

1 Gender pay gap report

(31st March 2018 snapshot)

2 Introduction

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between male and female employees. As a public sector employer, we must publish our gender pay gaps by 31 March 2019.

East Kent Hospitals University NHS Foundation Trust (EKHUFT) is committed to creating a diverse and inclusive environment. We value the differences that a diverse workforce brings to the organisation and we aim to build a culture that is personal, fair and diverse.

EKHUFT supports equality through fair pay, and valuing staff for their skills and contribution.

3 Understanding our pay system and staffing

Male and female staff are paid equally for doing the same job at EKHUFT, through the application of the national NHS pay terms and conditions.

Like most large acute hospital trusts:

- Female staff make up **78%** of our total staff.
- We have more male consultant clinical staff than female consultant clinical staff. Male consultant staff currently represent **72%** of our consultant body.

National NHS pay for non-medical staff ranges from Band 2 (the lowest pay range) to Band 9 (the highest pay range).

The Trust also employs a small number of staff paid at higher than Band 9 in Very Senior Manager and senior non-consultant clinical staff positions. There are proportionally fewer female staff in these senior non-consultant staff positions compared with male staff.

The combination of this and fewer female staff in higher paid consultant roles has resulted in our reported Gender Pay Gap (GPG).

We are pleased to report that we have a higher proportion of female staff in these roles than we did five years ago, and we are continuing to take action to make sure female staff have equal opportunity to progress in their careers at EKHUFT.



4 What is the gender pay gap?

The gender pay gap is the difference between hourly rates of pay that male and female staff groups receive within an organisation. In EKHUFT, this means male and female staff are paid equally for doing the same job, but when all salaries are taken together as a whole group, the male staff group earns a larger mean or median hourly pay rate than the female staff group because more men are in higher paid consultant or non-consultant clinical staff positions than women.

The gender pay gap can be described in terms of mean or median hourly rates of pay:

- The mean pay gap is the difference between average hourly earnings of male and female staff groups.
- The median pay gap is the difference between the midpoints in the ranges of hourly earnings of male and female staff groups. It takes all salaries and lines them up in order from lowest to highest and picks the middle-most salary.

Our figures are based on the rate of pay as at 31st March 2018 and bonuses (consultant staff clinical excellence awards) paid in the year to March 2018.

5 Our Gender Pay Gap Results

Metric	Result
The mean gender pay gap for EKHUFT is.	31.42%
The median gender pay gap for EKHUFT is.	18.66%
The mean gender bonus gap for EKHUFT is.	20.55%
The median gender bonus gap for EKHUFT is.	33.33%
The proportion of all male employees in EKHUFT receiving a bonus (clinical excellence award) is.	6.66%
The proportion of all female employees receiving a bonus (clinical excellence award) is.	0.57%

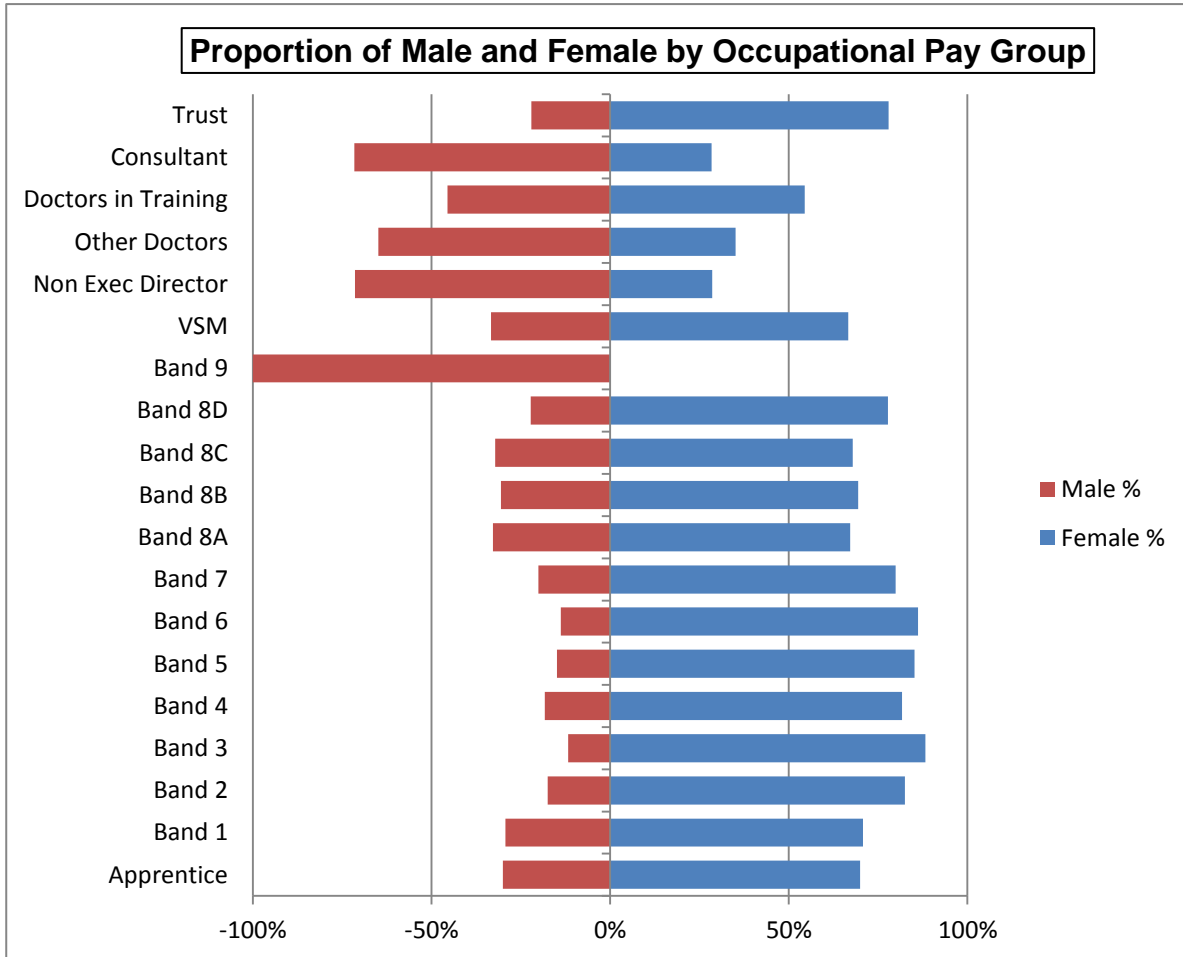
6 Our gender pay gap by quartiles

This calculation shows the proportions of male and female employees in four quartile pay bands, which is done by dividing the workforce into four equal parts.

Quartile Band	Male	Female	Description
A	21.46%	78.54%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	16.18%	83.82%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	14.66%	85.34%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	38.9%	61.10%	Includes all employees whose standard hourly rate places them above the upper quartile

7 Proportion of Male and Female in each of the Occupational Pay Groups

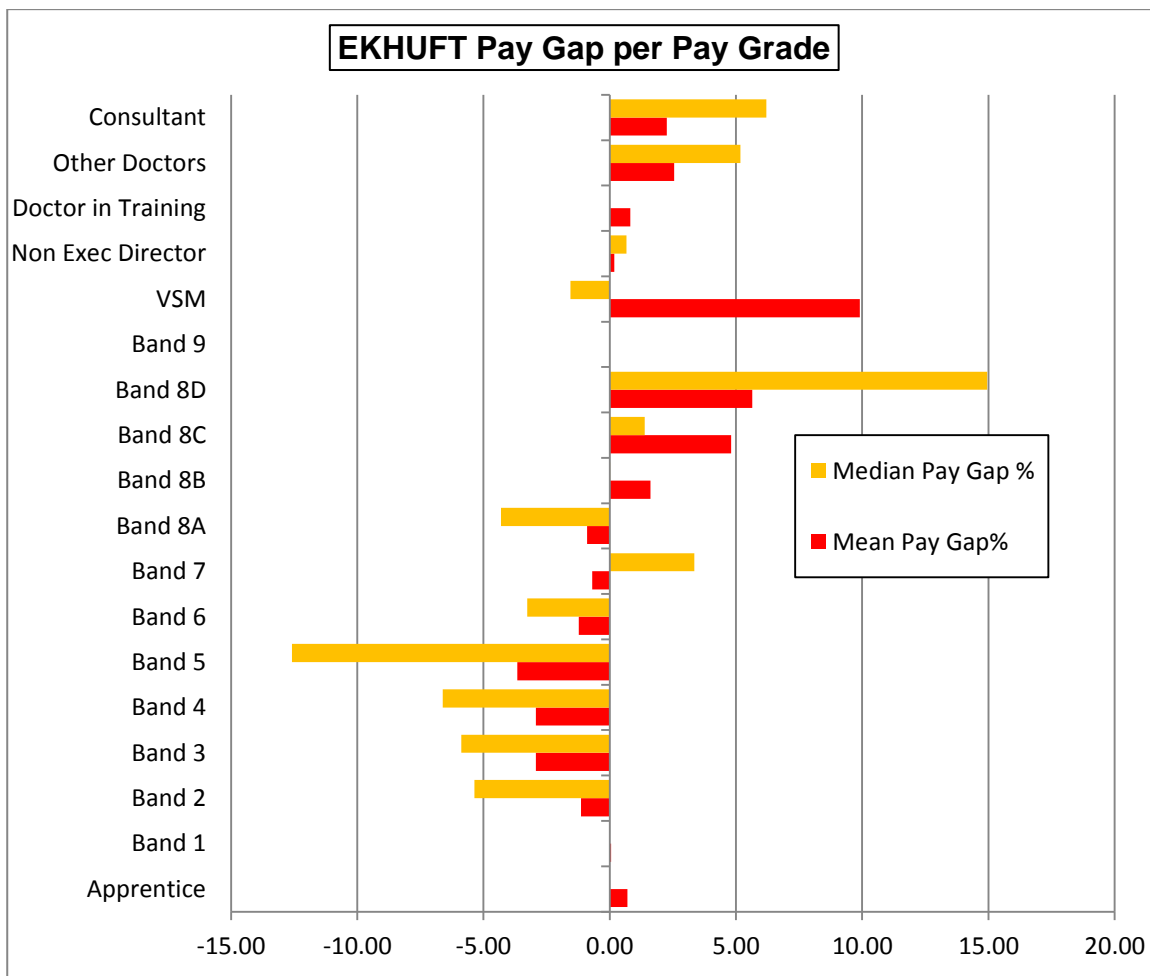
Grade	Female	Male	Grand Total	Female %	Male %
Apprentice	28	12	40	70%	30%
Band 1	29	12	41	71%	29%
Band 2	1419	301	1720	83%	18%
Band 3	670	89	759	88%	12%
Band 4	429	96	525	82%	18%
Band 5	1290	225	1515	85%	15%
Band 6	1041	167	1208	86%	14%
Band 7	601	151	752	80%	20%
Band 8A	127	62	189	67%	33%
Band 8B	75	33	108	69%	31%
Band 8C	19	9	28	68%	32%
Band 8D	7	2	9	78%	22%
Band 9	0	2	2	0%	100%
VSM	12	6	18	67%	33%
Non Exec Director	2	5	7	29%	71%
Other Doctors	46	85	131	35%	65%
Doctors in Training	214	179	393	54%	46%
Consultant	117	295	412	28%	72%
Trust	6126	1731	7857	78%	22%



8 Pay gap results by occupational pay grade

This chart shows the pay gap in each band.

A positive score indicates that men have average earnings higher than women. A negative score indicates that in these bands the average pay is higher for women. In general, average pay is higher for men above Band 8A and higher for women below 8A.



9 Equal pay

To be compliant with the Equal Pay provisions of the Equality Act 2010 men and women have a right to equal pay for equal work. We are confident that Agenda for Change and Medical and Dental terms and conditions ensure that that men and women are paid equally for doing equivalent jobs. The breakdown for each pay band shows significantly reduced gaps:

Pay Scale	Mean Pay Gap %	Median Pay Gap %
Apprentice	0.70	0.00
Band 1	0.06	0.00
Band 2	-1.14	-5.36
Band 3	-2.93	-5.87
Band 4	-2.92	-6.61
Band 5	-3.66	-12.58
Band 6	-1.22	-3.27
Band 7	-0.70	3.35
Band 8A	-0.90	-4.30
Band 8B	1.61	0.00
Band 8C	4.81	1.39
Band 8D	5.65	14.95
Band 9	See below	
VSM	9.91	-1.55
Non Exec Directors	0.19	0.67
Doctor in Training	0.82	0.00
Other Doctors	2.55	5.17
Consultant	2.27	6.20

East Kent Hospitals has two men and no women at Band 9. It is not possible to calculate a meaningful Mean or Median Pay Gap.

10 Why we have a gender pay gap

Like most of the NHS, female staff make up the majority of our workforce (78% of total staff) and we have more male consultant clinical staff (74% - 294) than female consultant clinical staff (26% -105).

In addition, there are fewer female staff in senior, non-consultant staff positions.

As there are fewer female staff in both these senior roles, this has resulted in the reported Gender Pay Gap (GPG).



The Trust has done a great deal of work in recent years to find out why there are fewer female staff in these roles than male staff, and to take action to make sure female staff have equal opportunity to progress in their careers.

11 What we are doing about the pay gap

The number of female consultants has increased by 12.00 (11%) during the year ending 31 March 2018. Whilst the number of male consultants has increased by 1 (0.0034%)

We are committed to continuing to create an environment where more females are recruited to, or are able to progress to, senior roles within the Trust. We plan to do this by ensuring that our recruitment adverts for Consultants, Medical staff and band 8+ Agenda For change vacancies are attractive to female applicants and reflect our commitment to:

- Flexible working options including job share and part time opportunities
- Work benefits, e.g., paternity/maternity leave, on site nursery provision, occupational health support.
- Fair and transparent recruitment processes
- Support for lifelong careers
- Career development for all staff
- Explore the lived experience of those female staff at Band 9 roles last year and identify actions as appropriate.

We will also proactively promote applying for Clinical Excellence awards amongst our female Consultants and support them through the application process.

Progress on these actions will be monitored through the Trust's Diversity and Inclusion Steering Group.

