**Gender pay gap report 31st March 2020 – Published March 2021**

1. **Introduction**

Gender Pay Gap legislation requires all employers of 250 or more employees to publish their gender pay gap data annually. Doncaster and Bassetlaw Teaching Hospitals NHS Foundation Trust employs around 6656 staff in a range of roles, including administrative, medical, nursing, allied health and managerial roles. The Trust uses the national job evaluation framework for Agenda for Change (AFC) staff to determine appropriate pay bandings; this provides a clear process of paying employees equally for the same or equivalent work. Each grade has a set of pay points for annual progression, the longer period of time that someone has been in a grade the higher their salary is likely to be irrespective of their gender.

It is important to note that gender pay gap reporting is different from equal pay which deals with the pay differences between men and women who carry out the same job, similar job or work of equal value. It is prohibited under UK law to pay people unequally because they are a man or a woman.

The gender pay gap shows the differences in the average pay between males and females and the regulations require both median and mean figures to be reported. The median shows the mid-point salary of any sample, calculated through sorting the hourly rates from lowest to highest and calculating the middle value. The mean is the overall average of the sample and therefore the overall figure can be influenced by any extremely high or low hourly rates of pay. It is therefore possible to have genuine pay equality but still have a significant gender pay gap.

**2. NHS Pay Structure**

The majority of DBTH staff work under the central NHS terms and conditions known as ‘Agenda for Change’. These arrangements were introduced in 2004 with the express intention of avoiding pay inequalities. Agenda for Change covers more than 1 million people and harmonises their pay scales and career progression arrangements across traditionally separate pay groups. Staff are expected to move up the pay bands irrespective of gender. Medical and Dental staff have different sets of Terms and Conditions, depending on their seniority. However, these too are set across a number of pay scales for basic pay, which have varying thresholds within them.

**Our Data**

On 31 March 2020, the Trust employed a total of 6656 staff including AFC, Medical and Dental and Consultants. Of the AFC staff 87% (5036) are female and 13% male (752), 604 Medical and Dental staff of which 35% (212) are female and 65% (392) male.

The table below reflects the overall numbers of Full Time Equivalent (FTE) males and females in each quartile. It is apparent from the table below that as an organisation with a total workforce of 5788 we employ 5036 (87%) females and 752 (13%) males.

**Proportion of FTE Males and Females in each pay quartile**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Quartile** | **Female** | **Male** | **Female %** | **Male %** |
| **1** | 1391.00 | 200.00 | 87.43% | 12.57% |
| **2** | 1378.00 | 218.00 | 86.34% | 13.66% |
| **3** | 1394.00 | 151.00 | 90.23% | 9.77% |
| **4** | 873.00 | 183.00 | 82.67% | 17.33% |
| **Total** |  5036  | 752 | 87% | 13% |

**Medical and Dental Employees**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Quartile** | **Female** | **Male** | **Female %** | **Male %** |
| **1** |   | 2.00 | 0  | 100.00% |
| **2** | 4.00 | 2.00 | 66.67% | 33.33% |
| **3** | 25.00 | 29.00 | 46.30% | 53.70% |
| **4** | 183.00 | 359.00 | 33.76% | 66.24% |
| **Total**  | 212 | 392 | 30.35% | 63.31% |

**Consultants**

The table below reflects that as of 31st March 2020 the Trust employs 262 consultants of which 26% (69) are female and 74% (193) are male.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Quartile** | **Female** | **Male** | **Female %** | **Male %** |
| **1** |   | 1.00 |   | 100.00% |
| **2** |   |   |   |   |
| **3** |   |   |   |   |
| **4** | 69.00 | 192.00 | 26.44% | 73.56% |
| **Total** | 69 | 193 | 26.44% | 86.78% |

From the above data it is evident that the % of males employed in Medical, Dental and Consultant roles is much greater than the proportion of females employed in the AFC workforce. Although there is a lower proportion of males in the total workforce than females, nearly half of the males employed (47.38%) are paid in the top earnings quartile. This is unsurprising, as men make up the vast majority of recipients of Clinical Excellence Awards (86 of 104 awarded).

|  |  |  |  |
| --- | --- | --- | --- |
| **Gender** | **Employees Paid Bonus** | **Total Relevant Employees** | **%** |
| **Female** | 18.00 | 5668.00 | 0.32 |
| **Male** | 86.00 | 1433.00 | 6.00 |

There continues to be ongoing strategic work clarifying the position regarding Clinical Excellence Awards and the classification of them as a bonus payment. These bonuses received by 6% (86) of all males employed will inflate the average salaries. From the above table it is evident that 18 females were in receipt of the CEA which equates to 0.32% of total relevant employees. All the figures are based on net salaries which for females may have been previously depressed by salary sacrifice schemes in relation to childcare. However, this is no longer the case as it is administered differently and there have been no new joiners accepted on to this scheme.

The bonus gender split indicated above is broadly consistent with most NHS Acute Trusts in England and Wales. The data is based upon an NHS-wide gender pay reporting dashboard, developed by ESR, which allows the inclusion of any relevant bonus payments in the calculations

The data in the following tables reflects the gender pay gap reports for DBTH.

**Gender Pay Gap AFC staff**

|  |  |  |
| --- | --- | --- |
| **Gender** | **Avg. Hourly Rate** | **Median Hourly Rate** |
| **Male** | 15.3800 | 12.5400 |
| **Female** | 14.2000 | 12.3800 |
| **Difference** | 1.1800 | 0.1600 |
| **Pay Gap %** | 7.67 | 1.27 |

The above table reflects the % gender pay gap between male and female employees based upon average hourly rates of pay. Currently it reflects a 7.67% pay gap which equates to £1.18 per hour in favour of male employees. There is less of a gap when comparing the median hourly rate of males and females of 1.27% which equates to £0.16 per hour.

**Gender Pay Gap Medical and Dental**

The table below reflects the 15.2% gender pay gap in Medical and Dental average hourly rates which equates to £5.92. The median hourly rates reflect a 22.0% gender pay gap which equates to £8.68.

|  |  |  |
| --- | --- | --- |
| **Gender** | **Avg. Hourly Rate** | **Median Hourly Rate** |
| **Male** | 38.9400 | 39.4400 |
| **Female** | 33.0200 | 30.7600 |
| **Difference** | 5.9200 | 8.6800 |
| **Pay Gap %** | 15.20% | 22.00% |

**Gender Pay Gap Consultants**

The table below reflects the gender pay gap 7.1% for Consultants when comparing average hourly rates which equates to £3.70 per hour. The median hourly rates. The gender pay gap for consultants based upon the median hourly rate is 9.4% which is equivalent to £4.73.

|  |  |  |
| --- | --- | --- |
| **Gender** | **Avg. Hourly Rate** | **Median Hourly Rate** |
| **Male** | 51.4000 | 49.9700 |
| **Female** | 47.7000 | 45.2400 |
| **Difference** | 3.7000 | 4.7300 |
| **Pay Gap %** | 7.19 | 9.46 |

**Proportion of Males and Females receiving a Clinical Excellence Award bonus payment**

Whilst technically all our staff 6656 staff including AFC are relevant to receive bonuses the Clinical Excellence Award is applied to Consultants only.

|  |  |  |  |
| --- | --- | --- | --- |
| **Gender** | **Employees Paid Bonus** | **Total Relevant Employees** | **%** |
| **Female** | 18.00 | 5668.00 | 0.32 |
| **Male** | 86.00 | 1433.00 | 6.00 |

\* *Note the data for the bonus period is captured over 12 months and the total relevant employees is captured at a point in time March 31st 2020.*

From the above table it is evident that 18 (0.32%) females were in receipt of a bonus payment in terms of the Clinical Excellence Award as compared to 86 (6.0%) males.

**Average and Median bonus gender pay gap**

|  |  |  |
| --- | --- | --- |
| **Gender** | **Avg. Pay** | **Median Pay** |
| Male | 11,009.61 | 7,540.02 |
| Female | 10,207.45 | 6,032.04 |
| Difference | 802.16 | 1,507.98 |
| Pay Gap % | 7.29 | 20.00 |

The bonus average pay gap is much closer between male and female at 7.29% equivalent to £802.16. Whereas the median bonus pay gap is much greater at 20% equivalent to £1507.98 in monetary terms.

**Previous year comparisons**

The tables below show how the trust has moved from last year’s report to the position at 31st March 2020 across all groups of staff.

|  |  |  |
| --- | --- | --- |
| **Average & Median Hourly Rates** |  | **Number of employees | Q1 = Low, Q4 = High** |
|   |
| **Mar-19** |
| **Gender** | **Avg. Hourly Rate** | **Median Hourly Rate** |   | **Quartile** | **Female** | **Male** | **Female %** | **Male %** |
| **Male** | 22.8791 | 17.2181 | **1** | 1360.00 | 212.00 | 86.51 | 13.49 |
| **Female** | 14.5924 | 12.6261 | **2** | 1368.00 | 207.00 | 86.86 | 13.14 |
| **Difference** | 8.2867 | 4.5920 | **3** | 1392.00 | 183.00 | 88.38 | 11.62 |
| **Pay Gap %** | 36.2197 | 26.6694 | **4** | 1057.00 | 517.00 | 67.15 | 32.85 |
|  |   |   |  |   |   |   |   |
| **Mar-20** |
| **Gender** | **Avg. Hourly Rate** | **Median Hourly Rate** |   | **Quartile** | **Female** | **Male** | **Female %** | **Male %** |
| **Male** | 23.4124 | 18.1892 | **1** | 1398.00 | 206.00 | 87.16 | 12.84 |
| **Female** | 14.9564 | 12.7690 | **2** | 1384.00 | 220.00 | 86.28 | 13.72 |
| **Difference** | 8.4560 | 5.4202 | **3** | 1422.00 | 182.00 | 88.65 | 11.35 |
| **Pay Gap %** | 36.1177 | 29.7992 | **4** | 1059.00 | 546.00 | 65.98 | 34.02 |
|   |   |   |   |   |   |   |   |
| **19/20 comparison** |
| **Gender** | **Avg. Hourly Rate** | **Median Hourly Rate** |   | **Quartile** | **Female** | **Male** | **Female %** | **Male %** |
| **Male** | 0.5333 | 0.9711 | **1** | 38.00 | -6.00 | 0.64 | -0.64 |
| **Female** | 0.3640 | 0.1428 | **2** | 16.00 | 13.00 | -0.57 | 0.57 |
| **Difference** | 0.1693 | 0.8283 | **3** | 30.00 | -1.00 | 0.27 | -0.27 |
| **Pay Gap %** | -0.1020 | 3.1298 | **4** | 2.00 | 29.00 | -1.17 | 1.17 |

From the above table it is evident that there has been a slight closing of the gender pay gap comparing 2019 to 2020 average hourly rate and the median hourly rate has increased**.**

**Proportion of males and females receiving a bonus payment comparison**

The tables below allow the reader to reflect across the period 2018 – 2020 in terms of bonus payment comparisons.

|  |
| --- |
| **Mar 18 Bonus**  |
| **Gender** | **Avg. Pay** | **Median Pay** |  |  | **Gender** | **Employees Paid Bonus** | **Total Relevant Employees** | **%** |
| Male | 11,744.65 | 7,999.10 |  |  | **Female** | 22.00 | 5502.00 | 0.40 |
| Female | 12,660.04 | 9,793.84 |  |  | **Male** | 80.00 | 1394.00 | 5.74 |
| Difference | -915.39 | -1,794.74 |  |  |  |  |  |   |
| Pay Gap % | -7.79 | -22.44 |   |
| **Mar 19 bonus** |
| **Gender** | **Avg. Pay** | **Median Pay** |  |  | **Gender** | **Employees Paid Bonus** | **Total Relevant Employees** | **%** |
| Male | 10,966.15 | 7,791.35 |  |  | **Female** | 24.00 | 5434.00 | 0.44 |
| Female | 10,675.35 | 5,529.36 |  |  | **Male** | 96.00 | 1195.00 | 8.03 |
| Difference | 290.80 | 2,261.99 |  |  |  |  |  |   |
| Pay Gap % | 2.65 | 29.03 |  |  |  |  |  |   |
| **18/19 bonus comparison**  |
| **Gender** | **Avg. Pay** | **Median Pay** |  |  | **Gender** | **Employees Paid Bonus** | **Total Relevant Employees** | **%** |
| Male | -778.50 | -207.75 |  |  | **Female** | 2.00 | -68.00 | 0.04 |
| Female | -1,984.69 | -4,264.48 |  |  | **Male** | 16.00 | -199.00 | 2.29 |
| Difference | 1,206.19 | 4,056.73 |  |  |  |  |  |   |
| Pay Gap % | 10.45 | 51.47 |   |   |   |   |   |   |

|  |
| --- |
| **19/20 bonus comparison**  |
| **Gender** | **Avg. Pay** | **Median Pay** |  |  | **Gender** | **Employees Paid Bonus** | **Total Relevant Employees** | **%** |
| Male | 43.47 | -251.33 |  |  | **Female** | -6.00 | 234.00 | -0.12 |
| Female | -467.90 | 502.68 |  |  | **Male** | -10.00 | 238.00 | -2.03 |
| Difference | 511.36 | -754.01 |  |  |  |  |  |   |
| Pay Gap % | 4.63% | -9.03 |   |   |   |   |   |   |

|  |
| --- |
| **Mar 19 Bonus**  |
| **Gender** | **Avg. Pay** | **Median Pay** |  |  | **Gender** | **Employees Paid Bonus** | **Total Relevant Employees** | **%** |
| Male | 10,966.15 | 7,791.35 |  |  | **Female** | 24.00 | 5434.00 | 0.44 |
| Female | 10,675.35 | 5,529.36 |  |  | **Male** | 96.00 | 1195.00 | 8.03 |
| Difference | 290.80 | 2,261.99 |  |  |  |  |  |   |
| Pay Gap % | 2.65% | 29.03 |  |  |  |  |  |   |
| **Mar 20 bonus** |
| **Gender** | **Avg. Pay** | **Median Pay** |  |  | **Gender** | **Employees Paid Bonus** | **Total Relevant Employees** | **%** |
| Male | 11,009.61 | 7,540.02 |  |  | **Female** | 18.00 | 5668.00 | 0.32 |
| Female | 10,207.45 | 6,032.04 |  |  | **Male** | 86.00 | 1433.00 | 6.00 |
| Difference | 802.16 | 1,507.98 |  |  |  |  |  |   |
| Pay Gap % | 7.29% | 20.00 |   |

1. **Narrative**
* In 2020 there is a larger % gender pay gap between Medical and Dental staff at 15.2% compared to the consultants at 7.19% and the AFC gender pay gap of 7.67%.
* It is interesting to note that fewer male and female consultants were in receipt of the Clinical Excellence Award in 2020 compared to 2019. This could be attributed to several staff retiring and fewer applications for the CEA during the 2019 which was heavily impacted by the covid19 pandemic.
* Males are most of the recipients of Clinical Excellence Awards which equate to 86 of the 104 awarded. These bonuses are received by 6% of all males employed compared to 0.32% of females. The bonus payments will have the impact of inflating the average salaries. Changes in 2018 mean that bonus payments are non-pensionable and is a non-recurrent payment. There has been a national review of pay and reward system, payments can be made later in the year depending when the consultant claims them.
* There has been a narrowing of the gender pay gap between male and female average hourly bonus rate of -0.1020 % when comparing March 19 to March 20.
* When comparing the previous year to 2019 to 2020 bonus payments the gender pay gap is closing 4.63%. Looking back to the bonus gender pay gap in 18/19 it was 10.45%. It is positive to report the gender pay gap between male and female bonus payments is narrowing and this is positive for female staff, equality of access and the retention and development of our talent irrespective of gender.

**GENDER PAY GAP ACTION PLAN**

* Through our approaches to hybrid and agile working practices we wish to ensure females are supported and given the opportunity to apply to become Consultants and senior leadership roles. Alongside this our leadership development programmes, coaching and mentoring schemes will assist the female talent to develop into senior leadership roles.
* The Trust continues to actively participate in the national work reviewing reasons for disparity in the achievement of Clinical Excellence Awards.
* The full staff survey results and staff engagement outputs are used to shape and inform plans, strategies and policies to empower the female workforce.
* The introduction of the Reciprocal Mentoring Programme is designed to engender a culture of shared learning and experience to develop our culture and talent of all genders.
* The introduction of a variety of Staff Networks is helping to inform the development of the organisation and provides insight and learning to support the development of our people.