

Gender Pay Report



March 2018

1. Background

Gender Pay Gap legislation requires all employers of 250 or more employees to publish their gender pay gap information by the 31st March 2018 and by the same date every subsequent year.

A gender pay gap is the difference between the average earnings of men and women across an organisation expressed relative to men's earnings.

The Trust's gender pay gap information has been obtained from the Electronic Staff Record (ESR reporting tool that was nationally developed to ensure the NHS meets its gender pay gap reporting requirements. The reporting period for our gender pay gap data uses the snapshot date of 31 March 2017.

The gender pay gap differs from equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman. The gender pay gap shows the differences in the **average pay** between men and women. If a workplace has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with, and the individual calculations may help to identify what those issues are.

The report highlights there is a gender pay gap within the Trust. An initial action plan in response to this data has been developed and will form part of the Trust's Equality and Diversity work programme. A more detailed analysis of the data will be undertaken to further inform the action plan.

2. KHFT Gender Profile

The current gender split within the overall workforce is 75% female and 25% male. The proportion of females and males in each pay band is as follows:

Band	Male	Female	Band	Male	Female
Apprentice	33.3%	66.7%	Band 7	16.5%	83.5%
Student Nurses	18.8%	81.3%	Band 8a	17.2%	82.8%
Band 1	100%	0%	Band 8b	16.7%	83.3%
Band 2	24.4%	75.6%	Band 8c	43.8%	56.3%
Band 3	17.8%	82.2%	Band 8d	28.6%	71.4%
Band 4	15.5%	84.5%	Band 9	0%	100%
Band 5	21.1%	78.9%	Medical	56.2%	43.8%
Band 6	14.5%	85.5%	VSM (Very Senior Managers)	62.5%	37.5%

31 March 2017 snapshot

Pay quartiles

	Male	Female
Top	31.4%	68.6%
Upper Middle	19.00%	81.00%
Lower Middle	19.3%	80.7%
Lower	23.9%	76.1%

This information highlights that there is a higher than average percentage of male employees in the higher pay bands 8c, 8d, VSM and Doctors, and therefore in the top pay quartile.

3. Gender Pay Gap information

The tables below detail the Trusts gender pay gap information. The data is as at 31 March 2017 as defined by the national reporting requirements.

3.1 Hourly rate of pay

The analysis of the hourly rate of pay is provided below; it does not include bonus payments as these are analysed separately in the bonus pay section.

	Male	Female	% diff
Mean hourly rate	£21.35	£17.27	19.1%
Median hourly rate	£15.46	£14.36	7.1%

Women's hourly rate is

19.1% **7.1%**
 Lower Lower
 (mean) (median)

3.2 Bonus pay

The analysis of bonus pay is provided below. The only bonus payments made were in the form of Clinical Excellence Awards for medical consultants.

Payment type	Male	Female	% diff
Mean bonus payment	£12,102	£9,122	43%
Median bonus payment	£9,199	£5,223	36%

Women's bonus pay is

43% **36%**
 Lower Lower
 (mean) (median)

Proportion of males and females receiving bonus pay

Male proportion receiving bonus	Male medical staff overall	Female proportion receiving bonus	Female medical staff overall
56.4%	56.2%	43.5%	43.8%

Who received bonus pay:

56.4% **43.5%**
Of men Of women

3.3 The reason for the pay gap

There is a lower than average percentage of women in senior positions and a high number of women in lower paid roles.

The Kingston NHS Trust Equality Statement confirms that:

The Trust is committed to promoting equality, valuing diversity and protecting Human Rights and is committed to eliminating discrimination against any individual on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation, as well as to promote positive practice and value the diversity of all individuals and communities.

To this end, the Trust has a long term strategy and will take steps to close the pay gap. The initial proposed actions in respect of this are:

1. As part of our wider recruitment and retention strategy, the Trust will ensure recruitment panels are gender balanced and consider other measures to encourage and support women into senior roles.
2. The Trust will raise awareness and provide relevant training in Unconscious Bias and its impact.
3. The Trust will continue to support women to return to work after maternity leave. Flexible working options including agile working, career breaks and opportunities for career progression will be reviewed.
4. The Trust will encourage more female employees to undertake Leadership Development programmes that would help them transition into more senior positions.
5. For Clinical Excellence Awards, the Trust will implement the new national scheme and encourage more applications from women.

Appendix A: The KHFT Gender Pay Report (31 March 2017)

Standard	Male	Female	Pay Gap %
Mean hourly rate	£21.35	£17.27	19.1%
Median hourly rate	£15.46	£14.36	7.1%
Mean bonus payment	£12,102	£9,122	43%
Median bonus payment	£9,199	£5,223	36%
Proportion of males and females receiving bonus pay	56.4%	43.5%	
Proportion of males and females in each pay quartile	Male	Female	
Top	31.4%	68.6%	
Upper Middle	19.00%	81.00%	
Lower Middle	19.3%	80.7%	
Lower	23.9%	76.1%	