

## Gender Pay Gap Report 2019

### 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 31/3/19, 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 31st March 2019 for ordinary pay and a whole 12 months period from 1st April 2018 to 31st March 2019 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), those employees held on TUPE terms and any Bank Staff who received pay at 31st March 2019. 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

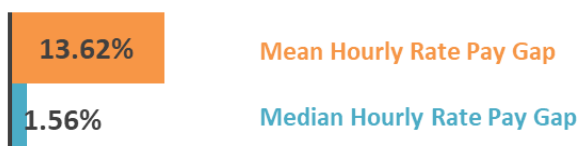
Overall as an organisation, we employ more women than men as is seen across many NHS Organisations. We employed 3723 staff as at 31<sup>st</sup> March 2019, this figure includes 297 bank-only workers were paid in March 2019 and therefore have been used as part of the calculation of our gender pay gap information. **2933 (79%)** were female and **790 (21%)** were male.

### Ordinary Pay

Our mean gender pay gap for average hourly pay is **13.62%**. This is lower than the national public sector average of **16.8%** as identified by the Office for National Statistics Annual Survey of Hours and Earnings published 29<sup>th</sup> October 2019. When comparing our median figure, we have a **1.56%** pay gap compared to the national public sector average of **15.7%**.

	Female	Male	Difference	Pay Gap %	National Public Sector Pay Gap %
Mean Hourly Rate	£16.24	£18.80	£2.56	13.62%	16.80%
Median Hourly Rate	£15.14	£15.38	£0.24	1.56%	15.70%

### CWP Trust



When reporting our pay gap for all staff employed at the snapshot date our mean hourly pay gap is **13.62%** and the median pay gap is **1.56%**

### Highlighting Staff on Agenda for Change Terms and Conditions



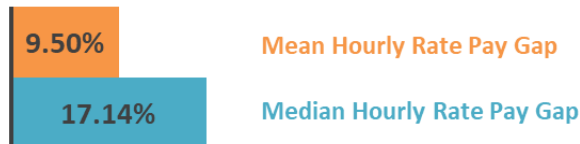
When reporting solely on staff that are on Agenda for Change terms and conditions our mean hourly pay gap is **0.91%** and the median **-2.95%**

### Highlighting Staff on Executive Team



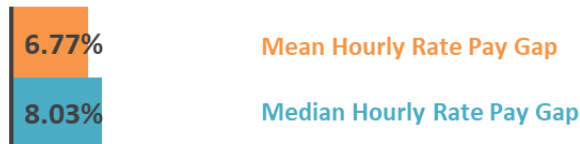
When reporting solely on staff that are on Executive terms and conditions our mean hourly pay gap is -**21.77%** and the median **-30.52%**

### Highlighting Staff on Medical Terms and Conditions



When reporting solely on staff that are on Medical terms and conditions our mean hourly pay gap is **9.50%** and the median **17.14%**

### Highlighting Staff on Local Terms and Conditions



When reporting solely on staff that are on Local terms and conditions our mean hourly pay gap is **6.77%** and the median **8.03%**

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 2018 and 31 March 2019 for all staff including medical staff. During the year, 138 staff received these payments with the median amount for women being £250.00 and for men £100.00 with a pay gap of **60.00%**. The mean average amount was £1626.57 for women and £5543.34 for men with a pay gap of **70.67%**

	Female	Male	Difference	Pay Gap	% of trust staff by gender who received bonus	
					% Female	% Male
Average Bonus Pay Value	£1626.57	£5543.34	£3919.77	70.67%	3.48%	5.95%
Median Bonus Pay Value	£100.00	£250.00	£150.00	60.00%	99 out of 2933	39 out of 790



### Highlighting on Recognition of Service Awards

109 staff received recognition of service award vouchers where the median for both men and women is £100, with the pay gap as **0.00%** for these awards in isolation. The mean average amount was £128.26 for women and £123.26 for men with a pay gap of **-4.06%**.



### Highlighting on Clinical Excellence and Discretionary Points Awards

34 staff received Clinical Excellence Awards and Discretionary points. When looking at these payments alone, the median amount for women being £3,971.06 and for men was £12,411.96 with a pay gap of **68.01%**. The mean average amount is £9,706.90 for women and £14,310.38 for men with a pay gap of **32.17%**.

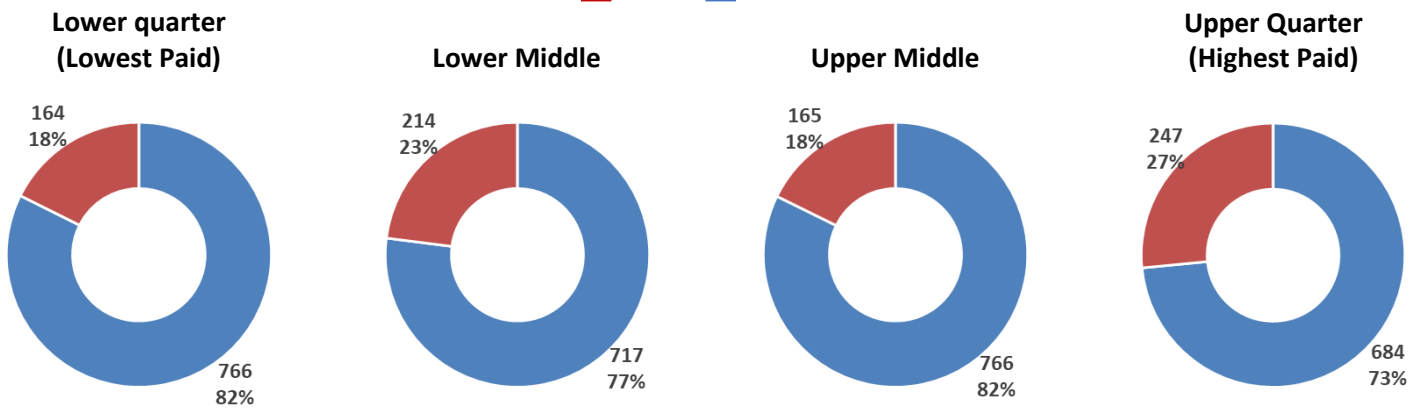


### Gender Pay Gap Metrics Summary

Gender Pay Gap	Bonus Pay Gap	Proportion of Employees Who Received Bonus
<b>13.62%</b> <i>Mean Hourly Rate</i>	<b>70.67%</b> <i>Mean Bonus Payment</i>	<b>3.38%</b> <i>Of trust Female staff</i>
<b>1.56%</b> <i>Median Hourly Rate</i>	<b>60.00%</b> <i>Median Bonus Payment</i>	<b>4.94%</b> <i>Of trust Male staff</i>

### Proportion of employees in quartile bands

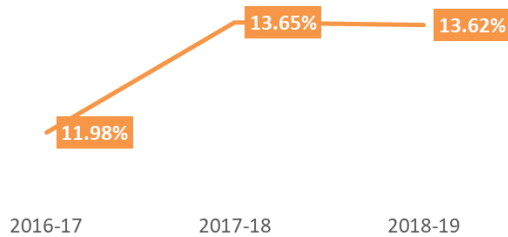
■ Male ■ Female



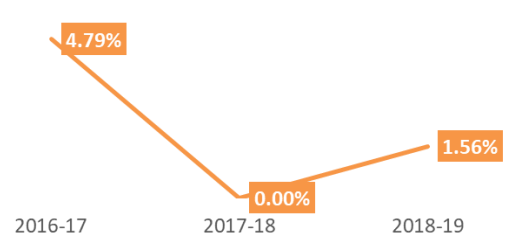
In CWP, women occupy **73%** of the highest paid jobs and **82%** of the lowest paid jobs.

## How our pay gap has changed

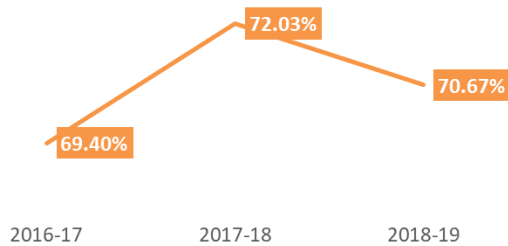
Mean Hourly Rate Pay Gap % Year on Year



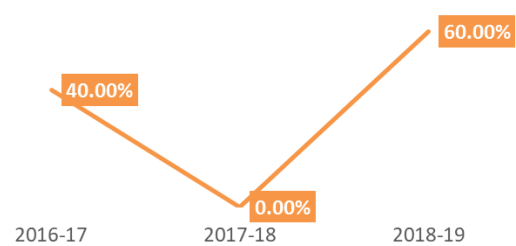
Median Hourly Rate Pay Gap % Year on Year



Mean Bonus Payment Pay Gap % Year on Year



Median Bonus Payment Pay Gap % Year on Year



## 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
- Promotion of development opportunities such as Apprenticeships and regional training
- Promotion of CEA opportunities to increase applications from female medical staff

### Appendix 1 – Average Hourly Rate by Groups

