

Barnsley Hospital NHS Foundation Trust

Gender Pay Gap Report 2021

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 12month period ending 31 March 2021.

Our Overall results:

Overall, across our entire workforce our mean gender pay gap is 36%. This means that the average hourly pay rate for men is 36% higher than for women. This rate has decreased from 39% at the last reporting period ending 31 March 2020.

Our overall median gender pay gap is 27% - this means that the mid-point hourly rate for men is 27% higher than for women.

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

A further analysis of the figures show:

- For Medical and Dental staff, the mean gender pay gap is 17%
- For all other staff who are not medical or dental (which is our largest workforce group), the mean gender pay gap is 9%. See table 2 below.

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 this year show that we have the same percentage of female

junior doctors as male. Over the last 6 years, we have seen an increase in the number of female consultants working at the Trust and as a result, our consultant profile gender gap is reducing as shown below:

Table 1

as at 31 March	Female	% Female	Male	% Male	Total
2021	68	32.54%	141	67.46%	209
2020	62	31.47%	135	68.53%	197
2019	56	28.57%	140	71.43%	196
2018	48	28.40%	121	71.60%	169
2017	45	28.48%	113	71.52%	158
2016	41	28.28%	104	71.72%	145
2015	41	28.08%	105	71.92%	146

Table 2

	Non- medical & dental staff mean hourly rate (£)	Medical & dental staff mean hourly rate (£)	Overall workforce mean hourly rate (£)
Men	16.33	39.47	24.61
Women	14.88	32.86	15.82
Mean gender pay gap %	9%	17%	36%

For Medical and Dental staff, the mean gender pay gap at the last reporting period ending 31 March 2021 has decreased to 17% from 24% in the previous reporting period ending 31 March 2020.

The proportion of male and female employees in the lowest pay quartile is 88% female and 12% male, compared to the proportion of male and female employees in the highest pay quartile which is 66% female and 34% 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 previous results, we have undertaken proactive

communications and publicity, and training support has been offered to female and male consultants on how to apply for CEAs.

Our mean gender bonus pay gap has increased since the previous reporting period ending 31 March 2020 from 51% to 70%. Our median gender bonus pay gap has also increased since the previous reporting period ending 31 March 2020 from 74% to 88%.

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.

Actions taken this year to reduce our gender pay gap and 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 talent management and leadership development programmes are 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. We have published a number of toolkits to help managers in applying these policies for our staff and have held a series of policy training sessions for managers. We intend to increase and showcase the flexible working arrangements in the Trust to create a flexible working culture.

Work has commenced to raise awareness and increase recognition of staff who are carers. We have reviewed our carers leave policy and provision, and plan to set up a peer support group for our working carers to identify and help address the 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 that men and women have equal opportunities in the workforce at all levels.

Gender Pay Gap Detailed Results

Our gender pay gap results (based on the hourly pay rates our employees received on 31 March 2021) are as follows:

- Our mean gender pay gap is 36%
- Our median gender pay gap is 27%
- Our mean bonus gender pay gap is 70%
- Our median bonus gender pay gap is 88%
- Our proportion of males receiving a bonus payment is 37%
- Our proportion of females receiving a bonus payment is 14%
- Our proportion of males and females in each quartile pay band is;

Pay Quartile	Female %	Male %
1	88	12
2	88	12
3	87	13
4	66	34

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 18% of the workforce, there is a disproportionate number of males, 34% in the highest paid quartile.
- The Trust's mean gender pay gap is 36% in favour of men (women earn 36% less than men) compared to the national average of 7.9% in favour of men (source: Annual Survey of Hours and Earnings, Office for National Statistics, 2021).
- There is no significant mean gender pay gap in the Non-medical & Dental staff groups (9%). There is a mean gender pay gap of 17% in the Medical & Dental staff group.
- The table below shows Agenda for Change pay bands 2 to 8b split by gender and average hourly rate:

Band	Female	Male	Ave hourly rate female	Ave hourly rate male
2	545	70	10.25	10.06
3	454	52	10.92	10.97
4	182	29	11.92	11.36
5	613	76	15.02	14.52
6	506	69	18.22	17.83
7	262	58	21.45	21.19
8a	84	20	24.62	24.69
8b	18	12	28.90	28.30

- The female average hourly rate is higher in all AfC pay bands except band 3 and 8a, where the male average hourly rate is higher by only 0.05p and 0.07p.
- As at 31 March 2021 there were 16 female (57%) and 12 male (43%) employees on Local Senior Manager or Exec/Non-Exec Director pay scales, compared to 47% of very senior manager roles in the NHS held by women (NHS Employers data from NHS Digital workforce statistics 2018).
- There were 68 female (33%) and 141 male (67%) M&D consultants, compared to 63% of consultants who are men and 37% of consultants who are women in the NHS (NHS Employers data from the NHS Digital workforce statistics 2018). There were 28 female (60%) and 19 male (40%) foundation doctors.
- The gender split by age shows the majority of female doctors are young (of those aged 21 – 40, 55% are female compared to 45% male) and the majority of male doctors are older (of those aged 41 and over, 71% are male and 29% are female).

In the reporting period, there were 137 medical staff (46 women and 91 men) who received Clinical Excellence Awards which accounts for 60% of all bonuses awarded. There were 53 staff (46 women and 7 men) who received Long Service Awards in the form of monetary awards which accounts for 39% of all bonuses awarded. 16% of the total number of 'relevant employees' received bonus pay.

- Table below shows Clinical Excellence awards received

	Female	Male	Total received CEA
2019	23	58	81
2020	23	51	74
2021	46	91	137

- The number of recipients was higher in 2021 as the funds were distributed equally amongst all eligible consultants instead of running an award ceremony.

Reducing our gender pay gap:

- **Supporting flexible working and ensuring fair rostering**

93% of part time workers are female, compared to 74% of full-time workers who are female;

	Female	Male	% Female working	% Male working
Part time	1320	90	93.00%	7.00%
Full time	1533	533	74.00%	26.00%

The gender pay gap results show that men’s average hourly rate is higher for both part time and full time workers;

	Female	Male	Ave hourly rate female	Ave hourly rate male
Part time	1320	90	15.70	24.05
Full time	1533	533	16.00	24.70

As at 31 March 2021, there were 101 women on maternity leave and no women on adoption leave. There were no men on adoption or maternity support (paternity leave). There were no women or men on shared parental leave.

These results tell us that the provision and fair access to part time and flexible working opportunities are important to support the needs and retention of our workforce.

We have completed a review of our flexible working policy and procedure to ensure fair access and enable better monitoring, reporting and recording of request numbers and outcomes.

We have also updated the rostering policy and fair rostering top tips at a series of drop in training sessions for managers.

➤ **Identifying and supporting our staff who are carers**

We recognise we need to do more to support our staff who are carers. Our 2020 staff survey results tell us that 42.5% of respondents have regular child care responsibilities and 34.3% of respondents regularly look after or support family members or others because of long term ill health/disability or problems related to old age.

We have reviewed our carers leave policy and provision, and we plan to set up a peer support group to identify and help address the issues they face, leading to improved wellbeing, engagement and retention.

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.

It is proposed to share the information with the Joint Partnership Form 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 been 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.

Conclusion

The People Committee is asked to approve the report and action plan for external publication on the designated government website and the Trust's website by **the reporting deadline of 30 March 2022.**

Gender Pay Gap Data

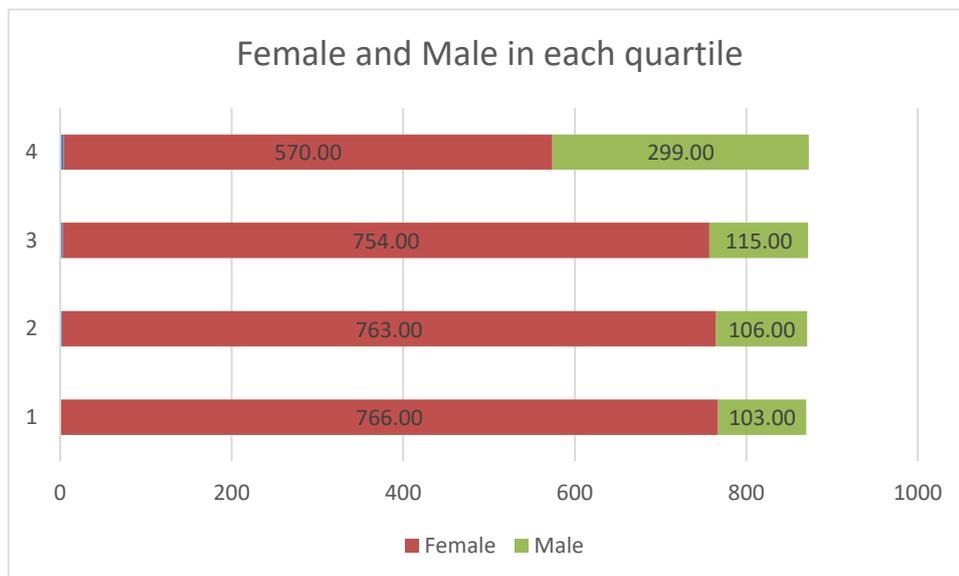
Data from ESR as at 31 March 2021

Data based on 3476 Full Pay Relevant Employees.

A “ Full Pay Relevant Employee” is any employee who is employed on the snapshot date (31 March 2021) and who is paid their usual full basic pay during the relevant pay period (1 – 31 March 2021).

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

Quartile	Female	Male	Female %	Male %
1	766.00	103.00	88.15%	11.85%
2	763.00	106.00	87.80%	12.20%
3	754.00	115.00	86.77%	13.23%
4	570.00	299.00	65.59%	34.41%

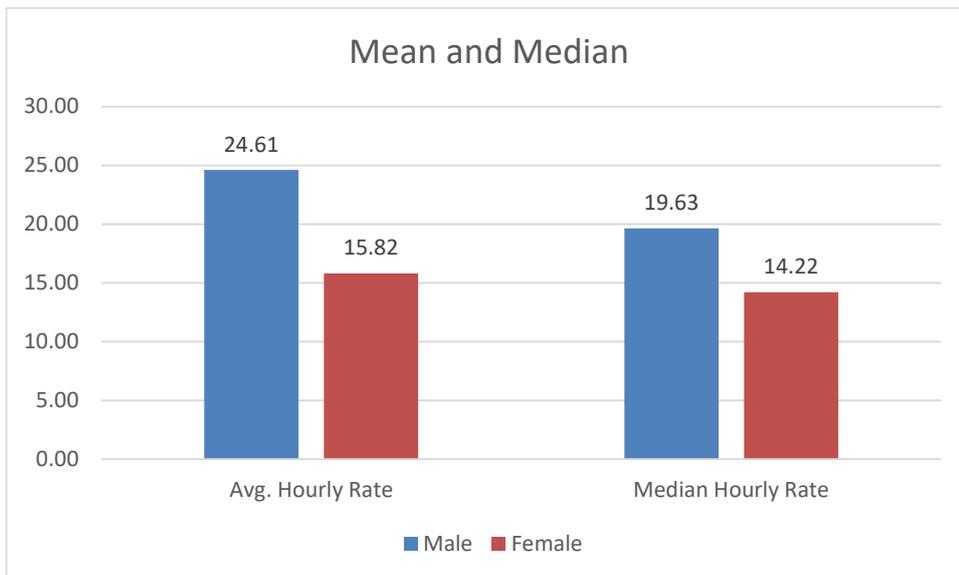


Key Points:

- 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

Gender	Avg. Hourly Rate	Median Hourly Rate
Male	24.6100	19.6300
Female	15.8200	14.2200
Difference	8.7900	5.4100
Pay Gap %	35.72%	27.56%



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 2021. 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 8.79%. This calculation is based on the mean hourly rate of 2853 female staff compared to 623 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).

Within each Quartile by Gender working Part time or Full time :

Quartile 1					
	Female	Male	% Female working	% Male working	total
Part time	366	21	94.57%	5.43%	387
Full time	400	82	82.99%	17.01%	482
Quartile 2					
	Female	Male	% Female working	% Male working	total
Part time	326	12	96.45%	3.55%	338
Full time	437	94	82.30%	17.70%	531
Quartile 3					
	Female	Male	% Female working	% Male working	total
Part time	394	15	96.33%	3.67%	409
Full time	360	100	78.26%	21.74%	460
Quartile 4					
	Female	Male	% Female working	% Male working	total
Part time	234	42	84.78%	15.22%	276
Full time	336	257	56.66%	43.34%	593

Key Points:

Proportion of part time workers who are female is consistent throughout pay quartiles 1 to 3 (95 – 96%). There are less full time workers who are female in quartile 4 (57%) compared to the lower pay quartiles.

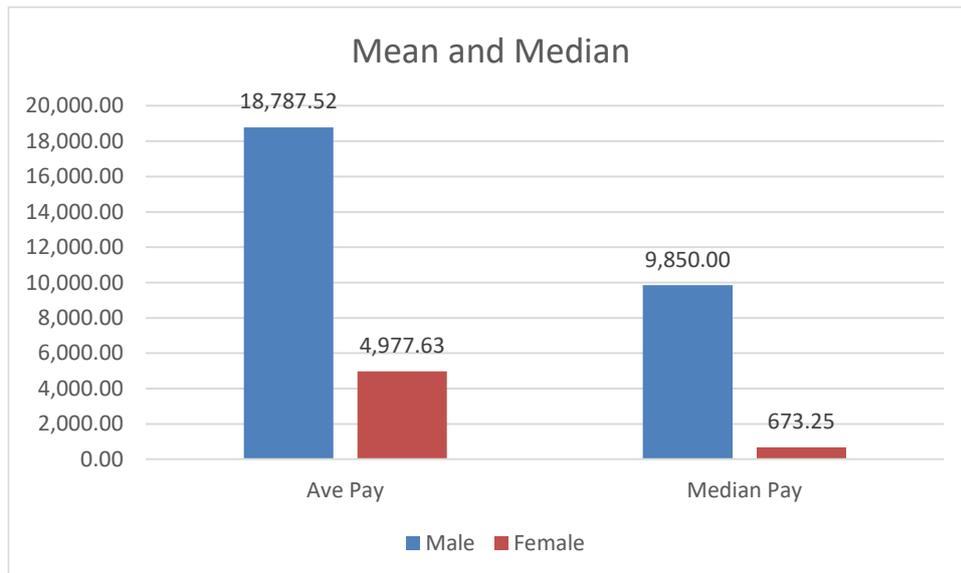
Mean and Median Gender Bonus Pay Gap Results

Data based on **3721** Relevant Employees.

“Relevant Employees” are all employees who are employed on the snapshot date (31 March 2021) 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).

Gender	Ave Pay	Median Pay
Male	18,787.52	9,850.00
Female	4,977.63	673.25
Difference	13,809.89	9,176.75
Pay Gap %	73.51%	93.16%

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



Proportion of male and female employees who received bonus pay

Gender	Employees Paid Bonus	Total Relevant Employees	%
Female	283	3032	9.33
Male	272	689	39.48

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) Awards paid to 46 female and 91 male medical staff during 1st April 2020 and 31st March 2021. It also includes Long Service Awards (monetary awards in the form of shopping vouchers) given in 2021 for service gained in 2020. 45 Females and 7 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.

Non - Medical and Dental Gender Pay Gap Results

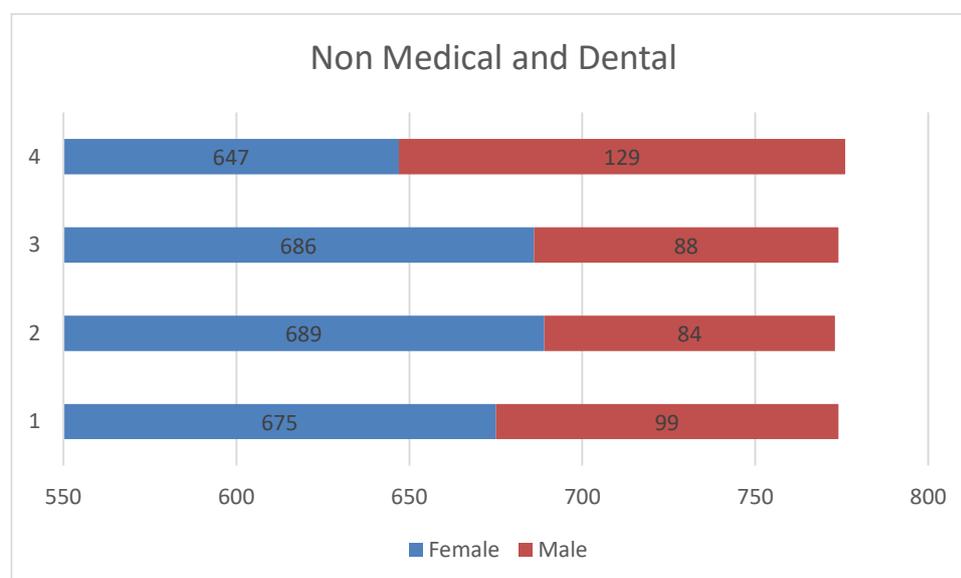
Data from ESR as at 31 March 2021

Data based on 3097 Full Pay Relevant Employees.

A “ Full Pay Relevant Employee” is any employee who is employed on the snapshot date (31 March 2020) and who is paid their usual full basic pay during the relevant pay period (1 – 31 March 2021).

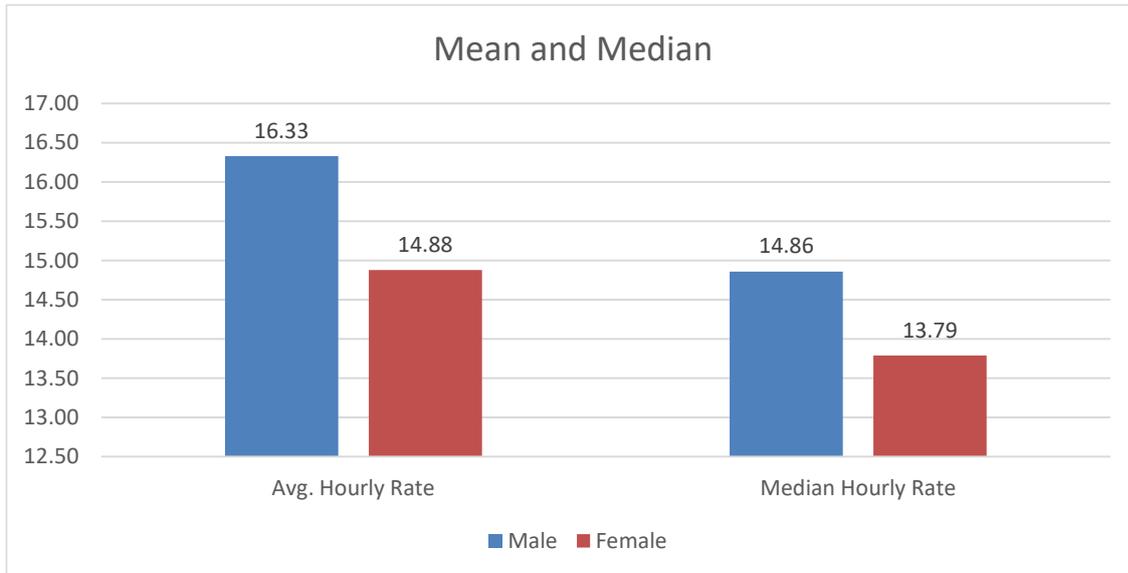
Proportions of male and female employees in each pay quartile based on Ordinary Pay

Quartile	Female	Male	% Female	% Male	Grand Total
1	675	99	87.21%	12.79%	774
2	689	84	89.13%	10.87%	773
3	686	88	88.63%	11.37%	774
4	647	129	83.38%	16.62%	776



Mean and Median Gender Pay Gap Results

Gender	Mean Hourly Rate	Median Hourly Rate
Male	£ 16.33	£ 14.86
Female	£ 14.88	£ 13.79
Difference	£ 1.45	£ 1.07
Pay Gap %	8.88%	7.20%



Key Points:

- The percentage variance for the mean hourly rate of pay is 8.87%. This calculation is based on the average hourly rate of 2697 female staff compared to 400 male staff; because the average is calculated over different numbers of staff, some variance is to be expected.

Medical and Dental Gender Pay Gap Results

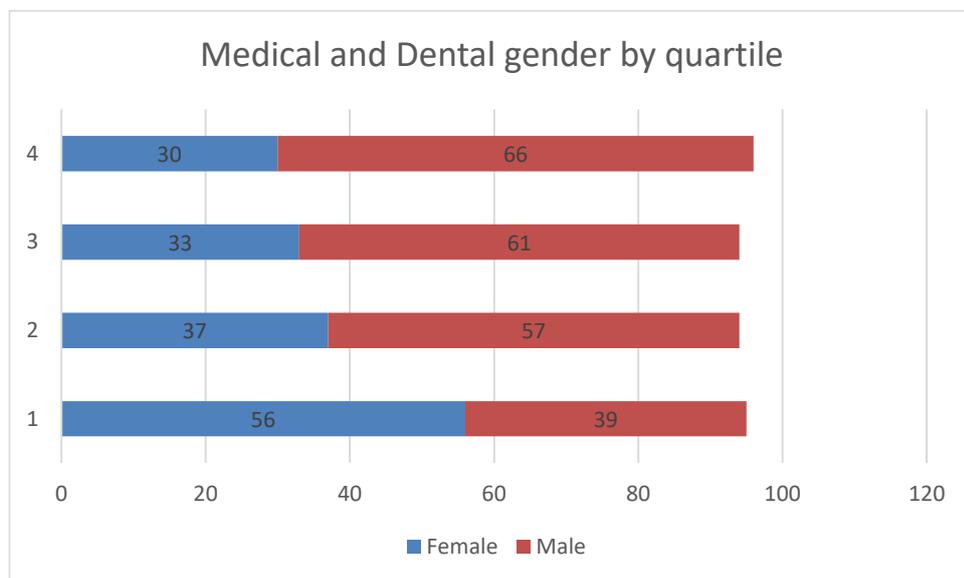
Data from ESR as at 31 March 2021

Data based on 379 Full Pay Relevant Employees.

A “ Full Pay Relevant Employee” is any employee who is employed on the snapshot date (31 March 2020) and who is paid their usual full basic pay during the relevant pay period (1 – 31 March 2021).

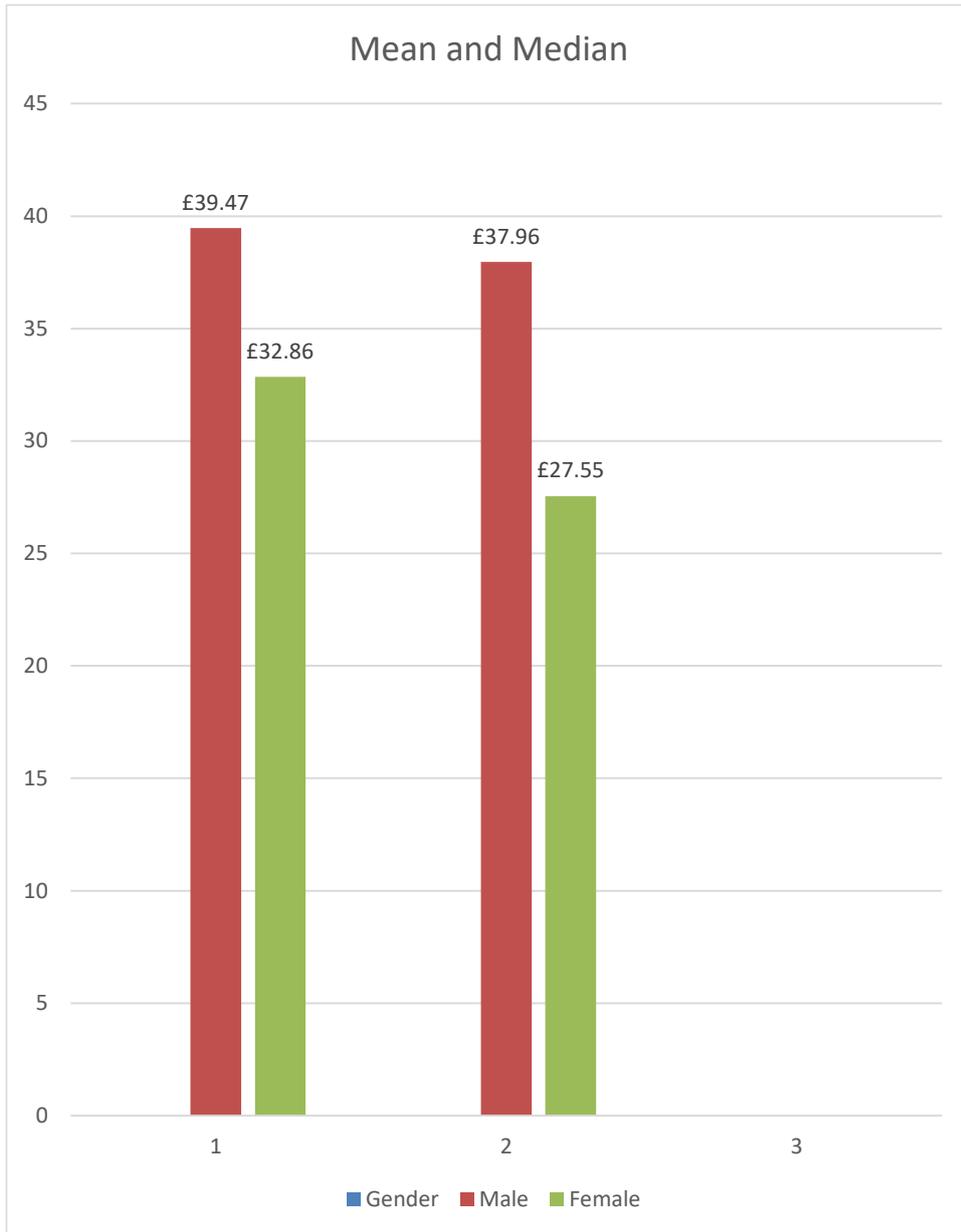
Proportions of male and female employees in each pay quartile based on Ordinary Pay

Quartile	Female	Male	% Female	% Male	Grand Total
1	56	39	58.95%	41.05%	95
2	37	57	39.36%	60.64%	94
3	33	61	35.11%	64.89%	94
4	30	66	31.25%	68.75%	96



Mean and Median Gender Pay Gap Results

Gender	Avg. Hourly	Median
Male	39.4700	37.9600
Female	32.8600	27.5500
Difference	6.6100	10.4100
Pay Gap %	16.75%	27.42%



Key Points:

- The percentage variance for the mean hourly rate of pay is 17%. This calculation is based on the average hourly rate of 156 female staff compared to 223 male staff; because the average is calculated over different numbers of staff, some variance is to be expected.