

Barnsley Hospital NHS Foundation Trust

Gender Pay Gap Report

Executive Summary

All UK employers have a legal requirement to publish their gender pay data on an annual basis.

The gender pay gap calculation is based on the average hourly rate paid to men and women. This calculation makes use of two types of averages; a mean average and a median average. In simple terms, the mean is the average hourly rate and the median is the mid-point hourly rate for men and for women in the workforce.

The mean figure is the figure most commonly used.

The report for Barnsley Hospital NHS Foundation Trust reviews the latest data set, which covers the 12 month period ending 31 March 2018.

Our Overall results:

Overall, across our entire workforce our mean gender pay gap is 37%. This means that the average hourly pay rate for men is 37% higher than for women.

Our overall median gender pay gap is 22% - this means that the mid-point hourly rate for men is 22% higher than for women.

However, this overall figure represents the combined data for our Medical and Dental staff group and all other staff groups.

When this is broken down, our figures show:

- For Medical and Dental staff, the mean gender pay gap is 19%
- For all other staff who are not medical or dental (which is our largest workforce group), the mean gender pay gap is 8.5%.

Our proportion of male and female staff should be taken into account when looking at our gender pay gap, as should the age range of our male and female workforce, as members of staff who have enjoyed long careers in the NHS can often be higher up the pay point scales than those who are just starting their careers.

In Barnsley, whilst we have a higher proportion of female staff in our workforce, we also have a significant proportion of our male workforce who are now at the point in their careers where they are senior medical staff and therefore are higher up the pay grades than some more junior members of staff. This is reflected in our overall gender pay gap and, as a trust, we recognise that this is a generational and societal issue. We know that an increasing number of women are choosing medicine as a career and our figures show that we now have a higher percentage of female junior doctors than we do male. Also at a medical consultant level from 1st Jan 2018 to

date, we have appointed 7 female consultant/locum consultants and 12 male. For Medical and Dental staff, the mean gender pay gap since the last reporting period ending 31 March 2017 has improved as it has reduced from 23% to 19%.

This year's reporting as at 31 March 2018 excludes employees from other staff groups who have transferred to the subsidiary company, Barnsley Facilities Services Ltd (BFS). At this date, the majority of BFS employees in the lowest pay grades were male. The removal of this data from the figures is therefore a contributory factor to the change in the mean gender pay gap for non- medical and dental staff which has widened from 2% to 8.5%.

The proportion of male and female employees in the lowest pay quartile is 87% female and 13% male, compared to the proportion of male and female employees in the highest pay quartile which is 68% female and 32% male. (The quartile information is created by sorting all employees by their hourly rate of pay and then splitting the list into 4 equal parts to create 4 pay quartiles).

The gender pay gap data we report also includes bonus payments. The consultants clinical excellence awards (CEAs) are included in the bonus pay calculation. Following publication of last year's results, we have undertaken proactive communications, publicity and training support has been offered to female and male consultants on how to apply for CEAs. And in the last CEA round run in 2018, there were more female first time award recipients than male. We have seen a 1.5% improvement in our mean bonus gender pay gap in that it has reduced from 80.5% to 79%.

Gender Pay and Equal Pay – the difference:

It is important to be clear about the difference between gender pay and equal pay. The solutions to equal pay and gender pay are different. Closing the gender pay gap is a broader societal as well as organisational issue. Equal pay is specific to men and women doing comparable roles for different pay.

Though we have a gender pay gap due to our disproportionate representation of men and women within the workforce (as reflected across the NHS), we are confident that we pay equally and fairly in accordance with the nationally recognised Agenda for Change and Medical & Dental pay structures and our locally recognised Senior Manager and Director pay structures.

Our future intentions:

As a trust we are committed to supporting the career progression and ensuring equal opportunities for women and men within our workforce. Our in house talent management programme is designed to nurture our future leaders regardless of their gender.

We have a range of family friendly policies, supporting childcare, flexible working, fair rostering and leave provision. In 2018 we have published a number of toolkits to

help managers in applying these policies for our staff and we will be holding a series of policy training sessions for managers in 2019.

At our equality and inclusion conference in February 2019 we launched our Carers Charter. This has set out the work we will be undertaking in 2019 to raise awareness and increase recognition of staff who are carers, to identify what issues they face, leading to improved engagement and retention.

We welcome this report and the findings. The data has given us the opportunity to understand what else we can do to further reduce our gender pay gap. Ultimately, our aim is to ensure there is no gap and that men and women are equally represented in the workforce at all levels.

Barnsley Hospital NHS Foundation Trust

Gender Pay Gap Detailed Results

Our gender pay gap results (based on the hourly pay rates our employees received on 31 March 2018) are as follows:

- Our mean gender pay gap is 37%
- Our median gender pay gap is 22%
- Our mean bonus gender pay gap is 79%
- Our median bonus gender pay gap is 96%
- Our proportion of males receiving a bonus payment is 8%
- Our proportion of females receiving a bonus payment is 1%
- Our proportion of males and females in each quartile pay band is;

Pay Quartile	Female %	Male %
1	87	13
2	87	13
3	88	12
4	68	32

The reasons behind our gender pay gap:

- The mean and median gender pay gap can be explained by the observation that while men make up only 19.6% of the workforce, there is a disproportionate number of males, 32.39% in the highest paid quartile, compared to only 12.65% in the lowest pay quartile.
- This year's reporting as at 31 March 2018 also excludes employees who have transferred to the subsidiary company, Barnsley Facilities Services Ltd (BFS). 60% of BFS employees in the lowest pay quartile 1 are male and there is an equal 50% male female split in the highest pay quartile 4.

The removal of this data from the Trust workforce figures is therefore a contributory factor to the change in the Trust's gender pay gap results since the last reporting period.

- The Trust's mean gender pay gap is 37% in favour of men (women earn 37% less than men) compared to 30% as at 31 March 2017 and the national NHS average of 23% in favour of men (data from NHS Digital April 2018).
- The mean gender pay gap in the Non-medical & Dental staff groups is 8.55% (compared to 2% as at 31 March 2017). The most notable change to the previous reporting period is the 6% decrease in the proportion of males (from 19% to 13%) and 6% increase in the proportion of females (from 81% to 87%) in the lowest pay quartile 1. This is compared to only 1% decrease (from 16% to 15%) in the proportion of males and 1% increase (from 84% to 85%) in the proportion of females in the highest pay quartile 4.
- There is a mean gender pay gap of 19.08% in the Medical & Dental staff group (compared to 23.21% as at 31 March 2017). We have seen a 1.95% increase in the proportion of females (from 20.59% to 22.54%) and a 1.95% decrease in the proportion of males (from 79.41% to 77.46%) in the highest pay quartile 4 since the last reporting period.
- As at 31 March 2018 there were 13 female (48%) and 14 male (52%) employees on Local Senior Manager or Exec/Non-Exec Director pay scales, compared to 46% of very senior manager roles in the NHS held by women (NHS Employers data from NHS Digital workforce statistics 2016).
- There were 48 female (29%) and 120 male (71%) M&D consultants, compared to 65% of consultants who are men and 35% of consultants who are women in the NHS (NHS Employers data from the NHS Digital workforce statistics 2016). The M&D consultant gender split has remained fairly static with 39 female (31%) and 86 male (69%) as at 31 March 2017. There were 28 female (63%) and 17 male (37%) foundation doctors.
- The gender split by age shows the majority of female doctors are young (of those aged 21 – 25, 59% are female compared to 41% male) and the majority of male doctors are older (of those aged 36 – 50, 69% are male and 30% are female, of those aged 51 – 70, 90% are male and 10% are female). There are more female Foundation Doctors 28 (62%) than male 17 (38%).
- In the reporting period, there were 53 medical staff (7 women and 46 men) who received Clinical Excellence Awards and Discretionary Points Awards

which accounts for 60% of all bonuses awarded. The gender split has remained fairly static with 7 women and 44 men receiving these awards as at 31 March 2017. There were 35 staff (27 women and 8 men) who received Long Service Awards in the form of monetary awards which accounts for 40% of all bonuses awarded. 9.37% of the total number of 'relevant employees' received bonus pay.

- The number of employees who received a bonus payment is small, the value and type of bonus payments received is very varied with more men receiving the higher value CEAs and more women receiving the lower value LSAs and so this has 'dominated' and distorted the mean gender bonus pay gap calculation.
- If long service awards are excluded, the mean bonus pay gap reduces from 79.33% to 22.02% and the median bonus pay gap reduces from 95.85% to 66.67%.

Reducing our gender pay gap:

- Female consultants applying for Clinical Excellence Awards (CEAs)

Following the publication of our March 2017 gender pay gap results last year, further analysis was undertaken on the gender split of eligible consultants who applied and were successful in receiving CEAs over the last 5 years. Overall a slightly lower proportion of female consultants applied (23% compared to 26% males). Consultants that applied had equal chance of receiving the award regardless of gender and the panel's gender split was proportionate.

Proactive communications, publicity and training support has been offered to female and male consultants on how to apply for CEAs. And in the last CEA round run in August 2018, there were more female first time award recipients than male. 42% of awards were first awards. 64% of females that applied were successful and 60% of males that applied were successful.

- Supporting flexible working and ensuring fair rostering

A revised flexible working policy has been approved recently which includes a process for formal and informal flexible working request forms to enable better monitoring, reporting and recording of request numbers and outcomes.

This policy along side a new rostering policy and good practice toolkit is scheduled to be launched at a series of drop in training sessions for managers from April 2019.

- Launch of Carers Charter

Our Carers Charter was launched at our equality and inclusion conference in February 2019. This has set out the work we will be undertaking in 2019 to raise awareness and increase recognition for staff who are carers, to identify what issues they face, leading to improved engagement.

➤ Further data analysis

In light of the 6% adverse shift in the gender split at the lowest pay quartile for non-medical and dental staff, further analysis will be undertaken on the proportion of men and women employed in and who apply for, apprenticeships and jobs that fall within this pay quartile so we can specifically pin point where the gaps are and take action.

Also further analysis is required to understand the proportion of women who work part time compared to men and in which pay quartiles such arrangements are found. This data analysis will be undertaken in April 2019 to inform the actions to be taken.

Sharing our gender pay gap with our employees

It is important to share and explain our gender pay gap and our action plan to reduce the gap with our employees, trade union representatives and managers. In particular to be clear about the difference between gender pay and equal pay. The solutions to equal pay and gender pay are different. Closing the gender pay gap is a broader societal as well as organisational issue. Though we have a gender pay gap due to our disproportionate representation of men and women within the workforce (as reflected across the NHS), we are confident that we pay fairly in accordance with the nationally recognised Agenda for Change and Medical & Dental pay structures and our locally recognised Senior Manager and Director pay structures.

It is proposed to share the information with the Joint Partnership Forum and the Joint Local Negotiating Committee and explain what the data shows. Also to agree an internal communications message for distribution and briefing all staff.

The difference between gender pay and equal pay

It is important to be clear about the difference between gender pay and equal pay. The solutions to equal pay and gender pay are different. Closing the gender pay gap is a broader societal as well as organisational issue.

Though we have a gender pay gap due to our disproportionate representation of men and women within the workforce (as reflected across the NHS), we are confident that we pay fairly in accordance with the nationally recognised Agenda for Change and Medical & Dental pay structures and our locally recognised Senior Manager and Director pay structures.

As part of the introduction of the Agenda for Change modernised NHS pay structure in 2004 was the development of the NHS Job Evaluation Scheme as a means of determining pay bands for posts. The key feature in both the design and

implementation of this scheme was to ensure equal pay for work of equal value. The scheme has been tested legally and has been found to be equal pay compliant. The process involves use of job descriptions and person specifications which accurately reflect the demands of the job. Jobs are then locally matched to national benchmark profiles or locally evaluated and consistency checked by trained matching panel members and job evaluators consisting of management and staff side representatives working in partnership. The jobs are scored against a sufficiently large number of weighted factors (16) to ensure that all significant job features have been measured fairly. This includes specific factors to ensure that features of predominantly female jobs are fairly measured, for example communication and relationship skills, physical skills, responsibilities for patients and emotional effort. Scoring and weighting has been designed in accordance with a set of gender neutral principles, rather than with the aim of achieving a particular outcome, for example all responsibility factors are equally weighted to avoid one form of responsibility being viewed as more important than others.

The NHS Staff Council job evaluation handbook provides guidance and advice on the NHS job evaluation scheme, which has been used to shape the Trust's locally agreed job evaluation policy and procedure.

Emma Lavery
Associate Director of HR & OD
28.03.19

Gender Pay Gap Data

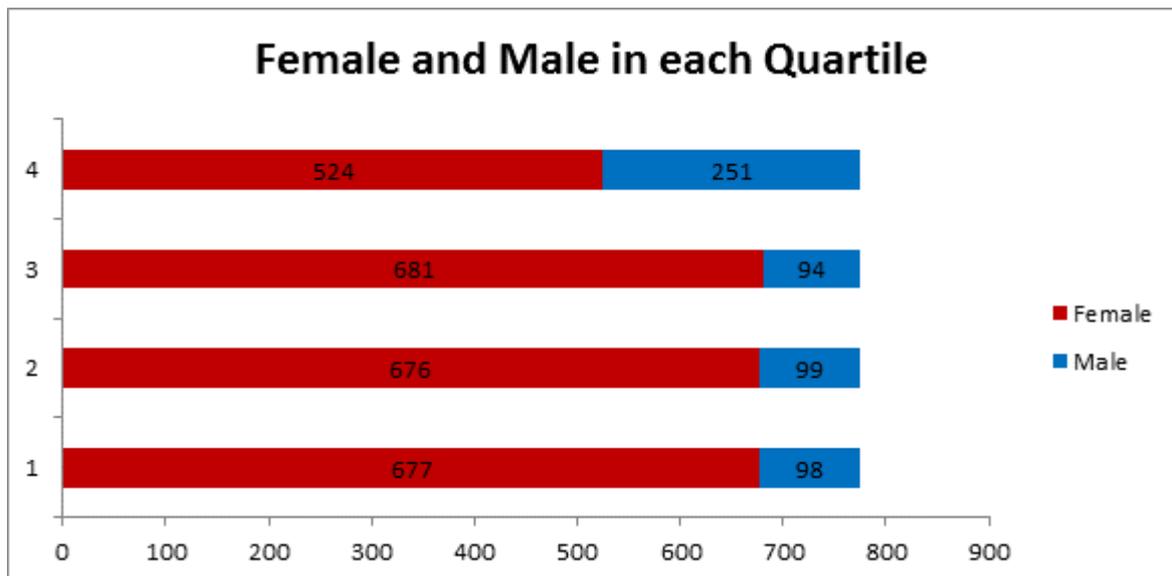
Data from ESR as at 31 March 2018

Data based on **3100** Full Pay Relevant Employees.

A “ Full Pay Relevant Employee” is any employee who is employed on the snapshot date (31 March 2018) and who is paid their usual full basic pay during the relevant pay period (1 – 31 March 2018).

Proportions of male and female employees in each pay quartile based on Ordinary Pay

Quartile	Female	Male	Female %	Male %
1	677	98	87.35	12.65
2	676	99	87.23	12.77
3	681	94	87.87	12.13
4	524	251	67.61	32.39



Key Points:

- Ordinary pay includes basic pay, allowances, pay for leave, shift premium pay and on call pay.
- In order to create the quartile information all staff are sorted by their hourly rate of pay, this list is then split into 4 equal parts (where possible).
- To calculate the hourly pay, the employee's bonus payments (this includes clinical excellence awards, discretionary points awards and long service awards) are added to their ordinary pay and this is divided by the employee's number of working hours.
- To calculate the number of working hours the on call units worked and basic hours are added together. This inflates the units worked which then lowers the hourly pay. For example 162.95 basic hours plus 48.00 on call weekend plus 121.00 on call weekday equals 331.95 units worked divided by the pay value £4301.41 equals an hourly pay of £12.96
- Elements of salary sacrifice have been removed

Mean and Median Gender Pay Gap Results

Gender	Mean Hourly Rate	Median Hourly Rate
Male	£ 23.24	£ 17.00
Female	£ 14.53	£ 13.22
Difference	£ 8.71	£ 3.78
Pay Gap %	37.48%	22.24%



Key Points:

- The mean hourly and the median hourly rate of pay is calculated from a specific pay period, in this case it is 1st of March to 31st March 2018. The hourly rate is calculated for each employee based on 'ordinary pay' which includes basic pay, allowances and shift premium pay. The median rate is calculated by selecting the average hourly rate at the mid-point for each gender group.
- The percentage variance for the mean hourly rate of pay is 37.48%. This calculation is based on the mean hourly rate of 2558 female staff compared to 542 male staff; because the average is calculated over different numbers of staff (there are over 4 times more female staff), some variance is to be expected.
- The data includes both staff on Agenda for Change and staff on non-Agenda for Change terms and conditions (see sections below for a breakdown of Medical & Dental Staff and Non-Medical & Dental Staff gender pay gap results).

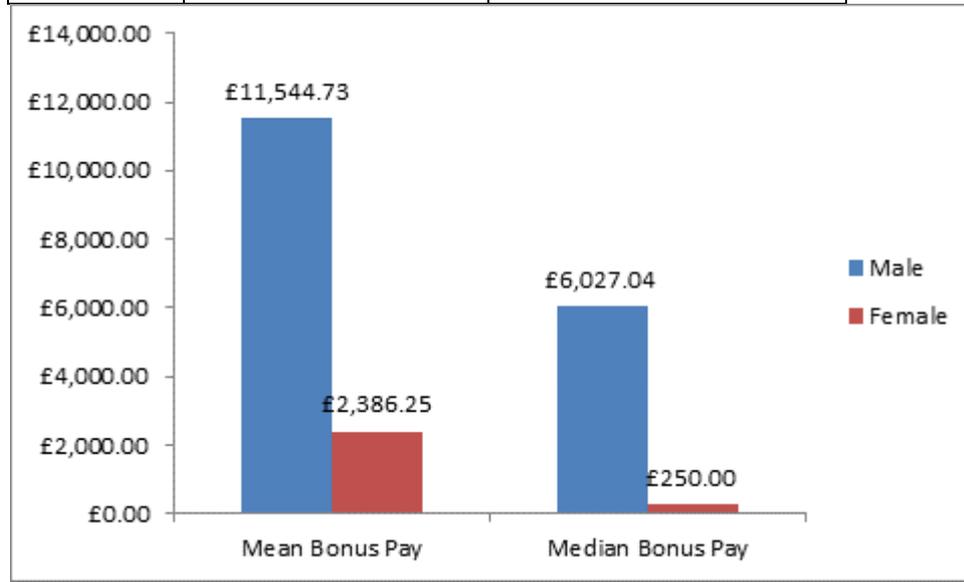
Mean and Median Gender Bonus Pay Gap Results

Data based on **3533** Relevant Employees.

“Relevant Employees” are all employees who are employed on the snapshot date (31 March 2018) and this term includes full-pay relevant employees and also other employees employed on the snapshot date but on less than full pay because of leave (which has reduced pay).

The bonus period is a twelve month period that ends on the snapshot date. And will always be the preceding twelve months.

Gender	Mean bonus Pay	Median Bonus Pay
Male	£ 11,544.73	£ 6,027.04
Female	£ 2,386.25	£ 250.00
Difference	£ 9,158.48	£ 5,777.04
Pay Gap %	79.33%	95.85%



Proportion of male and female employees who received bonus pay

Gender	Employees Paid Bonus	Total Relevant Employees	%
Female	34	2899	1.17
Male	52	634	8.20

Key Points:

- The gender pay gap calculations make use of two types of averages; a mean average and a median average.
- Mean averages give a good overall indication of the gender pay gap, but very large or small pay rates or bonuses can 'dominate' and distort the answer. For example, mean averages can be useful where most employees in an organisation receive a bonus but could be less useful in an organisation where the vast majority of bonus pay is received by a small number of employees (as is the case here).
- Median averages are useful to indicate what the 'typical' situation is i.e. in the middle of an organisation and are not distorted by very large or small pay rates or bonuses. However, this means that not all gender pay gap issues will be picked up.

- The bonus pay criteria includes Clinical Excellence Awards (CEAs) and Discretionary Points Awards paid to 7 female and 46 male medical staff during 1st April 2017 and 31st March 2018. It also includes Long Service Awards (monetary awards in the form of shopping vouchers) given in 2017 for service gained in 2016. 27 Females and 8 Males received a Long Service Award (LSA). Therefore the number of employees who received a bonus payment is small, the value and type of bonus payments received is varied with more men receiving the higher value CEAs and more women receiving the lower value LSAs and this has distorted the figure.
- The Clinical Excellence Awards payments have been included in the bonus pay calculation (and the average hourly rate calculation) because the payments are subject to eligible applicants demonstrating that they are performing 'over and above' the standards expected in their role. Also in accordance with the Trust's Local Employer Based Awards (Clinical Excellence Awards) Policy the awards are subject to application for renewal every 5 years.
- This calculation expresses the number of staff receiving bonus pay as a percentage of the total number of staff in each gender group.

Mean and Median Gender Bonus Pay Gap Results excluding Long Service Awards

The Trust formally recognises and rewards long serving employees' commitment and loyalty to the national health service by way of its Long Service Awards scheme. The awards take the form of certificates and badges from 10 years service and then at every 5 years service intervals until 40 years service. In addition a monetary award (in the form of shopping vouchers) to the value of £250 is made at 25 years service and £150 at 40 years service and this is presented to the recipient at an annual long service awards ceremony.

The award is therefore designed so as not to be anything that relates to productivity, performance or incentive, but more recognition for long service.

If long service monetary awards are excluded, the mean bonus pay gap reduces from 79.33% to 22.02% and the median bonus pay gap reduces from 95.85% to 66.67%

Gender	Mean bonus Pay excl LSA	Median Bonus Pay excl LSA
Male	£ 13,610.14	£ 9,040.50
Female	£ 10,613.23	£ 3,013.46

Difference	£	2,996.91	£	6,027.04
Pay Gap %		22.02%		66.67%



Gender	Employees Paid Bonus excl LSA	Total Relevant Employees	%
Female	7	2899	0.24
Male	46	634	6.94

Appendix 2

Non - Medical and Dental Gender Pay Gap Data

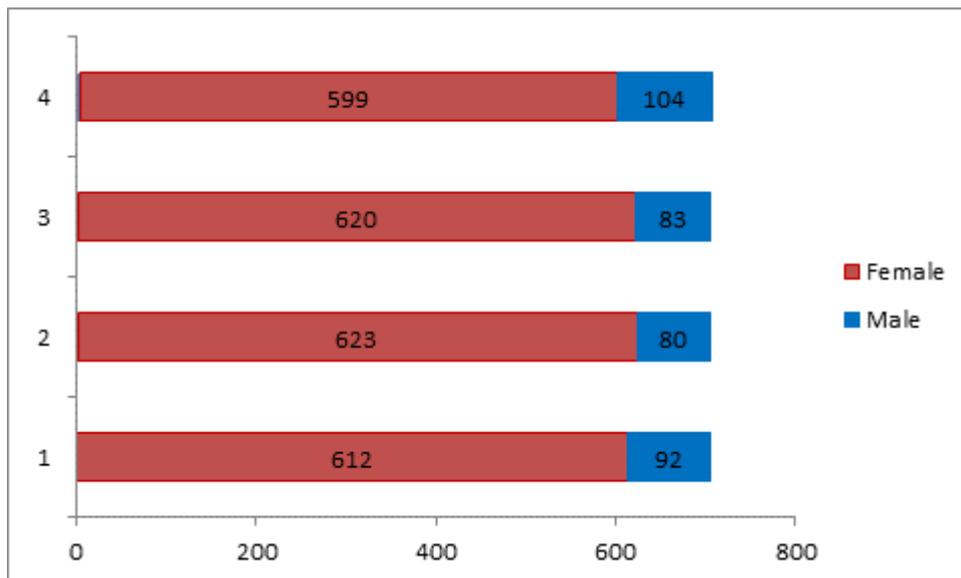
Data from ESR as at 31 March 2018

Data based on **2813** Full Pay Relevant Employees.

A “ Full Pay Relevant Employee” is any employee who is employed on the snapshot date (31 March 2018) and who is paid their usual full basic pay during the relevant pay period (1 – 31 March 2018).

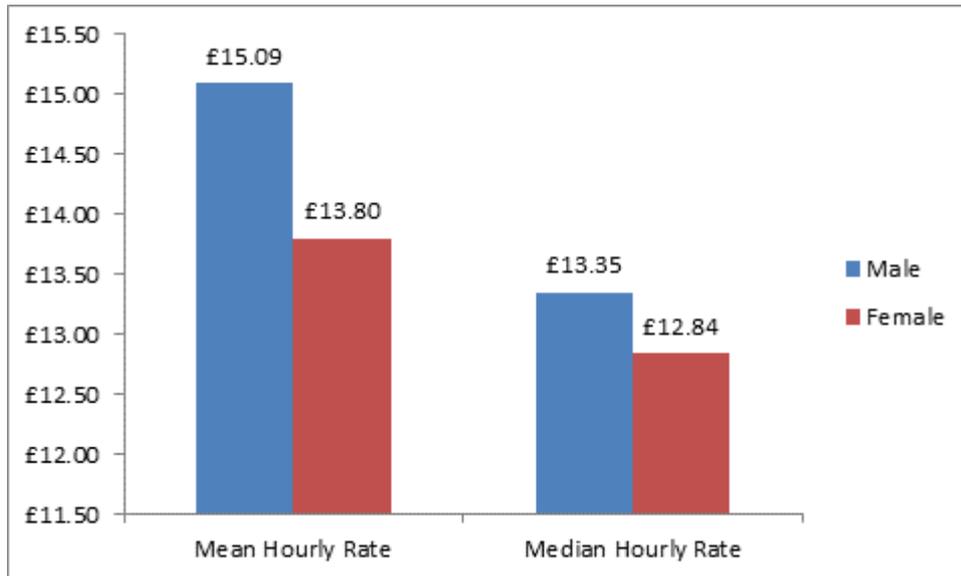
Proportions of male and female employees in each pay quartile based on Ordinary Pay

Quartile	Female	Male	Female %	Male %
1	612	92	86.93	13.07
2	623	80	88.62	11.38
3	620	83	88.19	11.81
4	599	104	85.21	14.79



Mean and Median Gender Pay Gap Results

Gender	Mean Hourly Rate	Median Hourly Rate
Male	£ 15.09	£ 13.35
Female	£ 13.80	£ 12.84
Difference	£ 1.29	£ 0.51
Pay Gap %	8.55%	3.82%



Key Points:

- The percentage variance for the mean hourly rate of pay is 8.55%. This calculation is based on the average hourly rate of 2454 female staff compared to 359 male staff; because the average is calculated over different numbers of staff, some variance is to be expected.

Appendix 3

Medical and Dental Staff Gender Pay Gap Data

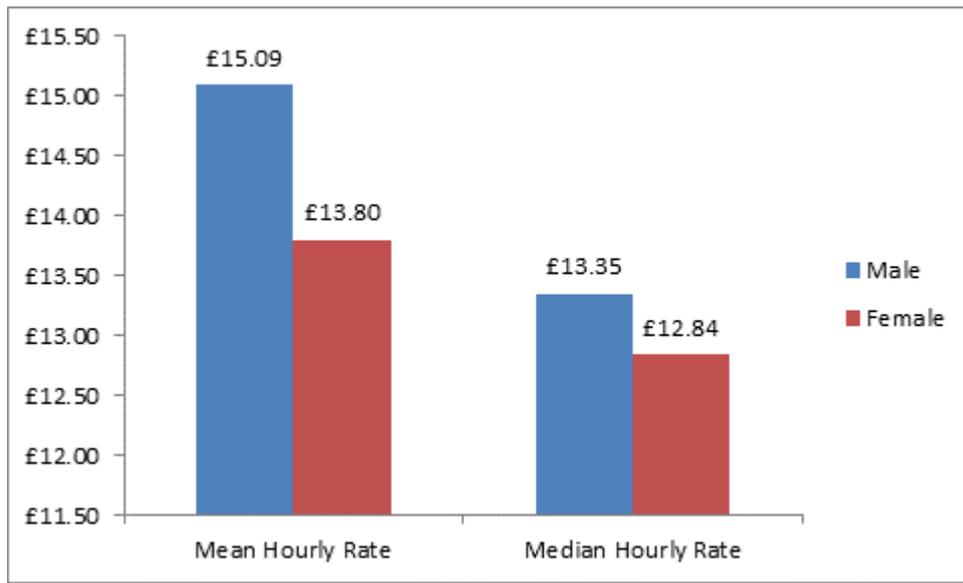
Data from ESR as at 31 March 2018

Data based on **272** Full Pay Relevant Employees.

A “ Full Pay Relevant Employee” is any employee who is employed on the snapshot date (31 March 2018) and who is paid their usual full basic pay during the relevant pay period (1 – 31 March 2018).

Proportions of male and female employees in each pay quartile based on Ordinary Pay

Quartile	Female	Male	Female %	Male %
1	42	30	58.33	41.67
2	25	48	33.33	66.67
3	22	50	30.56	69.44
4	16	55	22.54	77.46



Mean and Median Gender Pay Gap Results

Gender	Mean Hourly Rate	Median Hourly Rate
Male	£ 39.21	£ 40.69
Female	£ 31.73	£ 27.75
Difference	£ 7.48	£ 12.94
Pay Gap %	19.08%	31.80%



Key Points:

- The percentage variance for the mean hourly rate of pay is 19%. This calculation is based on the average hourly rate of 104 female staff compared to 183 male staff; because the average is calculated over different numbers of staff, some variance is to be expected.