

# Gender Pay Report



## March 2019

## 1. What is the gender Pay gap?

The gender pay gap is the difference between the average (mean or median) earnings of men and women across an organisation. The gender pay gap differs from equal pay. Equal pay deals the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

In 2017 the government introduced The Equality Act 2010 (Gender Pay Gap Information) Regulations. The regulations require all employers of 250 or more employees to publish their gender pay gap information annually.

This report gives details the Trust's gender gap information as required by the regulations for the reporting snap shot date of 31 March 2018. 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 report also provides a comparison of the Trust's position against the national average and a review of the Trusts action plan from last's year's report setting measurable goals over the next year. This report highlights that there is a gender pay gap within the Trust. An action plan has been developed which forms part of the Trust's Equality and Diversity work programme. This is detailed below.

## 2. Kingston Hospital NHS Foundation Trusts Gender profile

The current gender split within the overall workforce is **75.4% female** and **24.6% male**. The proportion of females and males in each pay band are detailed in the table below. The overall gender split within the workforce has changed slightly since 2017 when it was 75% female and 25% male. The workforce split has stayed broadly the same across the bands up to band 8b. In bands 8c to 8d there has been an increase in female workers in 2018 and the number of female workers within the VSM pay band has almost doubled.

**Workforce Gender Split – proportion of female and males in each pay band (31 March 2018 snapshot)**

Band	Male	Female
Apprentice	30.77%	69.23%
Student Nurses	23.08%	76.92%
Band 2	22.09%	77.91%
Band 3	20.65%	79.35%
Band 4	14.44%	85.56%
Band 5	21.04%	78.96%
Band 6	15.38%	84.62%
Band 7	16%	84%
Band 8a	19.74%	80.26%
Band 8b	16.47%	83.53%
Band 8c	27.78%	72.22%
Band 8d	20%	80%
Band 9	No employees	No employees
Medical /Dr	46.64%	53.36%
VSM (Very Senior Managers)	30.77%	69.23%

## Pay quartiles

There has been an increase in female workers in the upper quartile which is reflective of the increase in female workers in the higher pay bands.

	Male	Female
Upper quartile (Top)	23.36%	76.64%
Upper middle quartile	20.52%	79.48%
Lower middle quartile	20.18%	79.82%
Lower quartile	31.81%	68.19%

## 3. Gender Pay Gap Information

This year's gender pay gap data has been compared with last years and show's a number of positive changes highlighting progress the Trust has made in a number of areas.

### Hourly rate of pay

	Male	Female	£ Difference	% Difference 2018	% Difference 2017
Mean hourly rate	£21.99	£18.45	£3.54	16%	19.1
Median hourly rate	£17.42	£16.47	£0.95	5.4%	7.1

This year's gender pay gap data shows that there has been a reduction in the mean hourly rate pay gap by 3% and median hourly rate pay gap by 2.3%. This partly due to the increase in the mean hourly rate of pay for women by £1.18 from last year and an increase in the median hourly rate of pay for women by £2.11. The data is reflective of the changes in the workforce with an increase of women in more senior roles.

### Bonus Pay

Payment Type	Male	Female	£ Difference	% Difference	% Difference 2017
Mean bonus payment	£11,375.64	£8,079.55	£3,296.09	29%	43%
Median bonus payment	9,040.5.0	£4,896.92	£4,143.58	46%	36%

**Women's bonus rate is  
29% Lower (mean)    46% Lower (median)**

The mean bonus payment gap has decreased by 14% and the median bonus payment gap has increased by 10%. Clinical Excellence Awards (CEAs) are the only bonus payments made by the Trust to Consultants. The reason for the pay gap is likely due to the wide varying levels of award payments made to individuals each year.

### Proportion of males and females receiving bonus pay

Male proportion receiving bonus	Male medical staff overall	Female proportion receiving bonus	Female medical staff overall
57.8%	46.64%	42.2%	53.36%

## 4. The reason for the pay gap

Of those males and females eligible for bonus pay, there are more males in receipt of bonus payments and in receipt of the higher rates of bonus payments than women.

This year the proportion of males receiving bonus pay has increased by 1.4% and the proportion of females receiving bonus pay has decreased by 1.3%.

## 5. Action the Trust is taking to close the gap

### 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.

Following from last year's Gender pay gap report the Trust set a long term strategy with ongoing actions to address the pay gap. These will remain ongoing and with further steps the Trust will make in its commitment to close the gap:

As part of our overall strategy, the Trust will continue to:

- ensure recruitment panels are gender balanced and build on the progress that has already been made
- raise awareness and provide relevant training on recruitment and promotion activities.
- support women to return to work in a variety of different work patterns and employment models
- provide Leadership Development programmes that support women into leadership roles, both managerial and clerical.

For Clinical Excellence Awards (CEAs), the Trust has implemented the new national scheme for the awards held in March 2019. The Trust launched a campaign to encourage more female applications and participation from all eligible Consultants as a whole. Drop in sessions were arranged for all Consultants to provide advice and guidance on completing a good application form. This positive action has seen a marked increase in female applications with all applicants having been successful in receiving a Clinical Excellence Awards. The pay data for this round of

CEAs will fall within next year's gender pay gap snapshot date and therefore the data can be analysed and considered at that time. The Trust will continue to take positive steps in encouraging more applications from female applicants.