

Gender Pay Gap Report As at 31 March 2019

1. Gender pay gap reporting

Legislation has made it statutory for organisations with 250 or more employees to report annually on their gender pay gap. Government departments are covered by the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 which came into force on the 31st March 2017. These regulations underpin the Public Sector Equality Duty and require the relevant organisations to publish their gender pay gap data annually, including:

- Mean gender pay gap in hourly pay.
- Median gender pay gap in hourly pay.
- Mean bonus gender pay gap.
- Median bonus gender pay gap.
- Proportion of men and women receiving a bonus payment.
- Proportion of men and women in each pay quartile.

The gender pay gap is different to equal pay. Equal pay means that men and women in the same employment who are performing equal work must receive equal pay, as set out in the Equality Act 2010. It is unlawful to pay people unequally because they are a man or a woman.

The Trust pays most employees, excepting some medical and dental staff, on the Agenda for Change pay system, and this framework provides assurance that equal pay for equal work is recognised i.e. someone entering the band 5 scale with the same level of qualifications and experience would be paid the same irrespective of gender; they would then have the opportunity to progress up the pay scale annually.

2. Harrogate and District NHS Foundation Trust

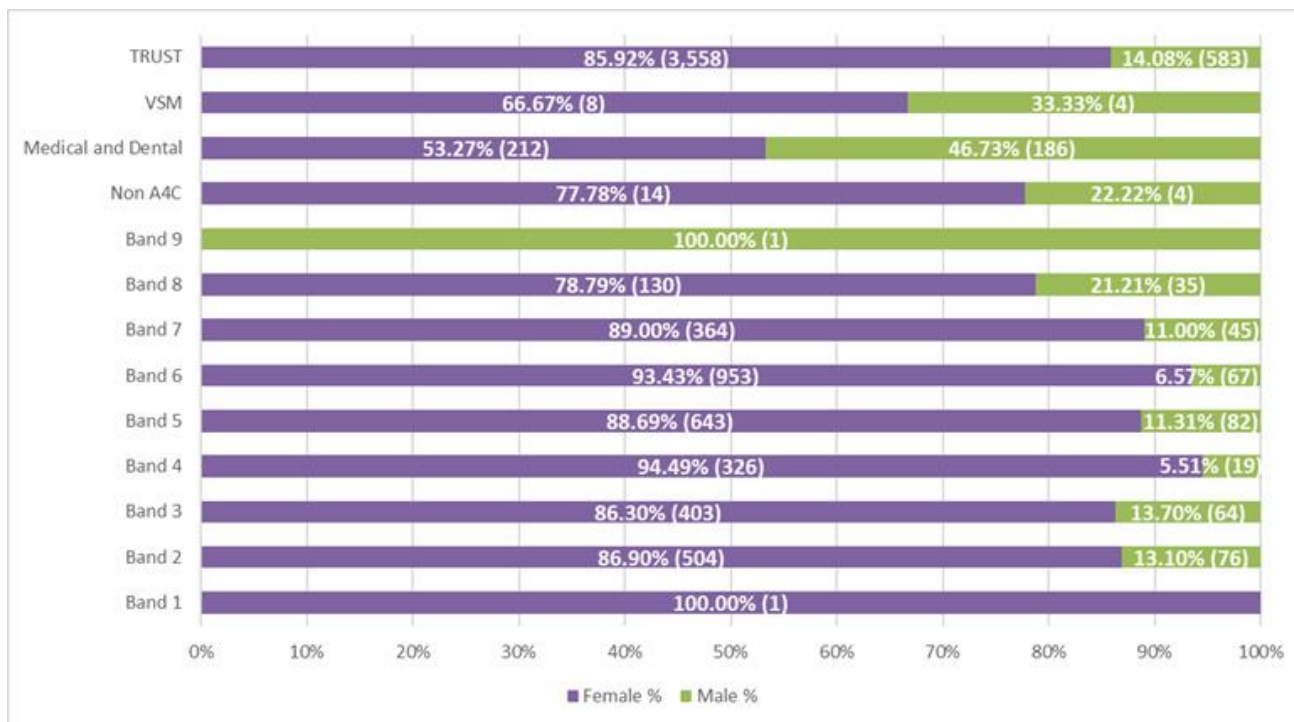
Harrogate and District NHS Foundation Trust (the Trust) employs more than 4,000 members of staff to provide essential hospital treatment as well as community health services to the population of Harrogate and the local area, across North Yorkshire and Leeds, and children's services in North Yorkshire and the North East in County Durham, Darlington, Middlesbrough, Stockton-on-Tees, Gateshead and Sunderland.

The total number of staff eligible for inclusion in this report was 4,141.

	31 March 2019		31 March 2018	
	Headcount	%	Headcount	%
Female	3,558	86%	3,070	84%
Male	583	14%	570	16%
TOTAL	4,141		3,640	

Note - There has been an increase in the number of staff since 2018 due to the transfer of Children's Services in Stockton-on-Tees, Gateshead and Sunderland staff, which accounted for an increase of 370 staff that were split 1.35% male and 98.65% female.

Figure 1 illustrates the gender distribution within the Trust at 31 March 2019



Note - As part of the 2018 pay deal, Band 1 closed to new entrants with effect from 1 December 2018 and all existing staff on a Band 1 contract at the Trust transitioned over to Band 2 from April 2019. The data above shows that prior to the transition there was 1 employee in a Band 1 position.

Figure 2 illustrates the gender distribution within the Trust at 31 March 2018



3. Definitions and scope

The gender pay gap is a measure that shows the difference in average earnings between men and women across an organisation. It is expressed as a percentage of men's earnings. For example, 'women earn 15% less than men per hour'.

The mean pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women, i.e. the hourly gap divided by the average for men equates to the mean gender pay gap.

The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle-most salary.

The report is based on rates of pay for the financial year 2018/19. It includes all workers in scope at 31 March 2019. A positive figure indicates a gender pay gap disadvantageous to women; a negative figure indicates the gender pay gap disadvantageous to men:

4. Mean and median gender pay gap in hourly pay

Gender	Mean Hourly Rate 2019	Median Hourly Rate 2019	Mean Hourly Rate 2018	Median Hourly Rate 2018
Male (£)	23.54	17.35	23.80	17.35
Female (£)	16.62	15.14	16.23	14.70
Difference (£)	6.92	2.21	7.57	2.64
Pay Gap %	29.40	12.72	31.80	15.24

- As highlighted in Figure 1, the proportion of female to male staff is much higher in lower bands, which would explain why there is a gender pay gap.
- As shown the Trust is reporting a 29.4% gender pay gap, meaning that based on an average hourly rate men are paid 29.4% more than women.
- The figures also demonstrate that the Trust has a 12.72% median gender pay gap, which was a decrease of 2018's figure of 15.24%.

5. Mean and median bonus gender pay gap

The Trust pays out two types of bonuses, Clinical Excellence Awards (CEA) and Long Service Awards. Long Service Awards include a £40 bonus paid to both men and women in recognition of 25, 30, 35, 40 and 50 years' service at the Trust. As this bonus is paid out equally to both men and women it has no influence on the figures.

CEA are awarded based on the performance of a consultant. The CEA process requires the consultant to apply for the award and their application is then reviewed by a Panel.

The Trust currently employs 140 consultants of whom 68 are male and 72 are female (as at 31.3.19). Of the total workforce, 48 male consultants which are 8.23% of all men employed, 70.59% of male consultants received a CEA payment and 41 female consultants, which are 1.15% of all females employed, 56.94% of female consultants, received a CEA payment.

Gender	Mean Bonus 2019 (£)	Median Bonus 2019 (£)	Mean Bonus 2018 (£)	Median Bonus 2018 (£)
Male	10,555.55	6,032.04	11,164.04	6,051.97
Female	9,111.66	5,780.70	9,034.83	5,542.72
Difference	1,443.90	251.34	2,129.21	509.25
Pay Gap %	13.68	4.17	19.07	8.41

- This shows a positive reduction in both the mean and median gender bonus gap differential by 5.39% and 4.24% respectively from 2018 to 2019.
- Male consultants receive a higher level of payment despite there being fewer male consultants.
- The continuing gap in the bonus pay is linked to the fact that the medical workforce has traditionally been male dominated, and the positive change is a recent reflection there is now a more balanced gender representation.
- This means that there are lower numbers of female employees who are eligible to apply for the higher levels of reward. It is therefore anticipated that the bonus pay gap will continue to reduce over time as more senior female medical staff become eligible for these higher level awards.
- In 2019 a part-time representative was on the CEA Panel.
- In 2019 the CEA payment rules were changed – part-time consultants (mostly female) who were awarded a CEA received the full award payment rather than a pro-rata payment based on their working hours.

The Influence of Medical and Dental Staff

Medical and Dental staff have a substantial impact on the Trusts Gender Pay Gap, as individuals in this staff group tend to be paid higher wages than other Trust employees. Although the Trust currently has 68 male consultants and 72 female consultants, because the Trust employs fewer men overall, the number of male consultants as a proportion of the overall male workforce at 11.66% is higher than that of female consultants 2.02% of the female workforce.

6. Proportion of men and women receiving a bonus payment

Taking both CEA and Long Service Awards into account, as a proportion, 5.3% of females (187) received a bonus compared to 11.5% of males (67). This is again influenced by the ratio of males in receipt of bonus to the overall number of males.

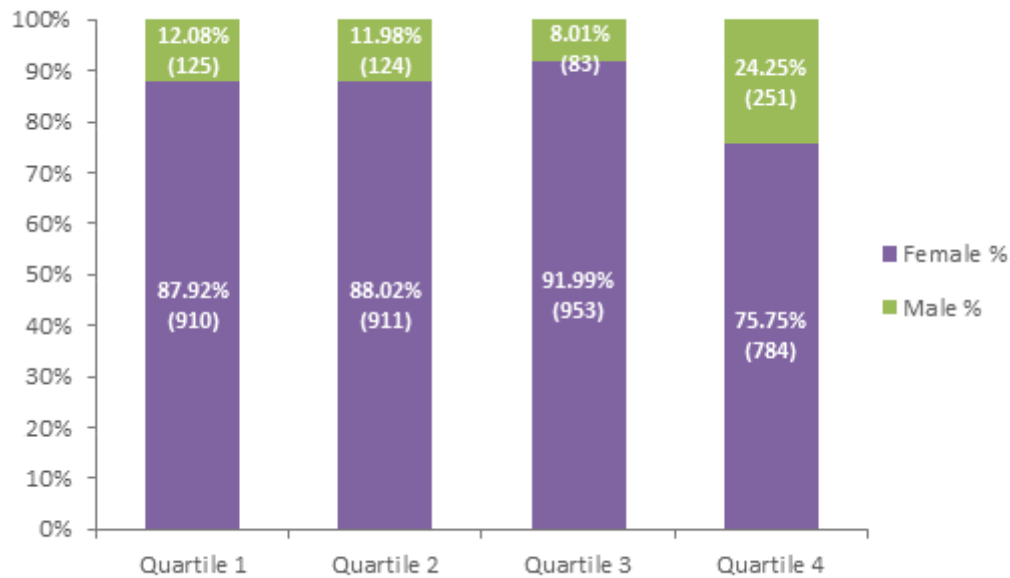
7. Proportion of men and women in each pay quartile

A quartile is where you take the range of data and divide it up. In this case it would be the range of hourly earners divided into four groups. Therefore, Quartile 1 is the lower 25% of staff hourly wages.

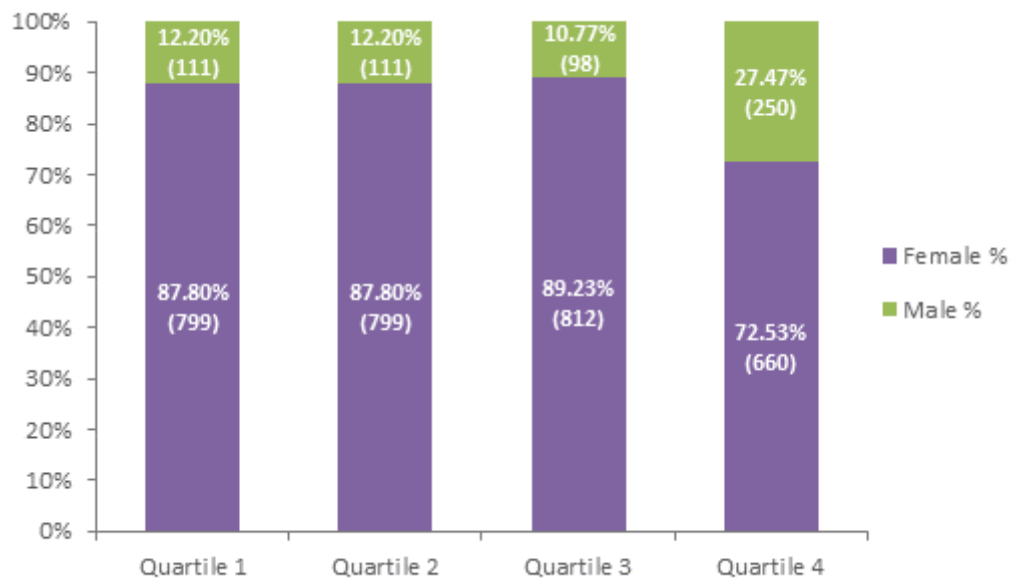
- Quartile 2 – lower middle
- Quartile 3 – upper middle
- Quartile 4 - upper

The graph below shows that the highest proportion of males is found in the upper quartile. In contrast, the lowest proportion of females is found in the upper quartile compared with other quartile. This is influenced by the large proportion of male doctors and dentists within the Trust, however the percentage of females in the upper middle and upper quartiles has increased from the 2018 figures.

2019



2018



8. Reducing the Gender Pay Gap

The Trust is passionate about promoting workforce equality and reducing the gender pay gap. It is recognised that the actions taken in the last 12 months have had a positive effect. The Gender Pay Gap Report will be shared with our staff networks, Workforce and Organisational Development Steering Group and Trust Board, to make informed decisions on any actions that are required to improve the gender pay gap.

Further impact assessment and analysis is required to support the development of an action plan, and as part of this, is recommended that the Trust continues with the following actions:

- Continue in its efforts to encourage more female applicants, both internal and external, to senior medical positions. There has been an improvement since 2018 in the number of female consultants who now are the majority.
- Continue work in relation to encouraging more applications for CEA from women and providing support for individuals who have submitted unsuccessful applications in the past. The 2019 CEA submission shows the larger number of females being awarded a CEA but these are still at a lower level than the number of males being awarded a CEA.