



Gender Pay Gap Reporting

Update Report

Author: Bina Saini, Senior Equality Diversity and Inclusion Lead

Recipient: Trust Executive Team
Workforce Sub Committee
Clinical Commissioning Group

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Gender Pay Gap Reporting

1.0 Background

- The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 requires employers to report their gender pay gaps for any year where they have a headcount of 250 or more employees with effect from 31 March 2017. The first report is to be published in March 2018.
- Gender pay reporting is a different requirement to carrying out an equal pay audit.
- Employers must identify who needs to be included in the report
- There are six calculations to carry out, and the results must be published on the Trust's website and a government website within 12 months (March 2018). Where applicable, they must be confirmed by an appropriate person, such as a chief executive or someone with delegated responsibility.
- Employers have the option to provide a narrative with their calculations. This should generally explain the reasons for the results and give details about actions that are being taken to reduce or eliminate the gender pay gap.
- While the regulations for the public, private and voluntary sectors are near identical, and the calculations are directly comparable, the public sector regulations also take into account the public sector equality duty.
- It is a legal requirement for all relevant employers to publish their gender pay report. Failing to do this within one year of the snapshot date is unlawful.
- The Equality and Human Rights Commission has the power to enforce any failure to comply with the regulations.
- As a result, employers should consider taking new or faster actions to reduce or eliminate their gender pay gaps.

2.0 Introduction

Birmingham and Solihull Mental Health NHS Foundation Trust (BSMHFT) conducted an initial snap shot data report in March 2017. This was presented to Trust Board, Workforce Subcommittee and shared with the clinical commissioning group. Since then the data has been further analysed, now including employee bonus payments. This report shows how large the pay gap is between male and female employees.

The data from this report will be shared on the government website and made public to staff, stakeholders and potential future recruits.

3.0 Trust's position

BSMHFT currently has a workforce population of 70% females and 30% males, the system allows information to be recorded if an individual does not want to disclose their identify, which currently stands at 0%.

BSMHFT has published data on the following:

1. average gender pay gap as a mean average (**Table 1**)
2. average gender pay gap as a median average (**Table 2**)
3. average bonus gender pay gap as a mean average (**Table 3**)
4. average bonus gender pay gap as a median average(**Table 3**)
5. proportion of males receiving a bonus payment and proportion of females receiving a bonus payment (**Table 3**)
6. proportion of males and females when divided into four groups ordered from lowest to highest pay.(**Table 4**)

The snapshot data includes the above tables for all employees from bands 1 to 9 in **Appendix 1**.

4.0 Summary

BSMHFT is represented by a high proportion of female employees (70%); regardless of this the mean gender pay gap for BSMHFT is at 12%. In comparison to the other 30 Trusts whom have reported their gender pay gap the highest has been reported as 45.1 and the lowest at 10.1.

5.0 Recommendations

As an exemplar employer we aim to bridge the gender pay gap by continuing to analyse the data and put in place clear actions. We aim to work in partnership with neighbouring Trusts to overcome any inequalities present and commit to sharing good practice.

APPENDIX 1

BSMHFT - Gender Pay Gap Analysis

Snap Shot Data as at March 2017

TABLE 1 - Average gender pay gap as a mean average

		ALL CONTRACTS		
		Male	Female	Gender Pay Gap
Band 1	Mean	£8.04	£8.04	0.0%
Band 2	Mean	£8.77	£8.58	2.2%
Band 3	Mean	£9.72	£9.83	-1.1%
Band 4	Mean	£11.04	£11.20	-1.4%
Band 5	Mean	£13.57	£13.09	3.5%
Band 6	Mean	£16.65	£16.38	1.6%
Band 7	Mean	£19.87	£19.82	0.3%
Band 8a	Mean	£23.44	£23.43	0.0%
Band 8b	Mean	£28.99	£28.62	1.3%
Band 8c	Mean	£34.64	£33.93	2.0%
Band 8d	Mean	£41.42	£41.10	0.8%
Band 9	Mean	£49.14	£51.50	-4.8%
Local Apprentice	Mean	£4.26	£4.09	4.0%
Local Amey	Mean	£9.00	£10.09	-12.1%
Medic	Mean	£26.82	£24.44	8.9%
Consultant	Mean	£45.27	£42.49	6.1%
Adhoc Salary	Mean	£7.87	£8.56	-8.8%
VSM	Mean	£67.90	£56.41	16.9%
Trust	Mean	£16.93	£14.95	11.7%

PART TIME		
Male	Female	Gender Pay Gap
£8.04	£8.04	0.0%
£8.58	£8.53	0.6%
£9.75	£9.91	-1.6%
£11.11	£11.38	-2.4%
£14.31	£13.86	3.1%
£17.22	£17.30	-0.5%
£19.76	£19.83	-0.4%
£23.59	£23.64	-0.2%
£29.85	£29.01	2.8%
£33.11	£34.50	-4.2%
-	£42.70	-
-	£51.50	-
-	-	-
-	-	-
£33.73	£22.24	34.1%
£46.18	£43.00	6.9%
-	£7.55	-
-	-	-
£20.08	£15.51	22.8%

FULL TIME		
Male	Female	Gender Pay Gap
£8.04	£8.04	0.0%
£8.82	£8.62	2.3%
£9.72	£9.80	-0.8%
£11.03	£11.15	-1.1%
£13.52	£12.92	4.4%
£16.57	£16.13	2.7%
£19.88	£19.82	0.3%
£23.40	£23.32	0.3%
£28.72	£28.35	1.3%
£34.64	£33.93	2.0%
£41.42	£40.84	1.4%
£49.14	£51.50	-4.8%
£4.26	£4.09	4.0%
£9.00	£10.09	-12.1%
£26.36	£25.23	4.3%
£45.04	£42.13	6.5%
£7.87	£8.56	-8.8%
£67.90	£56.41	16.9%
£16.56	£14.75	10.9%

Table 2 - Average gender pay gap as a median average

		ALL CONTRACTS		
		Male	Female	Gender Pay Gap
Band 1	Median	£8.04	£8.04	0.0%
Band 2	Median	£8.26	£8.48	-2.7%
Band 3	Median	£10.18	£10.18	0.0%
Band 4	Median	£11.24	£11.63	-3.5%
Band 5	Median	£14.74	£13.10	11.1%
Band 6	Median	£17.38	£16.25	6.5%
Band 7	Median	£20.04	£20.04	0.0%
Band 8a	Median	£23.15	£24.14	-4.3%
Band 8b	Median	£29.85	£29.85	0.0%
Band 8c	Median	£35.47	£35.47	0.0%
Band 8d	Median	£42.70	£42.70	0.0%
Band 9	Median	£49.14	£51.50	-4.8%
Local Apprentice	Median	£3.46	£4.01	-15.9%
Local Amey	Median	£8.61	£8.61	0.0%
Medic	Median	£25.10	£22.22	11.5%
Consultant	Median	£41.62	£41.52	0.2%
Adhoc Salary	Median	£7.38	£7.40	-0.3%
VSM	Median	£61.54	£56.41	8.3%
Trust	Median	£14.17	£13.62	3.9%

PART TIME		
Male	Female	Gender Pay Gap
£8.04	£8.04	0.0%
£8.48	£8.26	2.6%
£9.95	£10.18	-2.3%
£11.35	£11.63	-2.5%
£14.74	£14.74	0.0%
£18.24	£18.24	0.0%
£21.43	£20.04	6.5%
£22.29	£24.88	-11.6%
£29.85	£29.85	0.0%
£32.32	£35.47	-9.7%
-	£42.70	-
-	£51.50	-
-	-	-
-	-	-
£34.00	£20.38	40.1%
£49.75	£39.90	19.8%
-	£7.06	-
-	-	-
£11.13	£9.89	11.1%

FULL TIME		
Male	Female	Gender Pay Gap
£8.04	£8.04	0.0%
£8.99	£8.70	3.2%
£10.18	£10.18	0.0%
£11.24	£11.63	-3.5%
£14.74	£12.59	14.6%
£16.79	£15.72	6.4%
£20.04	£20.73	-3.4%
£23.15	£23.15	0.0%
£29.85	£29.85	0.0%
£35.47	£35.47	0.0%
£42.70	£42.70	0.0%
£49.14	£51.50	-4.8%
£3.46	£4.01	-15.9%
£8.61	£8.61	0.0%
£23.83	£22.22	6.8%
£44.27	£41.52	6.2%
£7.38	£7.38	0.0%
£61.54	£56.41	8.3%
£13.62	£13.10	3.8%

Table 3 - Average bonus gender pay gap

Mean Bonus Gender Pay Gap	25.79%
Median Bonus Gender Pay Gap	26.67%
Proportion of Males Receiving a Bonus Payment	2.19%
Proportion of Females Receiving a Bonus Payment	0.42%

Note: Bonus relates to Medical Staff only who are in receipt of Clinical Excellence Awards (in line with the current NHS Consultant contract)

Table 4 - Proportion of males and females when divided into four groups ordered from lowest to highest pay. Each section (called quartiles) is divided with an equal number of employees in each section (or as close as possible). The quartiles (from the lowest to highest) are called the lower quartile, the lower middle quartile, the upper middle quartile, and the upper quartile.

Quartile	Male	Female
1 lower quartile	31.67%	68.33%
2 lower middle quartile	23.96%	76.04%
3 upper middle quartile	27.29%	72.71%
4 upper quartile	33.92%	66.08%

BSMHFT reported their gender pay gap onto the government website on 26th March 2018

Your organisation's 2016 to 2017 gender pay gap data

Difference in mean hourly rate of pay	11.7%
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Difference in median hourly rate of pay	3.9%
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Difference in mean bonus pay	25.8%
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Difference in median bonus pay	26.7%
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	Male	Female
Percentage of employees who received bonus pay	2.2%	0.4%

Employees by pay quartile	Male	Female
Upper quartile	33.9%	66.1%
Upper middle quartile	27.3%	72.7%
Lower middle quartile	24.0%	76.0%
Lower quartile	31.7%	68.3%

Size of your organisation

Number of employees within your organisation	1000 to 4999
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Link to your gender pay gap information

<https://www.bsmhft.nhs.uk/about-us/equality-diversity-and-human-rights/reports/>