

Gender Pay Gap Report 2022/2023

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](#).

For the purposes of the analysis in this report, the snapshot date is 31 March 2022.

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 5,187 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 (VSMs), 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 Gender.

2. Data Used to Calculate Gender Pay Gap Figures

There are six 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

In 2021 KCHFT reported its workforce population as being 6,150. This included the Covid bank and staff bank workers. This year the population is 5,187. The decrease is due to the reduction in the Covid bank workforce. Like all NHS Trusts, KCHFT has a significantly higher proportion of female workers in its workforce than male workers. In 2022, of the 5,187 full-pay relevant employees included in the reporting figures, 4,574 were women, representing 88.2% of the workforce, compared with 613 males, representing 11.8% of the workforce.

Figures 1 and 2 illustrate the gender profile of the organisation for 2021 and 2022. The figures show a marginal increase in the male workforce and a decrease in the female workforce by 0.3%, respectively.

Figure 1

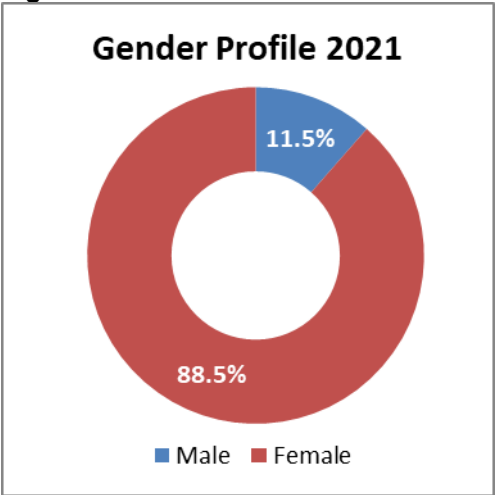
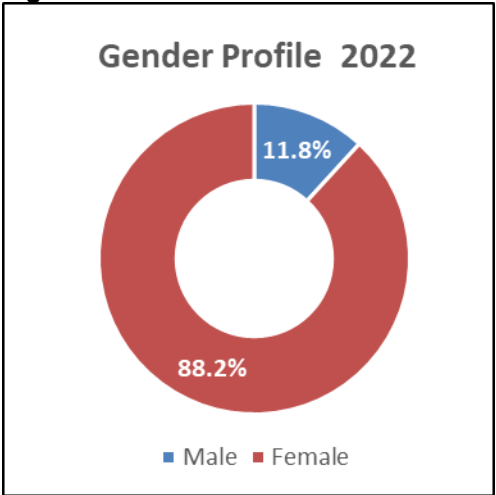


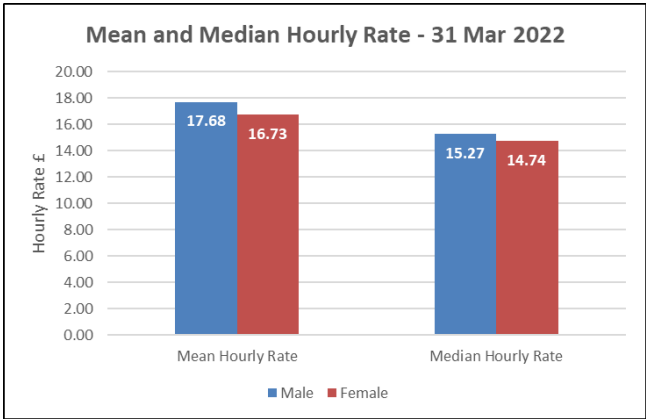
Figure 2



A. Mean and Median gender pay gap

Figure 3 represents the Mean and Median hourly rates of pay for men and women for 2022. It illustrates a gender pay gap of £0.95p or 5.4% in the mean hourly rate of pay in favour of men and a median gap of £0.52p or 3.4% in favour of men. This is an increase from last year when the median hourly pay for men and women was approximately equal at £0.01p or less than 0.1% in favour of men.

Figure 3



Figures 4 and 5 compare this year's hourly pay rate against that reported in 2021. The statistics show a widening of the mean gender pay gap hourly rate from £0.82p to £0.95p, which is a percentage increase from 4.9% to 5.4%. There has also been a widening of the median gender pay gap hourly rate from £0.01p to £0.52p, representing a change from less than 0.1% to 3.4%. This represents a worsening in equal pay between men and women since last year, based on the median hourly pay rate.

Figure 4

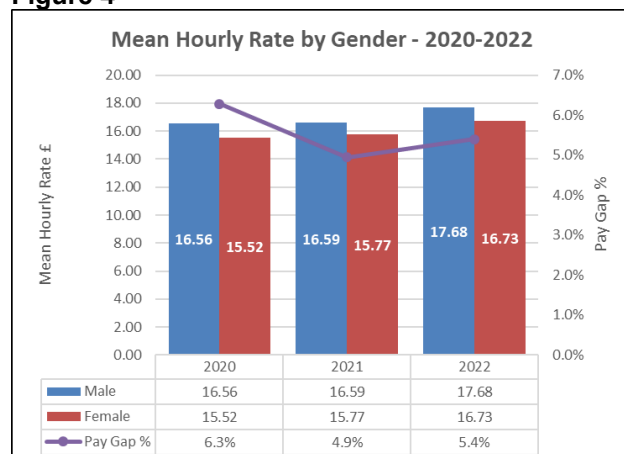
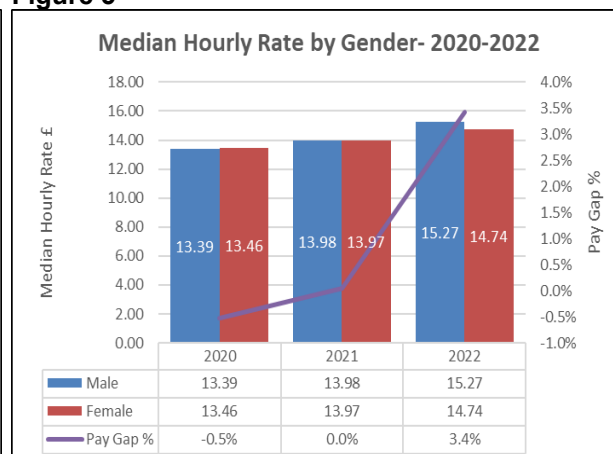


Figure 5



The median pay gap figure is commonly regarded as being more representative of the gender pay gap across the organisation. It's important to note though that it does not take account of employees being paid at a higher level within the workforce whose remuneration may impact the figures, which is why scrutinising mean pay information is essential.

Table 1: Median and Median Pay by Pay Band 2021

Payscale Group	Number of Assignments	Mean Average Hourly Pay				Median Hourly Pay			
		Male	Female	Difference £	Mean pay gap %	Male median £	Female median £	Difference £	Median pay gap %
Band 1	5	9.99	13.94	-3.94	-39.4%	10.78	13.19	-2.41	-22.4%
Band 2	870	10.99	10.98	0.01	0.1%	11.31	11.16	0.16	1.4%
Band 3	1,074	11.25	11.32	-0.07	-0.6%	11.14	11.14	0.00	0.0%
Band 4	867	12.12	12.41	-0.28	-2.3%	12.60	12.72	-0.13	-1.0%
Band 5	838	15.40	15.50	-0.10	-0.7%	16.13	16.13	0.00	0.0%
Band 6	1,098	18.19	18.74	-0.55	-3.0%	19.23	19.96	-0.73	-3.8%
Band 7	843	21.96	22.56	-0.60	-2.7%	22.81	23.44	-0.64	-2.8%
Band 8a	195	25.15	25.76	-0.61	-2.4%	24.10	27.09	-2.99	-12.4%
Band 8b	68	29.78	29.33	0.44	1.5%	28.12	28.01	0.12	0.4%
Band 8c	30	36.38	35.54	0.85	2.3%	39.31	34.74	4.57	11.6%
Band 8d	17	40.47	42.98	-2.51	-6.2%	43.10	44.69	-1.59	-3.7%
Band 9	6	48.71	52.58	-3.87	-7.9%	55.27	54.47	0.80	1.4%
VSM	10	85.07	64.09	20.97	24.7%	79.09	63.93	15.17	19.2%
Trainee Dental Grade	2	23.98	18.92	5.06	21.1%	23.98	18.92	5.06	21.1%
Career Grade Doctors	80	35.86	37.45	-1.58	-4.4%	38.11	37.90	0.20	0.5%
Consultant	20	49.72	58.52	-8.80	-17.7%	48.63	54.72	-6.09	-12.5%

Table 1 shows that in 2022 average pay for females across the Trust was generally higher in all but three AfC bands, where payment was higher for men (2, 8b and 8c). Typically, men earn more in higher-banded roles. In the medical workforce, women earn more but the median favours men.

Non-Executive Directors and the Chair are excluded from the VSM figures as they are not regarded as employees for the gender pay gap analysis purposes. In the VSM category, it remains the case, as in previous years, that both mean and median figures favour men with a mean pay gap of 24.7% and a median pay gap of 19.2%. The VSM staff group is discreet, with 7 female and 3 male staff in this group.

In 2021, the band 9 staffing group consisted of just one male staff member covering two separate posts. This resulted in a mean and median pay gap of 100%. In 2022, there are 3 male and 3 female, showing that women earn more than men but the median pay gap favours men.

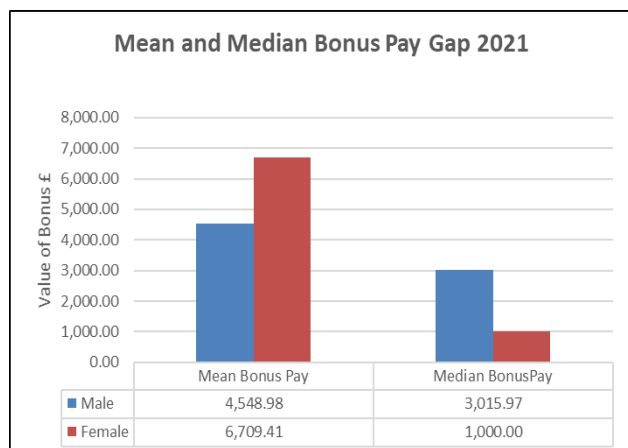
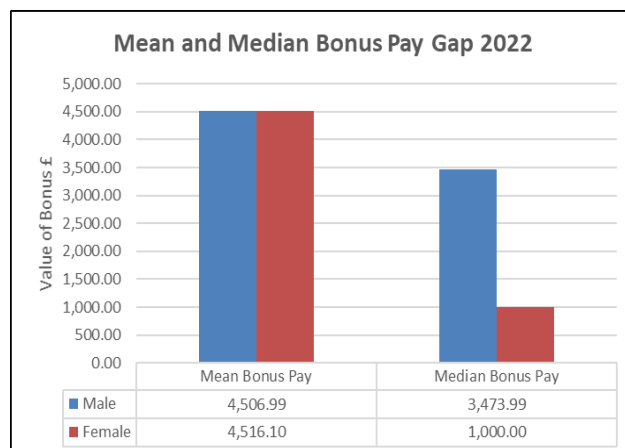
B. Mean and Median Bonus Pay Gap

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 VSMs 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 bonus payments made, as defined in the paragraph above, are local CEA's, cash payments made to senior managers and Agenda for Change payment. 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. In 2021, in recognition of the continued focus on the COVID pandemic, a decision was made, in conjunction with the representatives of the Consultant staff body, not to invite Consultants to apply for an award but instead to share the "pot" evenly between eligible Consultants.

Figure 6**Figure 7**

Mean and median Bonus Pay

In 2021, the mean bonus pay gap was – 47.49% and the median pay gap was 66.84%. (Figure 6). Figure 7 shows that in 2022 the mean bonus pay gap of - 0.20%, shows little difference between women and men. However, the median bonus pay gap was 71.21%, which means that at KCFHT, on average, men continue to receive larger bonus payments than women.

Bonus Proportions

Table 2 shows that a higher percentage of the male workforce received a bonus in 2022, with 0.70% of males receiving a bonus compared to 0.46% of female staff.

The 2022 figures are based on bonus payments made to 28 females and 6 males.

Table 2 – Bonus proportions 2022

Gender	Employees Paid Bonus	Total Relevant Employees	%
Female	28.00	6117.00	0.46
Male	6.00	854.00	0.70

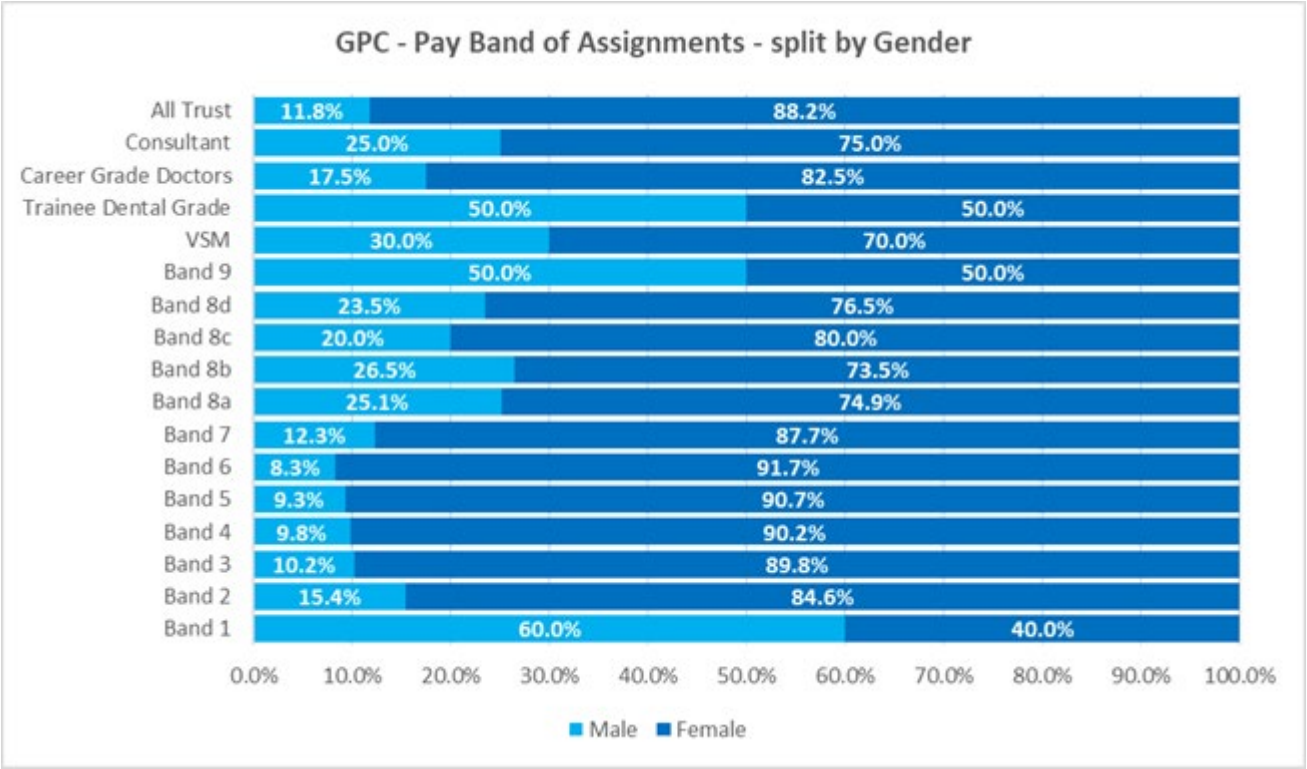
The bonus breakdown is shown below on table 10. The AFC bonus payment is considerably lower than the other two types of bonuses made to VSM and Consultants.

Table 3 – Type of Bonus

Bonus Type	Female		Male		Notes
	Headcount	%	Headcount	%	
AfC Bonus PAY NHS	16	94.1%	1	5.9%	Recommend a friend payment
Cash Bonus NP PAY NHS	5	71.4%	2	28.6%	Paid to VSM
Clinical Ex Award PAY NHS	7	70.0%	3	30.0%	Paid to Medical and Dental Consultants
Grand Total	28	82.4%	6	17.6%	

At KCHFT there are significantly more females than males across most staff groups. However, there are higher proportion of male staff employed at Band 9, VSM and Consultant level than in the Trust as a whole, see figure 8 below.

Figure 8



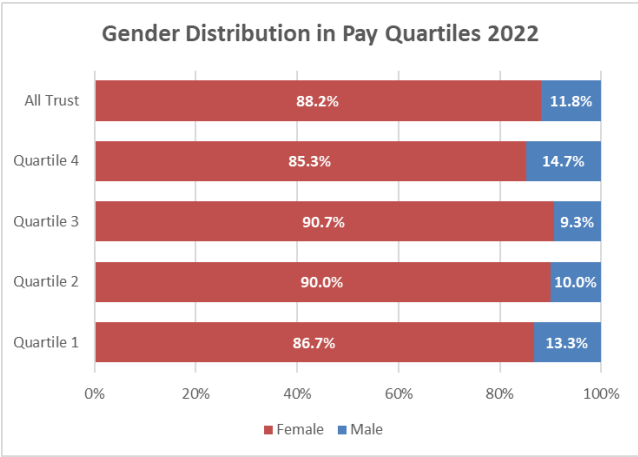
**Due to the cohort size of Band 1 the M:F gender split appears radically unequal – this is a statistical anomaly*

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. Figure 9 illustrates that the quartiles are still broadly representative of the overall workforce, where 88.2% are female and 11.8% are male.

Figure 9
6. Bench Marking

The comparison data reported in the Pay Gap Service for figures compare ten Trusts against this comparison, performing Trust percentage mean and median



in table 4 below is government Gender 2021/2022. The Community Health KCHFT. Based on KCHFT is the top regarding the difference of both the hourly pay rate.

Table 4

Employer	Employer Size	% Difference in hourly rate (Mean)	% Difference in hourly rate (Median)
Birmingham Community Healthcare NHS Foundation Trust	5000 to 19,999	14.1	1.2
Bridgewater Community Healthcare NHS Foundation Trust	1000 to 4999	16.1	2.4
Cambridgeshire Community Services NHS Trust	1000 to 4999	21.5	17.2
Central London Community Healthcare NHS Trust	1000 to 4999	8.8	1.2
Derbyshire Community Health Services NHS Foundation Trust	1000 to 4999	15.0	9.8
Kent Community Health NHS Foundation Trust	1000 to 4999	4.94	0.01
Leeds Community Healthcare Trust	1000 to 4999	11.0	5.6
Lincolnshire Community Health Services NHS Trust	1000 to 4999	26.3	16.4
Shropshire Community Health NHS Trust	1000 to 4999	8.5	-0.6
Sussex Community NHS Foundation Trust	5000 to 19,999	6.7	-2.1
Wirral Community Health and Care NHS Foundation Trust	1000 to 4999	8.7	0.3

7. Conclusion

The Trust has made progress in 2022 in the following areas,

- A marginal increase in the number of men being recruited to work for the Trust;
- An increase in the number of women employed at AFC band 9;
- 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 2021/2022 KCHFT is the best performing Trust in terms of pay equity.

8. Recommendations

- 8.1 The Strategic Workforce Committee are asked to approve the content of this report.
- 8.2 An action plan should be developed as part of the engagement exercise that we are about to embark on.