

## Gender Pay Gap Report 2018

### Foreword

From 6 April 2017 employers in Great Britain with more than 250 staff are required to publish their gender pay gap information annually, using six different measures, covering pay and bonuses. This is the second report for Cheshire and Wirral Partnership NHS Foundation Trust (CWP) and provides a snapshot of pay data on 31/3/18 which is also published on the Gender Pay Gap Reporting pages of the Gov.uk website. The purpose of the reporting is to increase awareness, improve pay transparency and to encourage closing the gap.

### What is the Gender Pay Gap?

The gender pay gap is a measure of the difference between men's and women's average earnings across an organisation, regardless of the nature of their work and it is expressed as a percentage of men's earnings.

It is important to distinguish between the gender pay gap and equal pay. Equal pay concerns differences between the actual pay of male and female employees doing equal work, or work of equal value. An organisation may be an equal pay employer, paying male and female staff equally for doing equal work, and it may still have a gender pay gap. CWP employs staff across a range of roles and adheres to the appropriate national NHS Medical and Dental Pay and Conditions and the national NHS job evaluation framework within Agenda for Change. All pay scales provide a process for paying employees equally regardless of gender for the same or equivalent work.

### How do we calculate the Gender Pay Gap?

The snapshot date for this report being 31<sup>st</sup> March 2018 for ordinary pay and a whole 12 months period from 1<sup>st</sup> April 2017 to 31<sup>st</sup> March 2018 for bonus pay. For gender pay gap reporting, employees are those employed under a contract of employment to do work. This includes those under Agenda for Change terms and conditions, medical staff and very senior managers (VSM). The requirement is to publish six key measures of the gender pay gap:

#### **Mean gender pay gap**

The difference between the mean hourly rate of pay of full-time male employees and that of full-time female employees. This measure captures where men and women sit in the earnings distribution and is the average of all the numbers in the dataset, that is, you have to add up all the numbers and then divide the result by how many numbers you are dealing with.

#### **Median gender pay gap**

The difference between the median hourly rate of pay of full-time male employees and that of full-time female employees. The median measure is used because it isn't affected by extreme values and is the numerical value that splits the top 50% of the figures from the bottom 50%.

**Mean bonus gap**

The difference between the mean bonus pay paid to male employees and that paid to female employees.

**Median bonus gap**

The difference between the median bonus pay paid to male employees and that paid to female employees.

**Bonus proportions**

The proportions of male and female employees who were paid bonus pay during the 12-month period compared to those who did not receive a bonus.

**Quartile pay bands**

The proportions of male and female full-time employees in the lower, lower middle, upper middle and upper quartile pay bands. Effectively we split the workforce into 4 equal quarters based on the average hourly rate of pay.

## What is our Gender Pay Gap?

### Our Current Staff in Post

Overall as an organisation, we employ more women than men as is seen across many NHS Organisations. We employed a total of **3565** staff as at 31<sup>st</sup> March 2018 of which **2821 (79%)** were female and **744 (21%)** were male.

### Ordinary Pay

Our mean gender pay gap for average hourly pay is **13.65%**. This is lower than the national public sector average of **17.5%** as identified by the Office for National Statistics Annual Survey of Hours and Earnings published 25<sup>th</sup> October 2018. When comparing our median figure, we have a **0.00%** pay gap compared to the national public sector average of **19.0%**:

	Mean Hourly Rate	Median Hourly Rate
CWP Pay Gap %	13.65%	0.00%
National Public Sector Pay Gap %	17.5%	19%

When medical pay is excluded from reporting our pay gap for average hourly rate reduces to **2.90%** and our median reduces to **-2.85%**

When reporting solely on staff paid on Agenda for Change terms and conditions our pay gap for average hourly rate reduces to **0.34%** and our median reduces to **-3.60%**

Further detail regarding the gender pay gap across pay bands, staff groups and comparing year 16/17 to 17/18 is provided in the appendices.

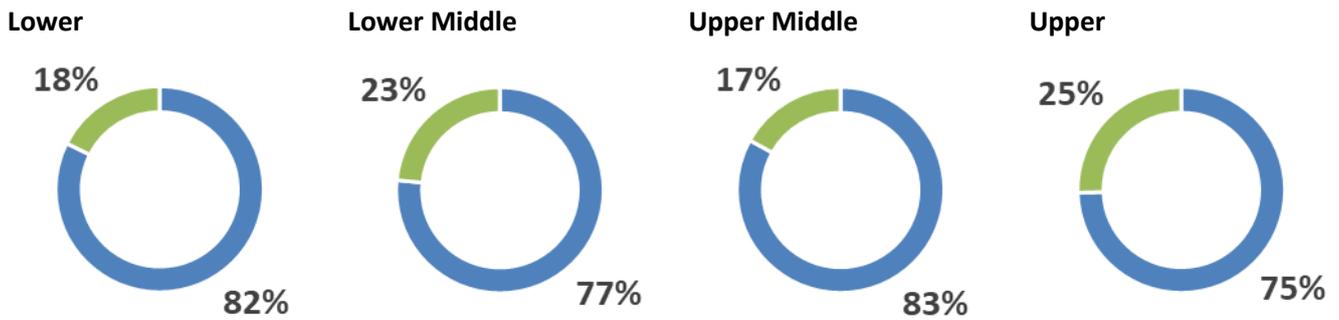
### Bonus Pay

Bonus pay includes Clinical Excellence Awards, Recognition of Service Awards and discretionary points paid between 1 April 2017 and 31 March 2018 for all staff including medical staff. The figures are detailed below both with and without medics:

Bonus Pay Gap	Bonus Pay Gap (Excluding Medics)	Proportion of Employees who received bonus by gender
<b>72.03%</b> <i>Mean</i>	<b>-5.14%</b> <i>Mean</i>	<b>3.86%</b> <i>Female</i>
<b>00.00%</b> <i>Median</i>	<b>00.00%</b> <i>Median</i>	<b>5.91%</b> <i>Male</i>

Proportion of employees in quartile bands

■ Male ■ Female



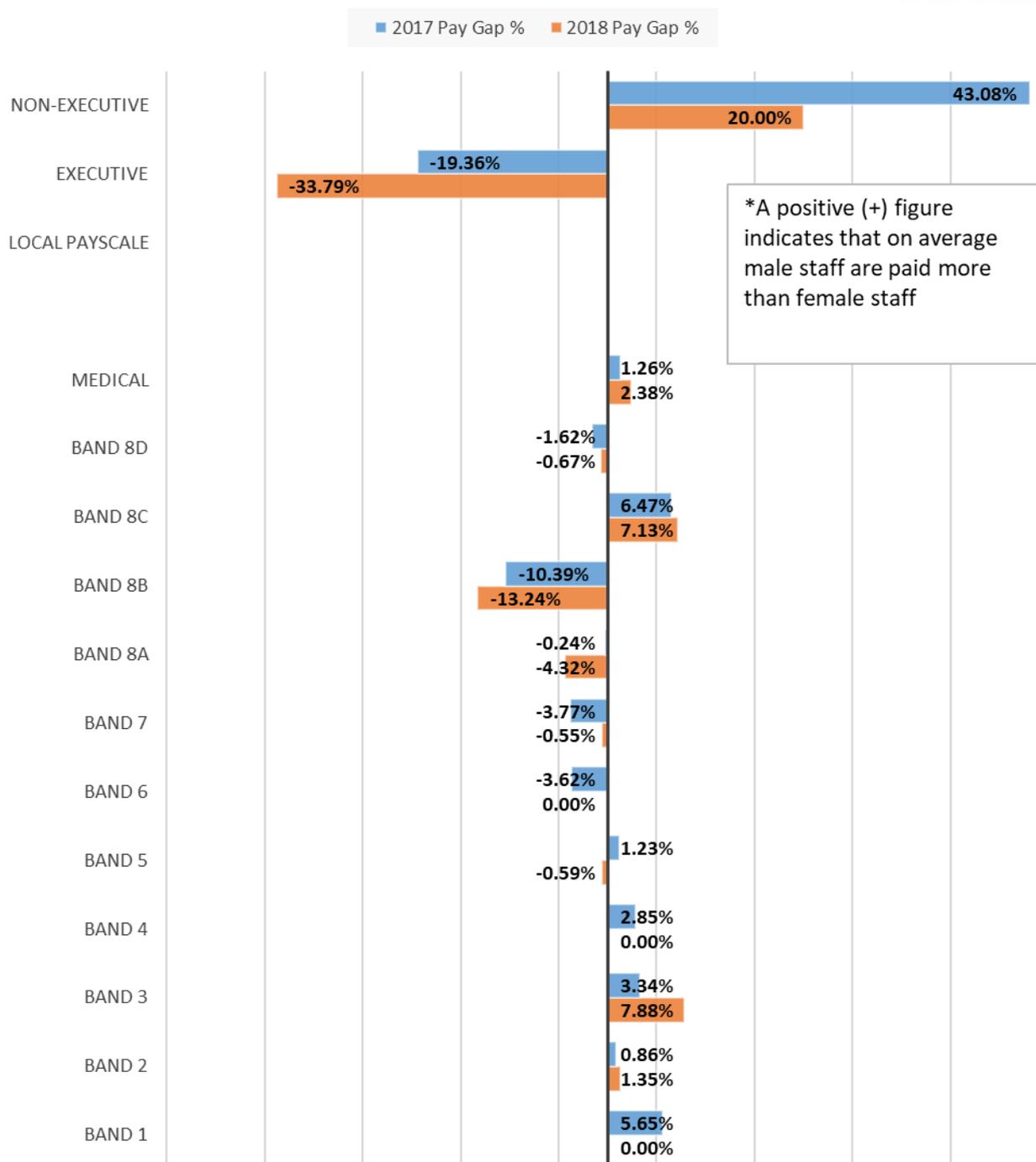
In CWP, women occupy **75%** of the highest paid jobs and **82%** of the lowest paid jobs.

### Our Next Steps to tackling our Gender Pay Gap

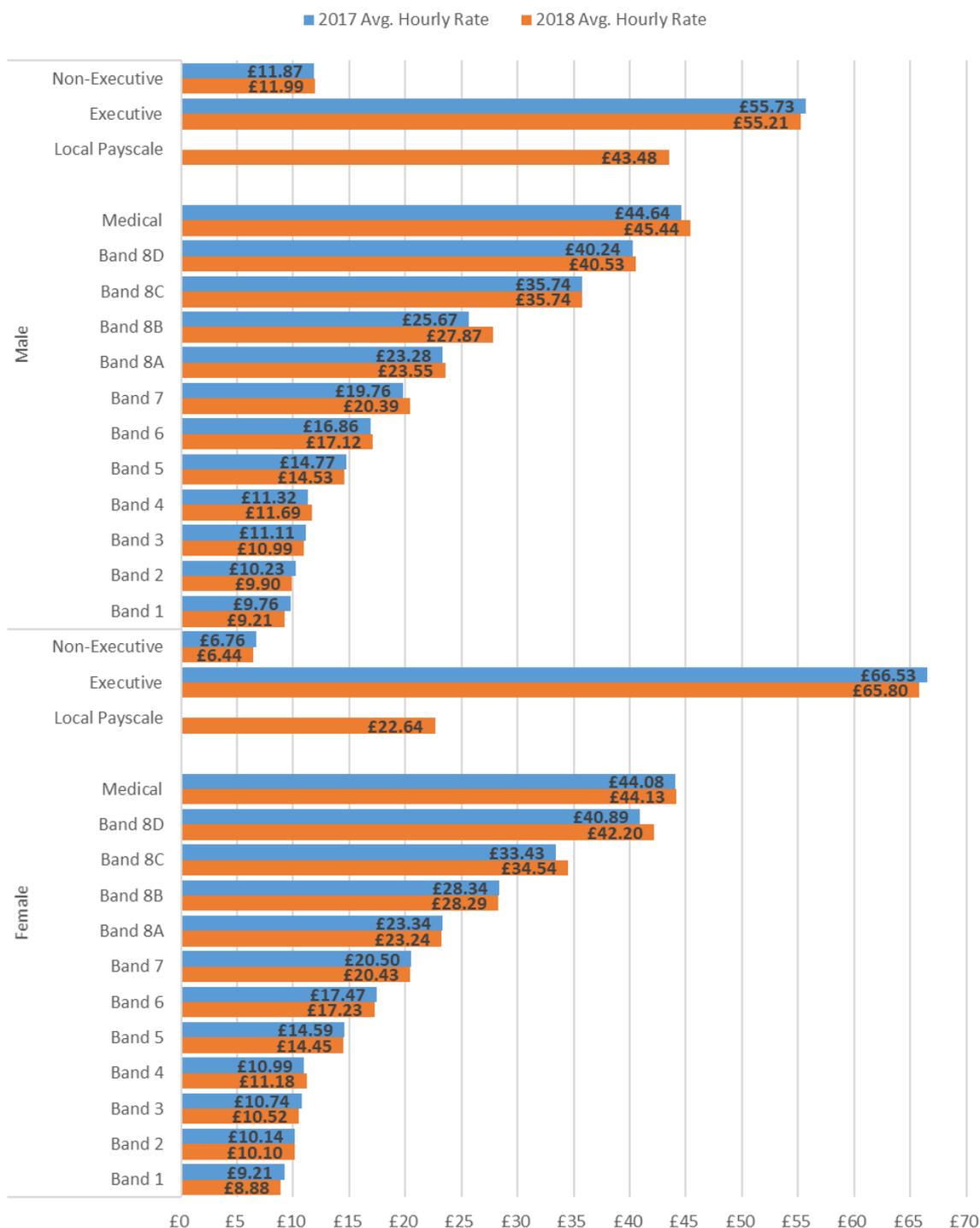
CWP's hourly gender pay gap continues to be less than the national public sector gender pay gap but there is still work to be done to reduce the gap further wherever this exists for each band and staff group. In addition the gender gap in bonus payments also needs to be addressed. Key drivers for the gender pay gap are believed to be the outcome of a variety of factors outside the control of individuals such as unpaid carer responsibilities. CWP is committed to workforce equality and has taken the following actions:

- Strengthening of unconscious bias training for recruiting managers including refresher training
- Task and Finish group to review the flexible working policy and access to flexible working opportunities which will lead to raising awareness
- Development of a talent management programme to support all employees with their career development which may be outside of their current role
- Continue to roll out the development programme for people to shadow senior leaders and executive board members
- Further publicise story telling by people working at VSM level within the Trust
- Promotion of development opportunities such as Apprenticeships and regional training
- Continue encouraging applications from female medics for Clinical Excellence Awards

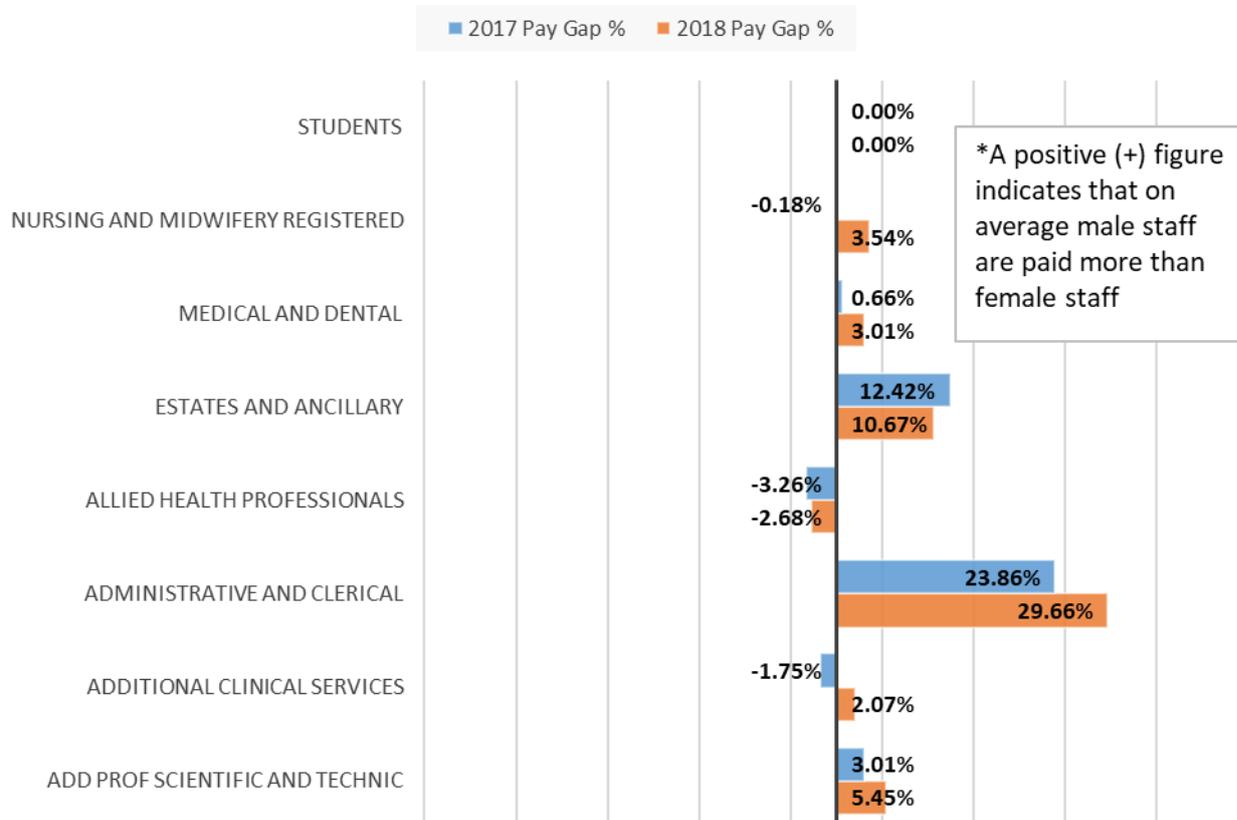
Appendix 1 – Pay Gap % Change by Pay Band 2017 to 2018



Appendix 2 – Mean Hourly Rate Change by Pay Band 2017 to 2018



Appendix 3 – Pay Gap % Change by Staff Group 2017 to 2018



### Appendix 4 – Mean Hourly Rate Change by Staff Group 2017 to 2018

