**Gender Pay Gap Reporting 2019**

At 2gether, we are committed to equality of opportunity throughout the Trust.

With 80% of our workforce being female, we are especially committed to ensuring there is gender pay equality.

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| **80% female employees** | **20% male employees** |

**What is the Gender Pay Gap?**

The Gender Pay Gap is defined as the difference between the **mean** (average) or **median** (mid-point) hourly rate of pay for men and women.

The **mean** (average) hourly pay gap is the difference between the average hourly earnings of men and women across the whole workforce.

The **median** hourly pay gap is the difference between the middle point in the range of earnings of men and women.

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| Our **mean** (average) gender pay gap was **22%** based on earnings as of 31st March 2019. |
| Our **median** gender pay gap was **14.74%** as of the same date. |

Both these gaps have reduced slightly since the 2018 report.

This is not the same as equal pay – it is illegal to pay male and female workers differently for work that is the same or similar on the basis of gender.

**Proportion of men and women receiving a bonus**

In our Trust, only medical consultants (doctors who have finished their training) can receive payments that can be classed as bonuses. These payments are called Clinical Excellence Awards (CEA), coming from the national NHS contract for consultants. Eligible consultant have to complete an application form which is judged by a panel made up of other consultants with a balanced gender and black and minority ethic composition.

On 31st March 2019 the Trust employed 104 medical consultants; 53 of these were female and 51 male.

The average (mean) and median bonus pay gap is detailed below.

**Mean = 7.99% Median = -35.21%**

**Proportion of men and women in each pay quartile**

80% of our workforce are women so we would expect to see proportionately more women in each quartile than men.

When we order the hourly rates of pay from the lowest to the highest group in 4 equal quartiles we see that the lowest pay quartile is 88.84% female. The highest pay quartile is 86.80% female.

The second and third quartiles are 90.37% and 92.05% female respectively, indicating the gender pay gap may be driven by differences in the upper quartile.

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| **Quartile** | **Female** | **Male** | **Female %** | **Male %** |
| **1** | 597 | 75 | 88.84 | 11.16 |
| **2** | 582 | 62 | 90.37 | 9.63 |
| **3** | 648 | 56 | 92.05 | 7.95 |
| **4** | 585 | 89 | 86.80 | 13.20 |

**Why do we have a gender pay gap?**

We are confident that our workforce is rewarded equally for doing work of equal value because of national pay policies and a robust job evaluation scheme.

We believe, from the data, the gender pay gap is mainly the result of a disproportionate number of male employees in the most senior roles. Also, a higher number of male consultants receiving Clinical Excellence Awards is a significant factor when calculating the gap between male and female hourly rates.

**How are we addressing our gender pay gap?**

* We will continue to ensure gender equality is a major component of our Equalities Strategy.
* While we will ensure all recruitment processes and documentation are gender neutral, we will take positive action to highlight to applicants that we have lower representation at higher levels of pay banding and in Clinical Excellence Awards
* Having reviewed our flexible working policy in 2019, we will continue to emphasise the benefits of flexible working opportunities at all levels, highlighting to staff that male use less flexible working arrangements than females
* We will continue to regularly review the take-up of training and continuing professional development opportunities to ensure female colleagues are not disadvantaged compared to male colleagues
* We will roll out new Equality and Diversity Training during 2020/21
* We will annually review the Clinical Excellence Awards process to ascertain why there is a significant gap between awards to female and male Consultants. We will provide presentations, support and buddying for consultants applying for Clinical Excellence Awards
* We will continue to develop and support our Women’s Leadership Network.