



Gender Pay Gap Report as at 31st March 2018



Gender Pay Gap Report as at 31st March 2018

1. Introduction

- 1.1. The gender pay audit obligations are outlined in The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. As an organisation that employs more than 250 people and listed in Schedule 2 of the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, the Trust must publish and report specific information about our own gender pay gap annually.
- 1.2. Public sector organisations are required to take a “snapshot” of their workforce as of 31st March each year from March 2017. The resulting data must be published along with a written statement on their public-facing website. It must also be reported to the government online via the gender pay gap reporting service by 30th March.
- 1.3. A high gender pay gap can indicate there may be a number of issues to deal with, and the individual calculations may help us to identify potential causes. Used to its full potential, gender pay gap reporting is a valuable tool for assessing levels of equality in the workplace, female and male participation, and how effectively talent is being maximised.

2. What does the audit cover?

- 2.1. The gender pay gap report provides a comparison on the pay of male and female employees and shows the difference in the average earnings (mean and median). This is expressed as a percentage of men’s earnings e.g., women earn 15% less than men do.
- 2.2. This audit is different to equal pay, which looks at the pay differences between men and women carrying out the same jobs, similar jobs or work of equal value. Any potential equal pay issues are addressed by adherence to Agenda for Change terms and conditions and pay framework, and our robust and objective job evaluation process. Gender pay gap figures are affected by differences in the gender composition across our job grades and roles.
- 2.3. The audit requires us to make six calculations covering the following:
 - **Mean gender pay gap in hourly pay** – adding together the hourly pay rates of all male or female full-pay and dividing this by the number of male or female employees. The gap is calculated by subtracting the results for females from results for males and dividing by the mean hourly rate for males. This number is multiplied by 100 to give a percentage.
 - **Median gender pay gap in hourly pay** – arranging the hourly pay rates of all male or female employees from highest to lowest and find the point that is in the middle of the range.

- **Mean bonus gender pay gap** – add together bonus payments for all male or female employees and divide by the number of male or female employees. The gap is calculated by subtracting the results for females from the results for men, and dividing by the mean hourly rate for men. This number is multiplied by 100 to give a percentage.
 - **Median bonus gender pay gap** – arranging the bonus payments of all male or female employees from highest to lowest and find the point that is in the middle of the range.
 - **Proportion of males and females receiving a bonus payment** – total males and females receiving a bonus payment divided by the number of relevant employees.
 - **Proportion of males and females in each pay quartile** – ranking all of our employees from highest to lowest paid, dividing this into four equal parts (quartiles) and working out the percentage of men and women in each of the four parts.
- 2.4. This information along with a written statement, confirming the accuracy of their calculations must be published on both the Trust’s website and on a designated government website.

3. Our Gender Pay Gap data

3.1. Our data for this submission is from 31st March 2018, when the Trust workforce consisted of 1611 females (47.6%) and 1772 males (52.3%), totalling 3,383 employees.

3.2. There was a 3% shrinkage in our workforce between 31st March 2017 and 31st March 2018, however the 2018 figures show an increase in the percentage of females to males when compared with the same period in 2017. In March 2017, the workforce profile by gender was 1622 females (46%) and 1870 males (54%), totalling 3,492.



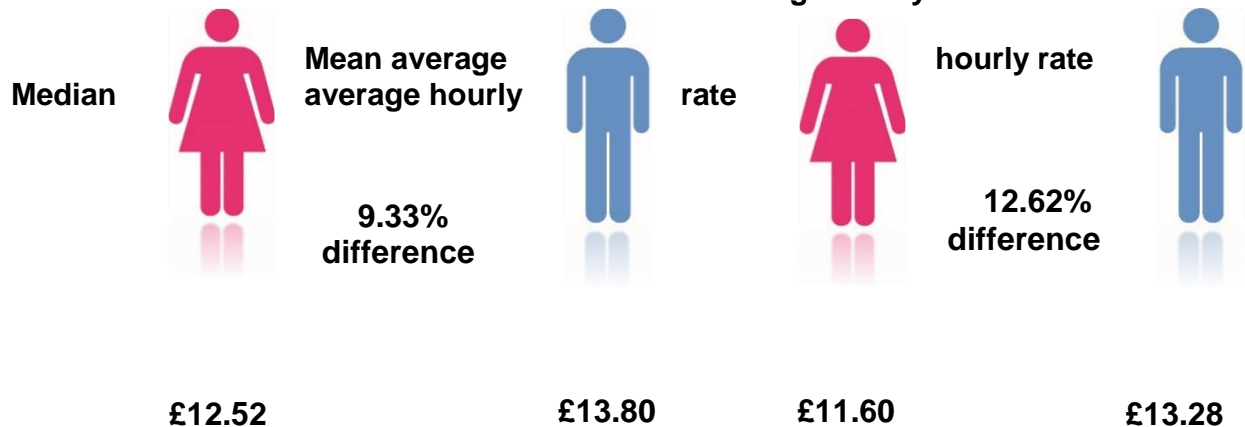
3.3. Mean and median gender pay gap in hourly pay

The table below shows the difference in the mean and median hourly rates, and the pay gap as a percentage for both 2017 and the 2018 data. There are increases in both the mean and median hourly rates resulting in an increase of SECAMB’s gender pay gap.

	31st March 2017		31st March 2018	
Gender	Mean Hourly Rate	Median Hourly Rate	Mean Hourly Rate	Median Hourly Rate
Male	£13.02	£11.76	£13.80	£13.28
Female	£11.98	£11.49	£12.52	£11.60
Difference	£1.04	£0.28	£1.29	£1.68
Pay Gap %	8.01%	2.38%	9.33%	12.62%

Table 1: Gender Pay Gap for 2017 and 2018

All Trust Staff - Overall Mean vs. Median average hourly rate - 31/03/2018



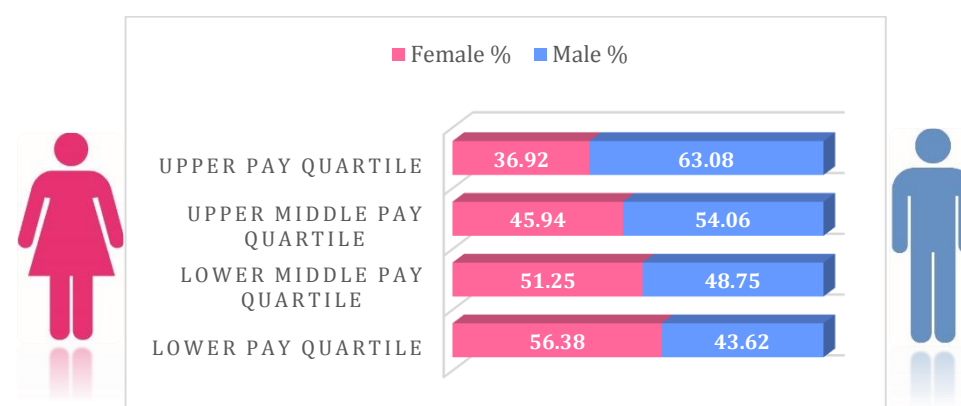
Proportion of males and females in each pay quartile

3.4. The figures below show a ranking of our employees from highest to lowest paid, dividing this into quartiles and providing a percentage breakdown males and females in each of these. The highest variances for the quartiles is once again in the upper pay quartile, where there is a 26.1% difference, down from 26.8% last year. However, in 2017 21% of all female employees were in the upper pay quartile, which dropped to 19% in 2018. The group of males in the upper quartile represents 31% of all males in the workforce in 2018.

3.5. Overall, there has been a 2% increase in the number of females to males in lower two quartiles, collectively. In addition, the increase in the number of males in quartile 3 appears to have pushed the median hourly rate up, thus increasing the pay gap.

	31st March 2017				31st March 2018			
	Female		Male		Female		Male	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%
1 - Lower pay quartile	460	53.60%	398	46.40%	477	56.38%	369	43.62%
2 - Lower middle pay quartile	419	47.90%	455	52.10%	432	51.25%	411	48.75%
3 - Upper middle pay	400	48.60%	423	51.40%	390	45.94%	459	54.06%
4 - Upper Pay	343	36.60%	594	63.40%	312	36.93%	533	63.08%

Table 2: Gender pay Gap by quartile, 2017 and 2018



Mean and median bonus gender pay gap.

3.6. The only bonus payments made by the Trust are to eligible staff who apply for the Clinical Excellence Awards (CEAs), which can be awarded nationally or locally. Due to the small numbers of bonus payments made in 2018 potentially rendering recipients identifiable if published, the Trust will not be publishing any data for this part of the Gender Pay Gap report. Bonus payments are awarded in recognition of excellent practice over and above contractual requirements.

Gender Pay Gap by pay band

3.7. As mentioned, although Agenda for Change ensures that we are proving equal pay for equal work, we can see discrepancies in the ratio of males to females within pay bands. The table below shows a greater number of men than women in posts within pay band 6 and up. There is also an increase in the numbers of females to males in pay bands 3 to 5 reflective of the increasing number of women now entering the service. This change is ongoing, and on 1st January 2019, the Trust reported a workforce of 50.3% female to 49.7% male.

Breakdown of Gender by Pay band, 31st March 2018



Chart 1: Workforce by Pay band and Gender 2018

Pay band by Gender for 2017 and 2018



Chart 2: Workforce by Pay band and Gender 2017 and 2018

3.8. However, we have seen an increase in the ratio of males to females in the highest bands. Last year, our report showed the largest discrepancies being at bands 6, 7 and 8c at approximately 9% more men. We reported equity at bands 8d and nine.

3.9. This year's report identifies the smallest discrepancies in pay bands 6 and 8C, 16.7% at band 6 and 14.3% at band 8C. All other pay bands from 7 and above report far higher numbers of males to females by 20 – 50%.

4. Employee Gender Profile information as of 31st March 2018 by service

All staff

	Number	Female %	Male %
Bands 1-4	1639	53.75	46.12
Bands 5-7	1611	42.42	57.58
Bands 8+	114	34.21	65.79
Ad hoc	19	26.32	73.68

Operational Frontline

	Number	Female %	Male %
Bands 1-4 Non Reg	1012	45.16	54.84
Bands 5-7 Registered	1178	39.39	60.61
Bands 8+	41	24.39	75.61
Ad hoc	0	0	0

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	Number	Female %	Male %
Bands 1-4	119	72.27	27.73
Bands 5-7	54	81.48	18.52
Bands 8+	3	33.33	66.67
Ad hoc	2	100.00	0.00

Emergency Operations Centre

	Number	Female %	Male %
Bands 1-4	345	72.46	27.54
Bands 5-7	112	67.86	32.14
Bands 8+	4	0	100.00
Ad hoc	0	0	0

Support staff

	Number	Female %	Male %
Bands 1-4	161	54.66	45.34
Bands 5-7	267	37.45	62.55
Bands 8+	66	42.42	57.58
Ad hoc	11	36.36	63.64

5. Conclusion

5.1. The increasing gap in both our mean and median pay, as well as our ratio of males to females in bands 6 and above show there is work to be done.

5.2. Whilst we do not have an equal pay issue, we will take steps to reduce our pay gap and continue to explore best practice across the sector and beyond. The breakdown by service area highlights that there is a need to identify any underlying factors as to why there is such a gender imbalance within the Operations, 111 and the Emergency Operations Centres.

What have we done to date?

5.3. Implemented Agenda for Change and developed a robust job evaluation process for all jobs. However, it is recommended that job evaluation panels should reflect a gender balance.

5.4. Increased the frequency of diversity reports by demographics to the Inclusion Working Group for scrutiny and discussion.

5.5. We are currently undertaking a review of all recruitment processes to ensure best practice methodology is built into this.

5.6. Increased the number of trained assessors to assist with localised recruitment.

6. Next Steps

6.1. The data was reviewed by the Inclusion Working Group and recommendations made to address areas of concern, and how we can proactively support female talent.

Recommendations approved by the Inclusion Working Group

6.2. We will endeavour to develop a range of activities over the next 12 months to advance gender pay, these include:

6.2.1. Exploring how we can better promote vacancies for senior positions to women and organisations that support women.

6.2.2. Exploring better support female talent. Encourage the development of female leaders by setting up a Gender Equality network group.

- 6.2.3. Launching our Menopause Policy and explore opportunities for more flexible or alternative shift working across the organisation, including how this could be introduced into a wider range of roles.
- 6.2.4. Seeking organisational commitment to gender diverse interview panels for all roles at band 8 and above.
- 6.2.5. A Trust wide launch of the HeForShe initiative, with an associated communication plan, to develop the role of men as allies for gender equality.

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