

# Kingston Hospital NHS Foundation Trust

## Gender Pay Gap Analysis as at 31st March 2021

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Kingston Hospital NHS Foundation Trust reported their gender pay gap to gov.uk on:  
16<sup>th</sup> March 2022

Date: March 2022

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- Appendix 2 – Data submission for 2021-2022
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# 1. Introduction

- 1.1 The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 require public bodies with 250 or more employees on the snapshot date of 31<sup>st</sup> March of any given year to report their gender pay gap.
- 1.2 It is important to note that the gender pay gap is different to equal pay.
- 1.3 Equal pay deals with 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.
- 1.4 The gender pay gap shows the difference between the average (mean or median) earnings of men and women. It is expressed as a percentage of men's earnings.
- 1.5 A positive percentage figure reveals that typically, or overall, females have lower pay or bonuses than male employees. Whereas, a negative figure reveals that males have lower pay or bonuses. Albeit unlikely, a zero percentage figure would indicate no gap between the pay or bonuses of typical male and female employees.
- 1.6 Data released by the National Statistics (ONS)<sup>1</sup> shows that the gender pay gap has widened during the pandemic, with an increase from 14.9% in April 2020 to 15.4% in April 2021. The ONS calculates its pay gap based on its own survey of hours and earnings, which is different to the calculations required in mandatory pay gap reporting.
- 1.7 This gender pay gap exists because women tend to work in lower-paid occupations and sectors and occupy less senior roles. Many women take time out of the labour market and work part-time because of unequal sharing of care responsibilities. Stereotypes and workplace culture are also factors.
- 1.8 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 talent is being maximised.
- 1.9 The regulations require that the following calculations are completed:
  - The mean gender pay gap
  - The median gender pay gap
  - The mean bonus gender pay gap
  - The median bonus gender pay gap

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<sup>1</sup> Office for National Statistics, Annual survey of hours and earnings (ASHE), October 2021.

- The proportion of males receiving a bonus payment
- The proportion of females receiving a bonus payment
- The proportion of males and females in each quartile pay band

1.10 It can be seen that the calculations make use of two types of averages:

- The **mean**, commonly known as the average, is calculated when you add up the wages of all employees and divide the figure by the number of employees. The mean gender pay gap is the difference between mean male pay and mean female pay. For example, if the hourly gender pay gap at a company is 32%, then for every £100 earned by a man a woman would earn £68.
- The **median** is the figure that falls in the middle of a range when everyone's wages are lined up from smallest to largest. The median gap is the difference between the employee in the middle of the range of male wages and the middle employee in the range of female wages.
- The median is typically a more representative figure as the mean can be skewed by outlying figures. A large difference between the mean and the median can be indicative of inequality at either end of the pay spectrum.

1.11 The results from the above calculations must be displayed on the Trust's website and be maintained for a minimum of three years, although the Trust could decide to maintain it for longer than this in order to demonstrate long-term progress.

1.12 This report sets out the above calculations as at the snapshot date of 31<sup>st</sup> March 2021. In line with the Trust's ongoing commitment to equality, diversity and inclusion the pay gap is also analysed by the protected characteristics; age, ethnicity, disability and sexuality.

1.13 The full dataset of full-pay relevant employees totalled 3,520, 856 of these being male (24%) and 2,664 being female (76%).

## 2. Gender Pay Gap and Pay Quartiles

2.1 Kingston Hospitals overall gender pay gap figures show, a mean gap of **18.59%** and a median figure of **11.34% for March 2021**. The headline figures are displayed in Figure 1. These figures are higher than the 2020 snapshot figures highlighted in figure 2 where we see the mean at 15.3% and the median at 6.2%. The Mean percentage has increased by 3.29% and the median has increased by 5.14%.

The underlying factors contributing to the gender pay gap increase are incredibly complex. There is no single explanation for the widening of the gender pay gap in Core Pay. These include a multitude of reasons such as:

- Covid-19 and the skewing of skill mix towards males due to caring responsibilities
- Changes in AfC pay structures and “incremental drift”
- The lack of normal career progression opportunities and best HR practice during emergency measures

Gender	Average (Mean) Hourly Rate	Median Hourly Rate
Male	£25.84	£21.46
Female	£21.04	£19.03
Difference	£4.80	£2.44
Pay Gap %	18.59%	11.34%

Figure 1. Gender pay gap headline figures for March 2021

	Male	Female	£ Difference 2020	% Difference 2020	% Difference 2019	% Difference 2018	% Difference 2017
Average (Mean) hourly rate	£23.49	£19.89	£3.60	15.3%	14.4%	16%	19.1%
Median hourly rate	£19.05	£17.87	£1.19	6.2%	2.3%	5.4%	7.1%

Figure 2. Gender pay gap year on year comparison figures

2.2 The pay quartiles for all 3,520 relevant full-pay employees are calculated below.

Quartile	Female	Male	Female % 2021	Male % 2021	Female % 2020	Male % 2020
Lower Quartile (1)	693.00	187.00	78.7	21.2	67.7	32.3
Lowe Middle (2)	695.00	185.00	78.9	21.1	78.2	21.8
Upper Middle (3)	697.00	183.00	79.2	20.8	76.9	23.1
Upper Quartile (4)	579.00	301.00	65.8	34.2	77.9	22.1

Figure 3. Pay quartiles, including 2020 data for comparative purposes

### 3. Bonus Gender Pay Gap

3.1 Bonuses, as defined by the regulations, include anything that relates to profit sharing, productivity, performance, incentive and commission. They can be received in the form of cash, vouchers, securities, securities options, and interests in securities. Non-consolidated bonuses are included.

3.2 For this analysis, the bonus gender pay gap has been calculated with regard to the payment amounts made under the Clinical Excellence Awards only. In line with the regulations all payments made during the 12 month period ending with 31<sup>st</sup> March 2020 have been incorporated. That is payments made during the period 1<sup>st</sup> April 2019 to 31<sup>st</sup> March 2020. Further, in line with the regulations, all such bonuses received within this period have been included regardless of the period to which the bonus is attributed.

3.3 The results were as follows:

Gender	Employees Paid Bonus	Total Relevant Employees	%
Female	35	3124	1.12
Male	57	998	5.71

Figure 4. Employees paid bonus by gender

Gender	Average (Mean) Pay 2021	Median Pay 2021
Male	11,079.50	9,048.00
Female	8,069.65	6,032.04
Difference	3,009.84	3,015.96

Pay Gap %	27.17%	33.33%
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Figure 5. Bonus gender pay gap headline figures

Payment Type	% pay gap 2020	% pay gap 2019	% pay gap 2018	% pay gap 2017
Mean bonus payment	27.1%	19.9%	29%	43%
Median bonus payment	33.3%	33.3%	46%	36%

Figure 6. Bonus payment data for comparative purposes

- 3.4 Figure 4 highlights the proportion of male relevant employees who were paid any amount of bonus pay during this period was 5.71%, the comparable figure for females was 1.12%. This shows a disparity of 4.59%.
- 3.5 Figure 5 shows there is a slight increase on the mean figure of (27.17%) in comparison to 27.1% calculated in 2020. The median figure remains the same.
- 3.6 However, it should be noted that these calculations are based on the bonus pay received during the period, regardless of whether this pay has been reduced because the individual works part-time. As Clinical Excellence Awards are paid on a pro-rata basis this is an important consideration to make, particularly given the fact that only 9% of the male award recipients work part-time compared to 26% of female recipients.

## 4. Pay Gap Protected characteristics:

- 4.1 Gender pay gap is often reported as a standalone issue, however it is very much linked to 'protected characteristics' defined by the Equality Act 2010; specific aspects of a person's identify such as age, sex, disability, sexual orientation, race and religion or belief that are protected from discrimination.
- 4.2 All these things lead to potentially different experiences at work; experiences that can all too often present barriers to labour market participation and to career progression. The following sections break down the gender pay gap at Kingston hospital by Age, ethnicity, disability, and sexuality. This is regarded as best practice and will provide a barometer for the coming years.

## 5. Pay gap by Age Group

- 5.1 It has been widely reported that unequal sharing of care responsibilities contributes to a higher proportion of women taking part-time work, which is generally lower paid. Consequently, the gender pay gap widens, particularly for those employees over 40. This is evident in figures 9 and 10 below.
- 5.2 The Trust's gender pay gap across employee age cohorts was thus calculated. The results are set out below.

	Average Hourly Rate	Median Hourly Rate
Males	£11.78	£11.72
Females	£10.42	£11.14
Difference	£1.36	£0.57
Pay Gap %	12%	5%

**Figure 6. staff aged 16-20**

	Average Hourly Rate	Median Hourly Rate
Males	£18.34	£18.52
Females	£17.73	£17.59
Difference	£0.60	£0.93
Pay Gap %	3%	5%

**Figure 7. staff aged 20-29**

	Average Hourly Rate	Median Hourly Rate
Males	£21.53	£19.28
Females	£20.07	£19.14
Difference	£1.45	£0.14
Pay Gap %	7%	1%

**Figure 8. staff aged 30-39**

	Average Hourly Rate	Median Hourly Rate
Males	£29.10	£25.86

Females	£23.74	£22.39
Difference	£5.36	£3.47
Pay Gap %	18%	13%

**Figure 9. staff aged 40-49**

	Average Hourly Rate	Median Hourly Rate
Males	£31.66	£25.22
Females	£23.16	£21.84
Difference	£8.50	£3.38
Pay Gap %	27%	13%

**Figure 10. staff aged 50-59**

	Average Hourly Rate	Median Hourly Rate
Males	£37.77	£36.87
Females	£19.79	£16.10
Difference	£17.98	£20.77
Pay Gap %	48%	56%

**Figure 11. staff aged 60 and over**

## 6. Pay Gap by Ethnicity

6.1 For the purposes of this analysis staff were extracted from the sample if their ESR code for ethnic origin was recorded as either 'not stated' or 'undefined'. In total this amounted to 75 staff out of the sample of 3,520 (2%). Remaining staff were allocated into one of the two following groups on the basis of their ethnic origin, as coded in ESR:

- White British, White Irish, White and any other White background = White
- All other ethnic origin codes = BME (Black and Minority Ethnic)

6.2 BME equates to 41% of the overall sample of staff.

6.3 To ascertain the ethnicity, pay gap, the calculations were completed for white staff and staff of all other ethnic groups, with earnings for staff of all other ethnic groups expressed as a percentage of earnings for white staff. Figure 12 highlights a mean average pay gap of 3% (£0.64) for BME staff.

	Average Hourly Rate	Median Hourly Rate
White	£22.48	£20.22
BME	£21.84	£18.70
Difference	£0.64	£1.32
Pay Gap %	3%	7%

**Figure 12. Ethnicity pay gap**

## 7. Pay Gap by Disability

7.1 When reviewing the ESR data set it was noted that 199 staff (6%) had entries of 'Not declared', 'Undefined' or "Prefer not to answer" against their disability category. These were removed from the data set accordingly.

7.2 1.6 % of the remaining sample declaring themselves to have a disability, leaving 98.4% with no disability declared.

7.3 In order to calculate the disability pay gap, the calculations were completed for non-disabled staff and disabled staff, with earnings for disabled staff expressed as a percentage of earnings for non-disabled staff. Kingston has a mean average pay gap of 18% (£3.95) for disabled staff.

	Average Hourly Rate	Median Hourly Rate
Non Disabled	£22.19	£19.46
Disabled	£18.24	£15.99
Difference	£3.95	£3.47
Pay Gap %	18%	18%

**Figure 13. Disability pay gap**

## 8. Pay Gap by Sexuality

- 8.1 In relation to sexuality, examination of the ESR data showed that a total of 371 staff were categorised as either 'I do not wish to disclose my sexual orientation' or 'Undefined' (11%).
- 8.2 In the remaining sample the 89 of these staff (2.82%) categorised themselves as lesbian, gay, bisexual or some other sexuality not listed. The remaining 97.18% described themselves as heterosexual or straight.
- 8.3 In order to calculate the sexuality pay gap, the calculations were completed for heterosexual staff and lesbian, gay or bisexual staff, with earnings for lesbian, gay or bisexual staff expressed as a percentage of earnings for heterosexual staff.
- 8.4 Figures 14 highlighting a mean average pay gap of 4% (£0.84). These should be interpreted with some caution due to the relatively small sample size being observed.

	Average Hourly Rate	Median Hourly Rate
Heterosexual	£22.08	£19.43
LGB	£21.25	£18.66
Difference	£0.84	£0.77
Pay Gap %	4%	4%

Figure 14. Sexuality pay gap

## Appendix 1

Kingston Hospital outlined within its Equality, Diversity, and inclusion Strategy 2020-2023 its actions to stamp out any form of discrimination and address any inequities, including closing the pay gap identified. The action plan below outlines how we propose to do this over the coming year in line with our trust EDI strategy.

### Kingston Hospital Gender Pay Gap Action Plan: 2022/2023

EDI Objective	Action(s)	Progress	Timeframe	Accountable Lead
Staff Networks – we will continue to support our staff networks as a safe way for staff to have peer support and open conversations.	Consider setting up a women’s network to support our female workforce.	Terms of reference to be proposal to the new EDI working group.	Q2	Head of EDI
Leadership – develop inclusive and compassionate leadership to support a diverse workforce.	Provide Leadership Development programmes that support women into leadership roles, both managerial and clerical		Q3	Head of Training and Development

	Plan and promote international women's day (March)		Q1	Head of EDI/Director of Communications and Marketing
	Ensure recruitment panels are gender balanced	Build on the progress that has already been made with the diversity champions initiative.	Q1	Head of EDI
	Review Recruitment and selection practices	<p>Continue to raise awareness and provide relevant training on recruitment and promotion activities. Reviewing adverts and JDs to be more inclusive.</p> <p>Support women to return to work in a variety of different work patterns and employment models, further promoting flexible working approach</p> <p>Continue to promote family friendly policies</p>	Q2	<p>Head of EDI/South West London Recruitment Hub</p> <p>South West London Recruitment Hub/HR</p> <p>HR</p>
	Clinical Excellence Awards (CEAs)	<p>The Trust launched a campaign in 2019 to encourage more female applications and participation from all eligible Consultants as a whole.</p> <p>Drop-in sessions were arranged for all Consultants to provide advice and guidance on completing a good application form. This positive action had seen a marked increase in female applications with all applicants having been successful in receiving a Clinical Excellence Awards. Unfortunately, due to the COVID 19 pandemic, Clinical Excellence Awards did not take place in 2020 and so the programme to encourage new applicants will resume when the</p>	Q1	Associate Director of HR - Medical HR, Business Partnering, Employee Relations

		awards are reinstated. The Trust will continue to take positive steps in encouraging more applications from female applicants		
<b>Health and Wellbeing</b>	Menopause workshops	The trust has held a number of menopause workshops, this work will continue and provide further support to staff and managers.	On-going	Head of Health and wellbeing

## Appendix 2

### Data submission for 2021-2022

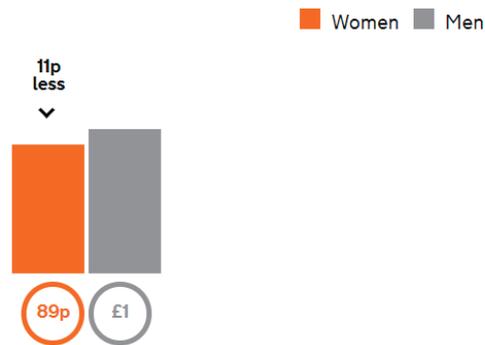
Kingston Hospital Gender Pay Gap Data	Reporting Year			
	2020/2021		2021/2022	
Percentage of men and women in each hourly pay quarter	Men	Women	Men	Women
Upper hourly pay quarter	22.1%	77.9%	34.2%	65.8%
Upper middle hourly pay quarter	23.1%	76.9%	20.8%	79.2%
Lower middle hourly pay quarter	21.8%	78.2%	21.1%	78.9%
Lower hourly pay quarter	32.3%	67.7%	21.3%	78.7%
<b>Mean and median gender pay gap using hourly pay</b>				
Mean gender pay gap using hourly pay	15.3%		18.6%	
Median gender pay gap using hourly pay	6.2%		11.3%	
<b>Percentage of men and women who received bonus pay</b>	5.7%	1.1%	5.7%	1.1%
<b>Mean and median gender pay gap using bonus pay</b>				
Mean gender pay gap using bonus pay	27.1%		27.2%	
Median gender pay gap using bonus pay	33.3%		33.3%	
<b>Size of the organisation</b>				
Number of employees within Kingston Hospital (1000 to 4999)			3520, 856 male (24%) and 2,664 female (76%)	

## Appendix 3

### Kingston Hospital - Gov.UK report for 2021-2022

#### Hourly pay gap

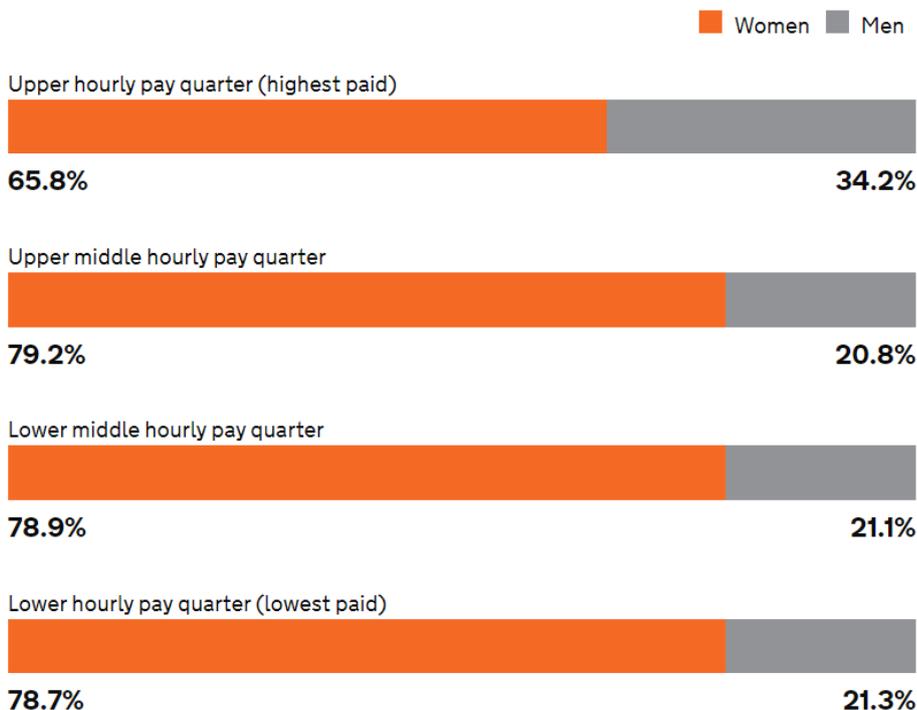
In this organisation, women earn 89p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 11.3% lower than men's.



When comparing mean (average) hourly pay, women's mean hourly pay is 18.6% lower than men's.

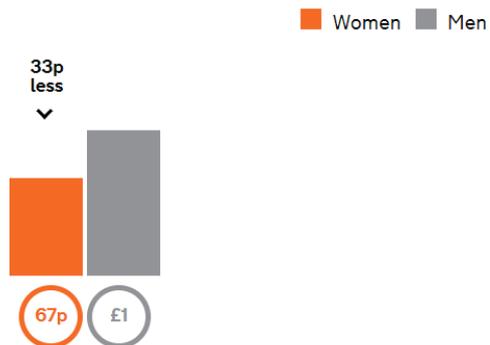
#### The percentage of women in each pay quarter

In this organisation, women occupy 65.8% of the highest paid jobs and 78.7% of the lowest paid jobs.



## Bonus pay gap

In this organisation, women earn 67p for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 33.3% lower than men's.



When comparing mean (average) bonus pay, women's mean bonus pay is 27.2% lower than men's.

## Who received bonus pay

1.1% of women

5.7% of men