

# Gender Pay Gap



Sheffield Health and Social Care Gender Pay Gap Report 2017



## CONTENTS

.....	1
Introduction.....	4
Gender Pay Gap Reporting .....	4
Sheffield Health and Social Care .....	5
Our Workforce Profile.....	5
Sheffield Health and Social Care Gender Pay Gap 2017 .....	6
About the Data used for this Report .....	6
Interpreting the Results .....	6
The Mean and Median Pay Gap .....	6
Mean Pay Gap .....	7
Median Pay Gap .....	7
About the Gender Pay Gap .....	7
Bonus Pay Gap.....	8
Mean Bonus Gap .....	9
Median Bonus Gap .....	9
Proportion of Males and Females Receiving a Bonus Payment .....	10
About The Bonus Gap.....	10
The Proportion of Males and Females in Each Pay Quartile .....	11
Action to Remove Gender Pay Gaps .....	11

## INTRODUCTION

In 2017 legislation was introduced that required public sector organisations employing more than 250 employees to publish Gender Pay Gap information.

The Gender Pay Gap is the difference between the average earnings of men and women, expressed relative to men's earnings.

The gender pay gap is different to equal pay. 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.

Legislation requires organisations to publish their Gender Pay Gap annually. For the public sector this must be done within 12 months of the 31<sup>st</sup> of March each year starting from the 31<sup>st</sup> of March 2017.

This report includes Gender Pay Gap information for Sheffield Health and Social Care, information about how we have produced our pay gap data and information about areas where we have started to explore any gaps in more detail.

## GENDER PAY GAP REPORTING

Six pieces of information must be published.

- The **mean** gender pay gap in the hourly pay of men and women
- The **median** gender pay gap in the hourly pay of men and women
- The **mean bonus** gender pay gap of men and women
- The **median bonus** gender pay gap of men and women
- The **proportion** of males and females **receiving a bonus payment**
- The **proportion** of males and females **in each pay quartile**.

SHSC Gender Pay Gap information will be published annually in the section 'about us' 'Equality Diversity and Human Rights' on the Trust internet site and on the [Government Gender Pay Gap Reporting Web Site](#)

## SHEFFIELD HEALTH AND SOCIAL CARE

Sheffield Health and Social Care is an NHS Foundation Trust providing a wide range of specialist health and social care services to improve the mental, physical and social wellbeing of the people living in Sheffield.

The Trust provides:

- Services for adults with drug and alcohol misuse problems
- Psychological therapies for people with mild and moderate mental health problems
- Community-based mental health services for people with serious and enduring mental illness
- Services that support people with a learning disability and their families and carers
- In-patient and community based mental health services for adults
- Some Specialist services
- Primary care services deliver through our GP Practices

On the 31<sup>st</sup> of March 2017 the Trust employed 3011 staff this including staff employed by the Trust Staffing Bank.

### OUR WORKFORCE PROFILE

On the 31<sup>st</sup> of March 2017 74% of our workforce identified as female and 26% as male.



**74% Female**

**26% Male**

## SHEFFIELD HEALTH AND SOCIAL CARE GENDER PAY GAP 2017

### ABOUT THE DATA USED FOR THIS REPORT

The gender pay gap uses pay data from the pay period in which the 31<sup>st</sup> of March 2017 fell. The main pay gap data includes all staff employed by SHSC on the 31<sup>st</sup> of March 2017 apart from those who received lower pay, or no pay, because they were on leave<sup>1</sup>. Bonus pay gap information is based on all employees employed on the 31<sup>st</sup> of March 2017 even if they did not receive lower pay, or no pay in the period. Employees include staff employed by the Trust Bank and apprentices. Where an employee has more than one role their hourly rate of pay is calculated as an average from all of the pay they received and the hours that they worked.

The information provided in this report is drawn from the NHS Electronic Staff Record Business Intelligence Report which has been specifically developed to provide information for NHS organisations to calculate their gender pay gap.

### INTERPRETING THE RESULTS

- A **positive** percentage figure reveals that typically or overall, female employees have lower pay or bonuses than male employees.
- A **negative** percentage figure reveals that typically or overall, male employees have lower pay or bonuses than female employees.
- A **zero** percentage figure (which is highly unlikely, but could exist for a median pay gap where a lot of employees are concentrated in the same pay grade) would reveal no gap between the pay or bonuses of typical male and female employees or completely equal pay or bonuses overall.

### THE MEAN AND MEDIAN PAY GAP

A Mean average places the same value on every number used. Very large or small pay rates or bonuses can however 'dominate' and distort the figure. The Median indicates what

---

<sup>1</sup> The type of leave included is defined in schedule 1 of the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017

the 'typical' situation is i.e. in the middle of an organisation and is not distorted by very large or small pay rates or bonuses.

### MEAN PAY GAP

The MEAN (average) hourly pay in Sheffield Health and Social Care for men and women in 2017 was £16.50 for men and £14.65 for women; this means that there is a MEAN pay gap of **11%** in favor of male employees.



### MEDIAN PAY GAP

The MEDIAN hourly pay for men and women in 2017 was £13.42 for men and £12.47 for women; this means that there is a MEDIAN pay gap of **7.1%** in favor of male employees.

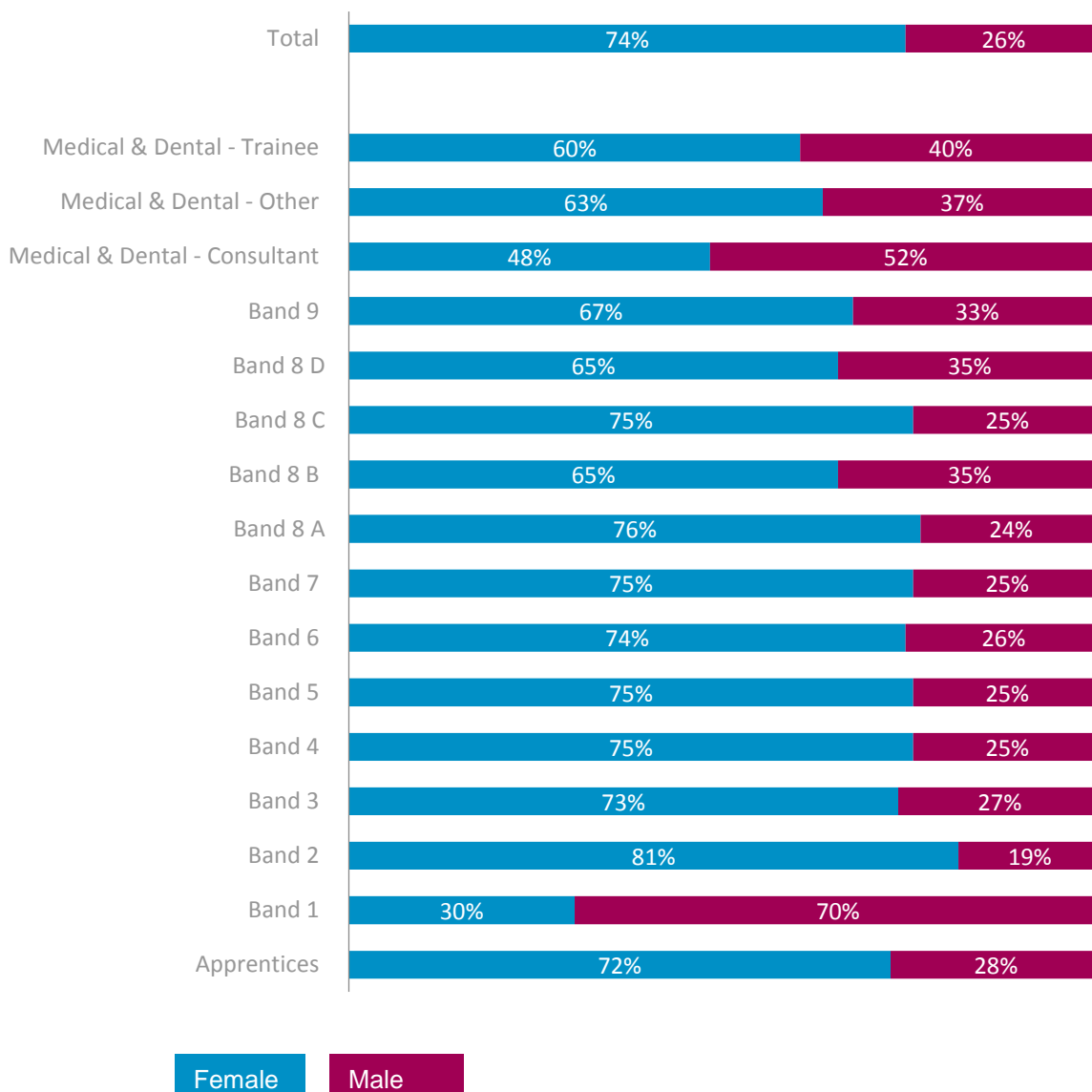


### ABOUT THE GENDER PAY GAP

There are number of factors that influence the level of pay of women generally and Sheffield Health and Social Care, alongside other NHS organisations, employs a proportionately higher number of women in the workforce. Although we have a gender pay gap this appears to be relatively small, however this will be reviewed in comparison to similar NHS Trusts once all NHS Trusts have published their gender pay gap information. In the interim we have looked at the numbers of males and females in different pay bands. Most NHS employees are paid on the NHS Agenda for Change (AfC) pay band. Each role

is given a banding, Band 1 is the lowest level of pay and Band 9 is the highest. Medical staff and apprentices are paid under separate arrangements.

The table below shows the proportions of males and females in each AfC Band, apprentices and medical staff. This indicates that in most of the higher pay levels apart from 8c and there are a higher proportion of males than females and in particular there are a higher proportion of males than females in medical roles, as medical pay is higher generally than this is likely to have had an impact on the mean pay.



### BONUS PAY GAP

This section looks at bonuses paid by Sheffield Health and Social Care.



In the NHS the main type of payments that might be classed as bonuses are Clinical Excellence Awards and Long Service Awards.

Clinical Excellence Awards are paid to NHS consultants and academic GPs who perform 'over and above' the standard expected of their role<sup>2</sup>. There is an application process for local and national awards. Sheffield Health and Social Care does not make long service awards so the information about bonuses in the following section is based on Clinical Excellence Award Payments made to consultants employed by the Trust.

The bonus pay gap is calculated using the bonus pay received in the 12 months before the 'snapshot day' bonuses for employees who received a bonus payment in that period and are still employed on the 31<sup>st</sup> of March 2017 have to be included.

The MEAN BONUS GAP in the Trust is 29.98% and the MEDIAN BONUS GAP is 31.24%

### MEAN BONUS GAP



### MEDIAN BONUS GAP



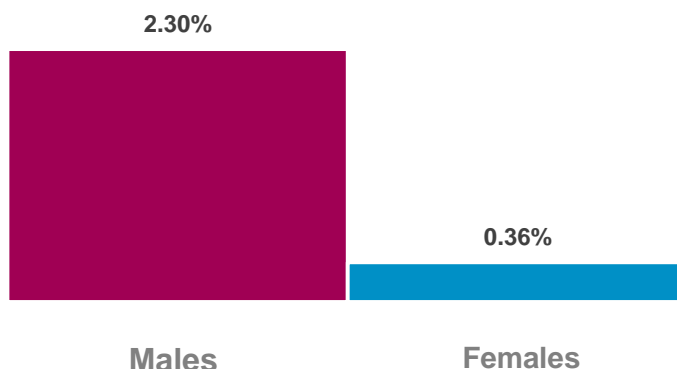
<sup>2</sup> <https://www.gov.uk/government/publications/clinical-excellence-awards-successful-candidates-2017>

## PROPORTION OF MALES AND FEMALES RECEIVING A BONUS PAYMENT

The proportion of males and females receiving a bonus payment is calculated by counting the number of employees who received a bonus in the 12 months preceding the 31<sup>st</sup> of March 2017 and calculating the proportion of males and females who received a bonus in that period.

The proportion of males receiving a bonus in Sheffield Health and Social Care was 2.30% and the proportion of females was 0.36%.

### Proportion of Males and Females Receiving a Bonus



## ABOUT THE BONUS GAP

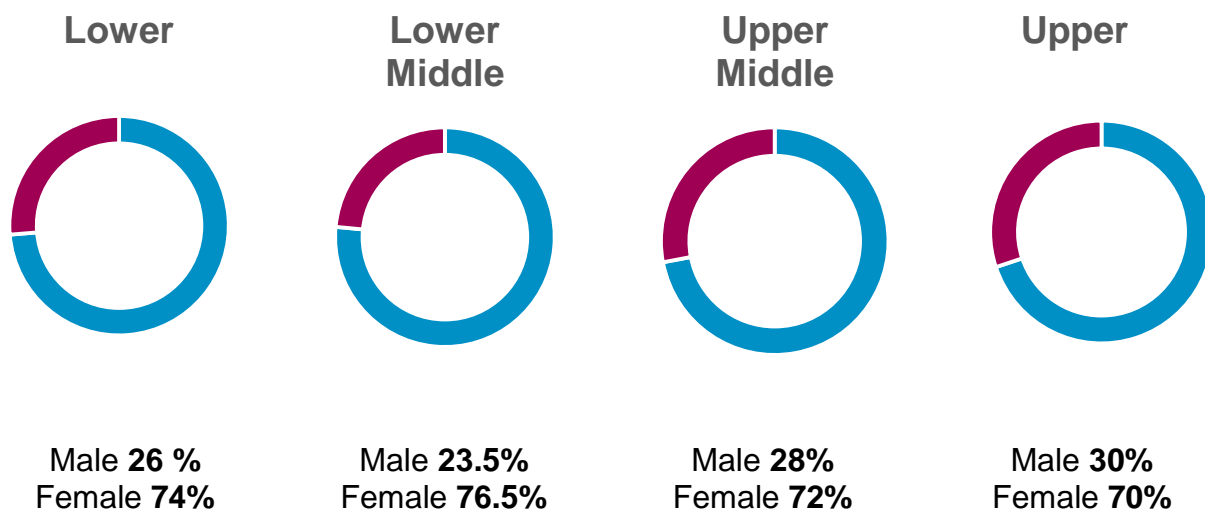
We have looked in more detail at factors which may be relevant to the bonus gap and to the percentages of females and males receiving bonuses.

Relatively recently three senior consultants have retired, two of these were female and one male, hypothetically adding these three people to the list of those who received Clinical Excellence Awards in the 12 months preceding the 31<sup>st</sup> of March 2017 with an award based on what they would have received if they were still in post does have an impact on the gender bonus gap, halving the mean and reducing the median to 0.

Because our bonus pay data only applies to a specific groups of staff we also looked at the proportion of male and female consultants receiving an award as a proportion of those that were eligible to apply rather than compared to the whole workforce. This still indicated a difference in the proportion of males and females in receipt of awards with 82% of eligible males in receipt of an award and 50% of females in receipt of an award.

## THE PROPORTION OF MALES AND FEMALES IN EACH PAY QUARTILE

The pay quartiles are based on looking at the hourly rate of pay from highest to lowest then splitting this information into four quartiles, then looking at the percentage of men and women in each quartile. The table below indicates that in the lower pay quartile the percentage of men and women is roughly the same as the split in gender of the organisation. In the lower middle quarter and upper middle quarters there is a small difference but in the upper quartile there is a higher percentage of men than the percentage of men in the organisation i.e. there are 26% of men in the organisation but 30.1% of men occupy the upper pay quartile.



## ACTION TO REMOVE GENDER PAY GAPS

We have considered what Sheffield Health and Social Care might be able to do to reduce our pay gaps.

In terms of making higher paid posts more accessible for female staff we intend to look at the following areas:

- We are currently updating our Flexible working policy.
- We plan to look at targeted mentoring and coaching for women returning to work from maternity leave.

The largest gaps are associated with Clinical Excellence Awards and although we believe that the impact of senior female consultants retiring has affected the bonus pay gap we do believe that we can reduce the gap in the proportion of females that are eligible to receive an award who actually receive an award compared to the proportion of males. Action we plan to take includes running coaching sessions on CEA applications. The Deputy Medical Director ran the first session in early 2018 which attracted a high proportion of female consultants.