

Kingston Hospital NHS Foundation Trust

Gender Pay Gap Report March 2023

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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 31st 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)¹ shows that the gender pay gap had 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

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

- The median bonus gender pay gap
- 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 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 31st March 2022.

1.13 The full dataset of full-pay relevant employees totalled 3,546 of these being male (25%) and 2,664 being female (75%).

2. Gender Pay Gap and Pay Quartiles

2.1 Kingston Hospitals overall gender pay gap figures show, a mean gap of **17.45%** and a median figure of **14.78% for March 2022**. The headline figures are displayed in Figure 1. There has been a slight reduction of 1.15% in the mean pay gap from 2021. However, the median pay gap has risen by 3.48% higher than that in 2021.

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 Agenda for Change 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	£25.97	£22.29
Female	£21.44	£18.99
Difference	£4.53	£3.29
Pay Gap %	17.45%	14.78%

Figure 1. Gender pay gap headline figures for March 2022

	Male	Female	£ Difference 2022	£ Difference 2021	% Difference 2022	% Difference 2021	% Difference 2020	% Difference 2019
Average (Mean) hourly rate	£25.97	£21.44	£4.53	£4.80	17.45%	18.6%	15.3%	14.4%
Median hourly rate	£22.29	£18.99	£3.29	£2.44	14.78%	11.3%	6.2%	2.3%

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 % 2022	Male % 2022	Female % 2021	Male % 2021
Lower Quartile (1)	681.00	205.00	76.8	23.1	78.7	21.2
Low Middle (2)	712.00	175.00	80.2	19.7	78.9	21.1
Upper Middle (3)	681.00	203.00	77.04	23.00	79.2	20.8
Upper Quartile (4)	586.00	303.00	65.9	34.08	65	34.2

Figure 3. Pay quartiles, including 2021 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 31st March 2021 have been incorporated. That is payments made during the period 1st April 2020 to 31st March 2021. 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	3163	1.11
Male	57	1068	5.34

Figure 4. Employees paid bonus by gender

Gender	Average (Mean) Pay 2021	Median Pay 2021
Male	10,276.97	9,048.00
Female	8,244.02	6,032.04
Difference	2,032.96	3,015.97
Pay Gap %	19.78%	33.33%

Figure 5. Bonus gender pay gap headline figures

Payment Type	% pay gap 2022	% pay gap 2021	% pay gap 2020	% pay gap 2019
Mean bonus payment	19.78%	27.17%	27.1%	19.9%
Median bonus payment	33.33%	33.3%	33.3%	33.3%

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 5.34%, the comparable figure for females was 1.11%. This shows a disparity of 4.23%.
- 3.5 The mean bonus pay gap for 2022 shows there is a decrease of 7.39% from 2021. 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.

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

	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 although they have since resumed operational pressures arising from the pandemic have continued.</p>	Q1	Associate Director of HR - Medical HR, Business Partnering, Employee Relations

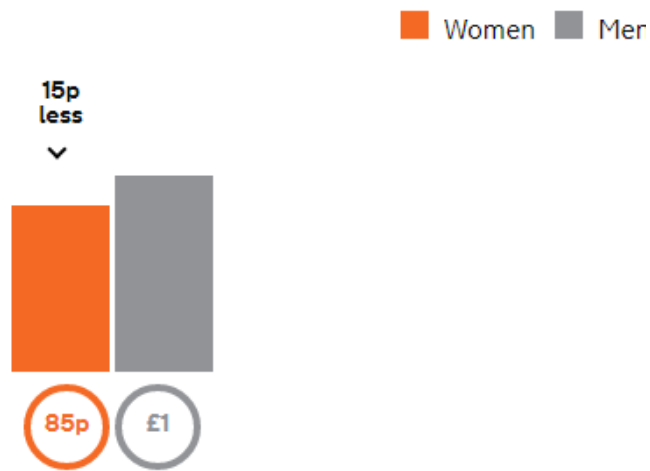
		<p>The programme is to be reinstated in 2023 to encourage new applicants. The Trust will continue to take positive steps in encouraging more applications from female applicants</p>		
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Appendix 2

Kingston Hospital - Gov.UK report for 2022-2023

Hourly pay gap

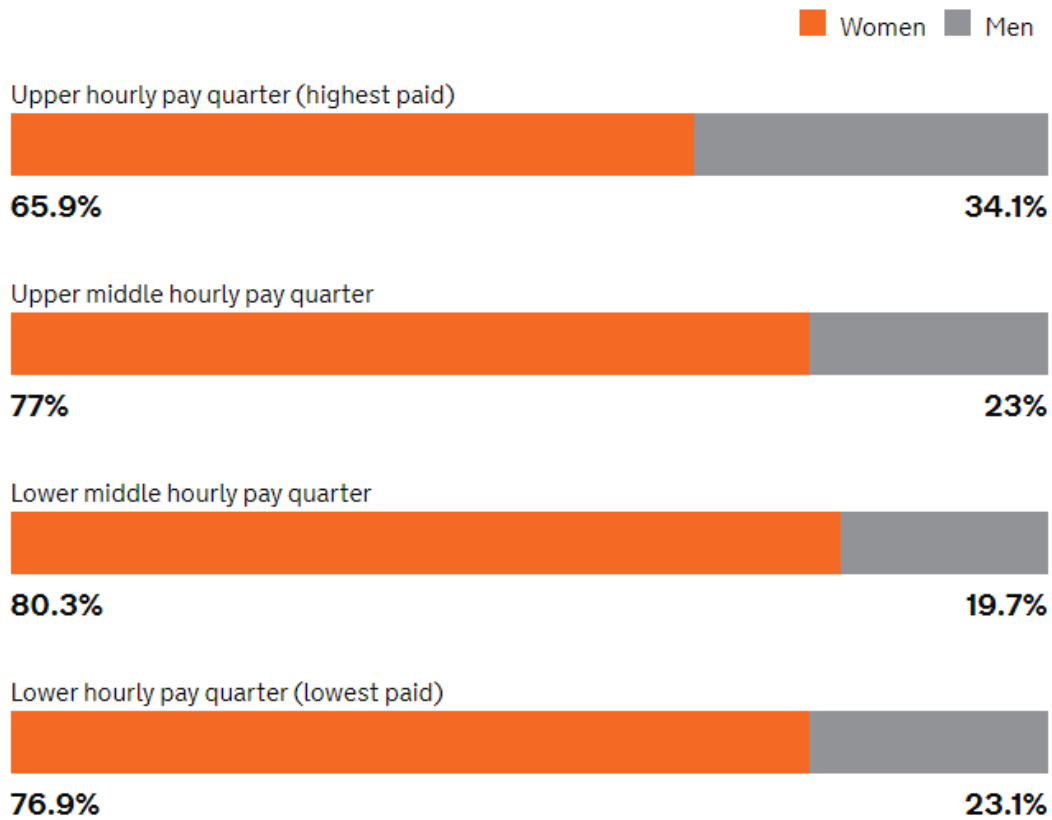
In this organisation, women earn 85p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 14.8% lower than men's.



When comparing mean (average) hourly pay, women's mean hourly pay is 17.5% lower than men's.

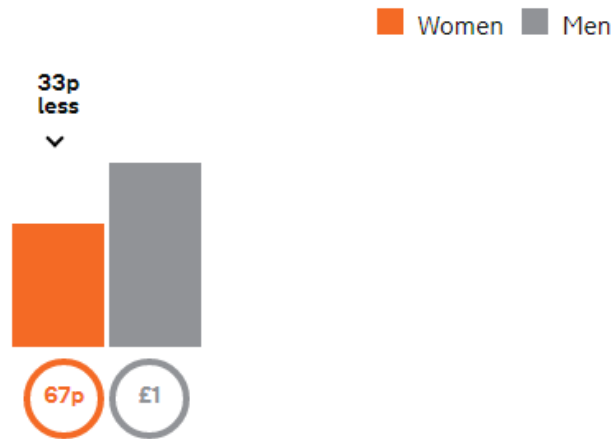
The percentage of women in each pay quarter

In this organisation, women occupy 65.9% of the highest paid jobs and 76.9% 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 19.8% lower than men's.

Who received bonus pay

1.1% of women

5.3% of men