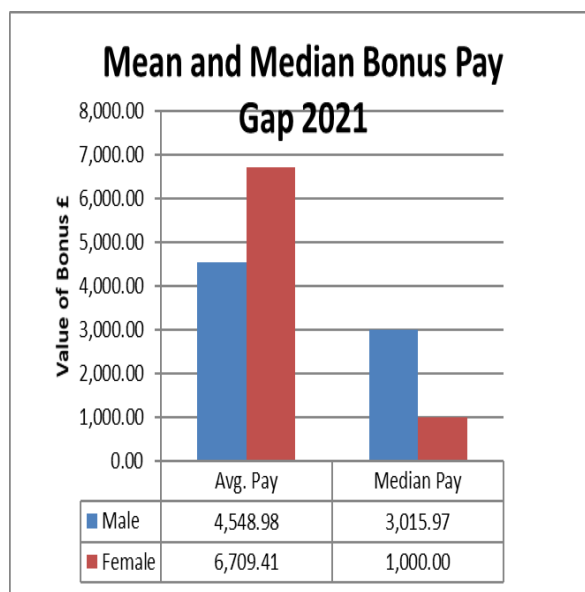


Table 6 illustrates the bonus pay gap that existed in 2020. Table 7 shows that in 2021 the mean bonus pay gap was –7.49% and the median bonus pay gap was 66.84%. The 2021 figures are based on bonus payments having been made to 21 females and 4 males.

As demonstrated in the bonus proportions tables below, a higher percentage of female staff received a bonus in 2020 and 2021. This is because KCHFT has significantly more females than males across all staff groups. Whilst ordinarily both the mean and median bonus pay gap favours women because of the proportion of female to male Consultants (Consultants being the only group of staff able to apply for a CEA (bonus)), the number of females being awarded a winter incentive bonus payment, which is considerably lower in value to a CEA, has impacted the median bonus pay gap markedly.

Bonus Proportions

Table 8 – Bonus proportions 2020

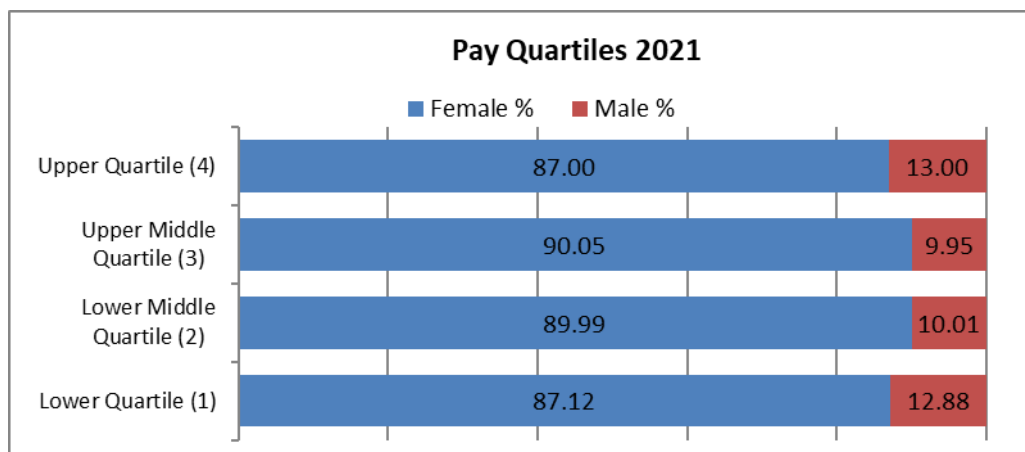
Gender	Employees Paid Bonus	Total Relevant Employees	%
Female	11.00	4819.00	0.23
Male	3.00	630.00	0.48

Table 9 – Bonus proportions 2021

Gender	Employees Paid Bonus	Total Relevant Employees	%
Female	21.00	6038.00	0.35
Male	4.00	814.00	0.49

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 88.5% are female and 11.5% are male.

Table 10

6. Bench Marking

(Only 1 community NHS Trust has reported their data for 2021/2022 so a comparison against this year's data is not possible. The comparison data used in the table below are the figures reported by the respective Trusts for 2020/2021).

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	27.1	19.7
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	4.94	0.07
Leeds Community Healthcare Trust	1000 to 4999	7.8	0.5
Lincolnshire Community Health Services NHS Trust	1000 to 4999	22.8	13.1
Norfolk Community Health and Care NHS Trust Charitable Fund	1000 to 4999	8.4	-6.0
Shropshire Community Health NHS Trust	1000 to 4999	12.7	-2.8
Sussex Community NHS Foundation Trust	5000 to 19,999	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 11 Community Health Trusts against KCHFT's results for 2021. Based on this comparison KCHFT is the top performing Trust in respect of the percentage difference of both the mean and median hourly pay rate.

7. Conclusion

The Trust has made progress in 2021 in the following areas,

- A marginal increase in the number of men being recruited to work for the Trust;
- A narrowing of the mean pay gap;
- A narrowing of the median pay gap resulting in almost equal pay between genders;
- 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 the best performing Trust 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.

ACTION PLAN

OBJECTIVE	ACTION	LEAD	TIMESCALE	OUTCOME
Increase male representation across the workforce	Develop a campaign to encourage men to apply for roles with KCHFT across all disciplines. This will include promoting the range of different careers that exist in the NHS and the pathways available within the organisation. Adverts will be targeted in areas where men are more likely to look for jobs.	Acting Head of HR Services	March 2022	Male representation across all quartiles has increased to at least 15% of the workforce
Increase awareness of how equitable KCHFT is in relation to staff pay	Promote the results of the Gender Pay gap report via the Trust intranet and explain what the results mean and why this makes KCHFT a great employer to work for. Link this to the recruitment campaigns and flexible working promotions.	Comms / Acting Head of HR Services	October 2021	KCHFT are identified as the "Best" employer in the 2021 staff survey when staff respond to the question about "your pay".
Increase awareness of options for career development and support for individuals wishing to gain promotion	Promote the admin academy and Leadership and Management Development courses to the whole workforce. Identify colleagues within KCHFT who are willing to share their experience of using these to progress in blogs/vlogs	Comms / E&D	December 2021	Lack of opportunities given as the reason for leaving the organisation has decreased by 5% by March 2022
Promote career opportunities at KCHFT widely through careers fairs and in schools	Promote the variety of careers available using the career pathways information	Comms / E&D	December 2021	Number of applications for roles across all staff groups has increased by 5%