

Gender pay gap report

(31 March 2017 snapshot)

1 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 31st March 2018.

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.

2 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 74% of our consultant body.

National NHS pay for non-medical staff ranges from Band 1 (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 fewer female staff in these senior non-consultant clinical staff positions compared with male staff than there are in the other pay groups.

The combination of this and fewer female staff in highly-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.



3 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 highly 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 2017 and bonuses (consultant staff clinical excellence awards) paid in the year to March 2017.

4 Our Gender Pay Gap Results

Metric	Result
The mean gender pay gap for EKHUFT is.	30.9%
The median gender pay gap for EKHUFT is.	17.7%
The mean gender bonus gap for EKHUFT is.	25.8%
The median gender bonus gap for EKHUFT is.	33.3%
The proportion of all male employees in EKHUFT receiving a bonus (clinical excellence award) is.	8.4%
The proportion of all female employees receiving a bonus (clinical excellence award) is.	0.6%

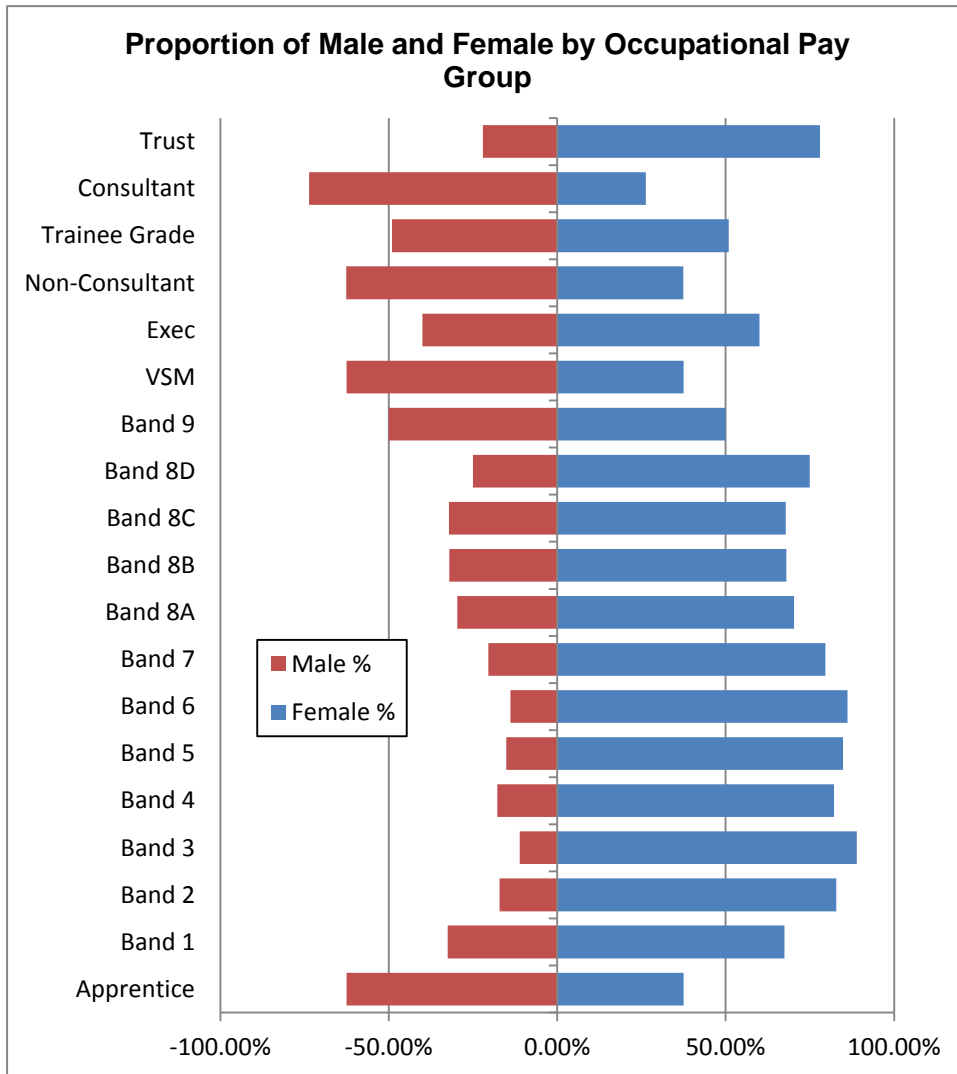
Our gender pay gap by quartiles

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	21.9%	78.1%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	15.8%	84.2%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	14.2%	85.8%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	39.4%	60.6%	Includes all employees whose standard hourly rate places them above the upper quartile

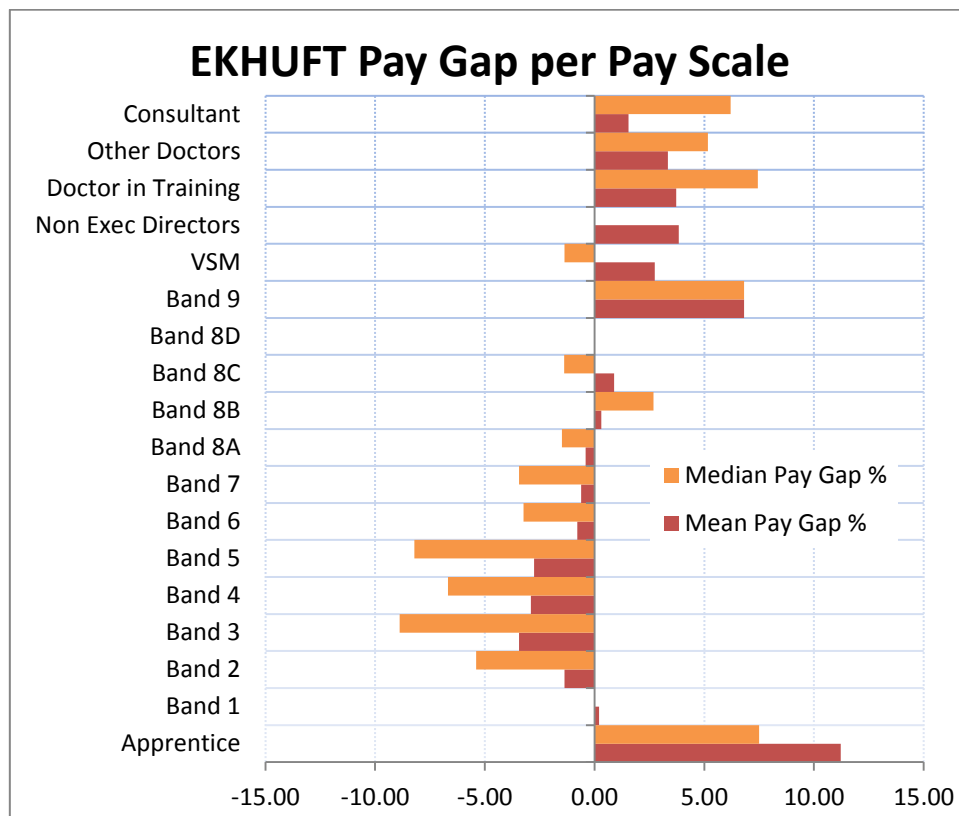
Proportion of Male and Female in each of the Occupational Pay Groups

Grade	Female	Male	Grand Total	Female %	Male %
Apprentice	9	15	24	38%	63%
Band 1	29	14	43	67%	33%
Band 2	1414	292	1706	83%	17%
Band 3	680	85	765	89%	11%
Band 4	416	90	506	82%	18%
Band 5	1340	239	1579	85%	15%
Band 6	1033	166	1199	86%	14%
Band 7	581	149	730	80%	20%
Band 8A	128	54	182	70%	30%
Band 8B	68	32	100	68%	32%
Band 8C	19	9	28	68%	32%
Band 8D	6	2	8	75%	25%
Band 9	2	2	4	50%	50%
VSM	3	5	8	38%	63%
Exec	9	6	15	60%	40%
Non-Consultant	46	77	123	37%	63%
Trainee Grade	195	188	383	51%	49%
Consultant	105	294	399	26%	74%
Trust	6083	1719	7802	78%	22%



Pay gap results by occupational pay grade

This chart shows the pay gap in each band. It demonstrates that men in higher bands earn a larger mean or median hourly pay rate than women in those bands because there are more men than women in those roles. Women in bands below 8D earn a larger mean or median hourly pay rate than men because there are more women than men in those roles.



5 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	11.23	7.50
Band 1	0.20	0.00
Band 2	-1.36	-5.40
Band 3	-3.45	-8.88
Band 4	-2.90	-6.69
Band 5	-2.76	-8.21
Band 6	-0.79	-3.24
Band 7	-0.61	-3.44
Band 8A	-0.40	-1.49
Band 8B	0.31	2.68
Band 8C	0.90	-1.39
Band 8D		
Band 9	6.82	6.81
VSM	2.74	-1.38
Non Exec Directors	3.84	0.00
Doctor in Training	3.72	7.44
Other Doctors	3.35	5.16
Consultant	1.55	6.20

6 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 clinical 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.



7 What we are doing about the pay gap

Our goal is to continue to create an environment where more females are recruited to, or are able to progress to, senior roles within the Trust.

The number of female consultants has increased by 25% since January 2014 whilst the number of male consultants has increased by 8%.

The Trust is setting up a working group to support more female consultant staff to apply for and be granted clinical excellence awards.

The group will also propose actions to further reduce the gender pay gap across all roles, focusing on:

- Fair and transparent recruitment processes
- Flexible working
- Support for lifelong carers
- Career development for all staff
- Work benefits, eg, paternity/maternity leave, childcare vouchers, on site nursery provision, occupational health support.

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