



Gender Pay Gap 2018



Sheffield Health and Social Care Gender Pay Gap Report 2018

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SUMMARY

This report is the second Gender Pay Gap report published by Sheffield Health and Social Care.

On the 31st of March 2018 the Trust employed 2833 staff; this includes staff employed by the Trust Staffing Bank. The percentage of men and women in the workforce has not changed between the 2017 and 2018 report with 74% of our workforce being female and 26% male.

Following our first report in March 2018 we have focused on what we can do to close the gap in bonus pay between men and women in the organisation and some progress has been made. The actions agreed in March 2018 have been completed and there has been a small reduction in the trust median bonus pay gap. There have been some changes in our GPG with the median GPG worsening slightly from the position in 2017

We will continue to review our gender pay gap data and consider additional action as more information becomes available through annual reporting.

INTRODUCTION

Public sector organisations employing more than 250 employees are legally required to publish Gender Pay Gap information each year.

Sheffield Health and Social Care published its first Gender Pay Gap report in March 2018 which was the Gender Pay Gap for 2017.

This is the Trusts second Gender Pay Gap report reflecting the Gender Pay Gap for 2018.

GENDER PAY GAP REPORTING

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.

Six pieces of information are published in this report

- 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**.

The Trust publishes this information 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 31st of March 2018 the Trust employed 2833 staff this includes staff employed by the Trust Staffing Bank.

OUR WORKFORCE PROFILE

On the 31st of March 2018 74% of our workforce was female and 26% male. The percentage split between female and male employees has not changed between 2017 and 2018.



74% Female

26% Male

	Full Time		Part Time	
	17	18	17	18
Female	46%	44%	54%	56%
Male	69%	66%	31%	34%

The percentage of men working part time has increased in 2018 as has the percentage of women working part time however a significantly higher number of women work part time overall.

SHEFFIELD HEALTH AND SOCIAL CARE GENDER PAY GAP 2018

ABOUT THE DATA USED FOR THIS REPORT

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 calculation of the gender pay gap uses pay data from the pay period in which the 31st of March 2018 falls. Pay gap data includes all staff employed by SHSC on the 31st of March 2018 apart from those who received lower pay, or no pay, because they were on leave.

Bonus pay gap information is based on all employees employed on the 31st of March 2018 even if they did not receive lower pay or no pay in the period.

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.

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

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 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 2018 was £17.46 (£16.50 in 2017) for men and £15.40 (£14.65 in 2017) for women; so the average hourly rate has increased between 2017 and 2018. For 2018 the MEAN pay gap is 11.8% in favor of male employees which is a slight increase from the 11% gap in 2017.



Median Pay Gap

The **MEDIAN** hourly pay for men and women in 2018 was £14.65 (£13.42 in 2017) for men and £13.18 (£12.47 in 2017) for women; this means that there is a MEDIAN pay gap of 10% in favor of male employees in 2018 which is an increase from the median pay gap of 7.1% in 2017



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 role². 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 31st of March 2018 are included.

The MEAN BONUS GAP in the Trust is 33.60% (29.98% in 2017) and the MEDIAN BONUS GAP is 25% (31.24% in 2017).

MEAN BONUS GAP



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

MEDIAN BONUS GAP

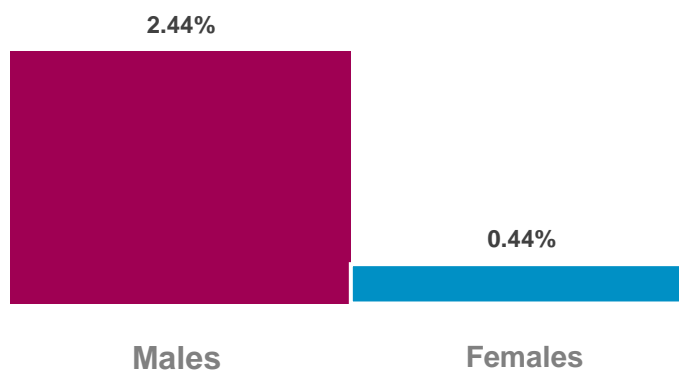


PROPORTION OF MALES AND FEMALES RECEIVING A BONUS PAYMENT

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 31st of March 2018 and calculating the proportion of males and females who received a bonus in that period. The calculation required under Gender Pay Gap legislation requires us to calculate the percentage of men and women receiving a bonus as a percentage of the male and female employees employed by SHSC. However clinical excellence awards can only be paid to NHS Consultants – we have therefore also provided information about the proportion of men and women who received Clinical Excellence Awards as a percentage of those who are eligible to apply for these.

The proportion of males receiving a bonus in Sheffield Health and Social Care was 2.44% an increase from 2.30% in 2017 and the proportion of females was 0.44% also an increase from 0.36% in 2017.

Proportion of Males and Females Receiving a Bonus



The proportion of males receiving a Bonus in 2018 was 2.44% which is an increase from 2.30% in 2017; the proportion of females receiving a bonus has also risen slightly to 0.44% from 0.36% in 2017. The number of female consultants receiving Clinical Excellence Awards in 2018 increased by 1 to 9, whilst the number of male consultants receiving a Clinical Excellence Award stayed at 18.

The table below provides information about the percentage of female and male consultants who are in receipt of a Clinical Excellence Award as a percentage of those that are eligible to apply for an award.

	Number eligible to apply for a CEA	Number receiving a CEA	Percentage receiving a CEA who are eligible
Women	15	9	60%
Men	24	18	75%

THE BONUS GAP

The proportion of males and females receiving a bonus is calculated using the number of relevant employees in the organisation as a whole. Between 2017 and 2018 the number of staff in the organisation has reduced. The increase in proportion of men receiving a bonus appears to have been influenced by this change; the actual number of men receiving a bonus has not changed between 2017 and 2018.

The increase in the proportion of women receiving a bonus has also been affected by a reduction in the number of women in the organisation however there has also been a small increase in the number of women receiving a bonus between 2017 and 2018.

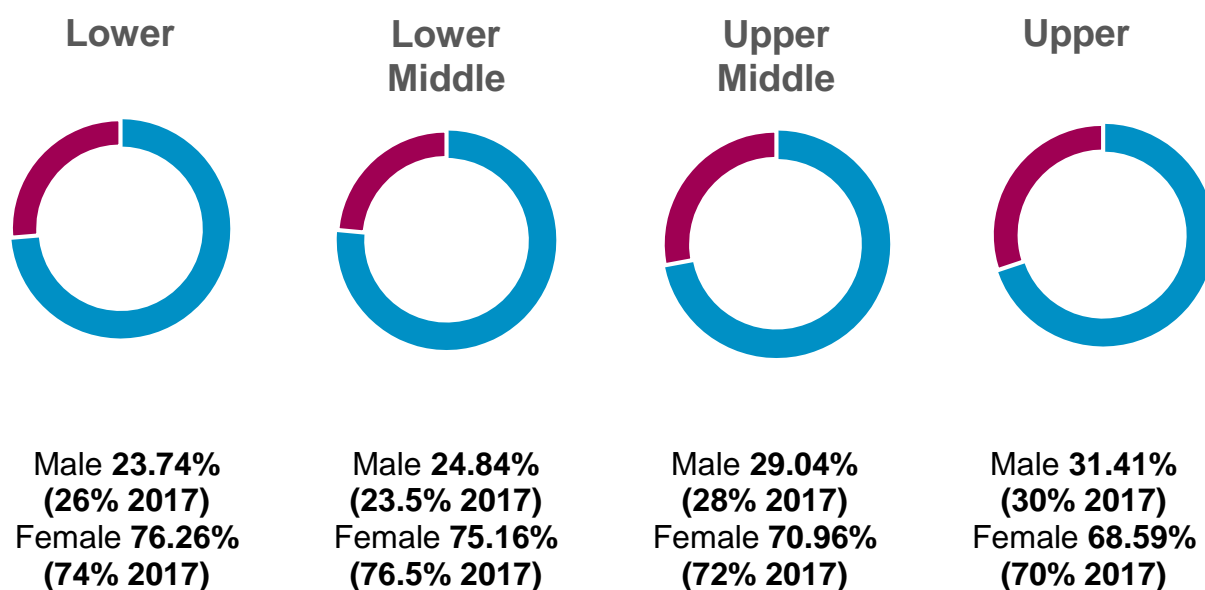
In 2017/18 there has been an increase in the number of female staff receiving clinical excellence awards the impact at the moment is only indicated in the median bonus level which has reduced from a gap of 31.24% to 25% in 2018.

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. Between 2017 and 2018 there has been a negative change for

women in the proportion of woman in each quartile. There has been an increase in the percentage of women in the lower quartile and a decrease in the proportion of women in the other three quartiles. There is therefore a more marked difference in particular in the upper middle and top quartile between men and women and reduced alignment with the proportion of woman and men in the organisation.

This change may be the result of the changes in staff numbers in the Trust and could also be influenced by fluctuations in the numbers of bank staff.



ACTION TO REMOVE GENDER PAY GAPS 2017/18

The following actions were identified in March 2018 when our 2017 gender Pay Gap report was published. Due to the short timescale between publication of the 2017 and 2018 reports there has only been partial progress in taking forward the agreed actions.

Action and progress

- Update/review the Flexible Working Policy.
Progress - The current policy is under review. Work is planned to focus on flexible working as part of the Trust new wellbeing action plan.
- Look at targeted mentoring and coaching for women returning to work from maternity leave.
Progress – this is being taken forward as part of arrangements for mentoring and

coaching in the Trust.

- Deliver coaching sessions on Clinical Excellence Award applications

Progress - Coaching was delivered as planned.

A further workshop will take place in early 2019 before the next CEA round in February 2019