

▶ Gender Pay Gap Report 2019



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SUMMARY

This report is the Trusts Third Gender Pay Gap report. It provides information about the Trust 2019 pay gaps and the continued progress we are making on closing the gap in bonus pay between men and women in the organisation.

Between 2018 and 2019 the Trust median pay gap has returned to a similar level to 2017 at 7.6% whilst the mean gap has increased to 12.6%. The Mean gap will be influenced by small numbers of higher paid staff so the median pay gap is generally accepted as the best indicator.

In 2019 a briefing was published by the Nuffield trust focused on an analysis of some of the underlying causes of the Gender Pay Gap in the NHS. This report has been useful in providing some background information for the Trust to review its pay gap in the context of the NHS as a whole. This review focused on the median pay gap and the Trust awaits the results of additional analysis that is due to report in the future focused on the gender pay gap of medical staff.

As a Trust we have focused on action to respond to the Bonus pay gap which has reduced since 2017 both in terms of the Median and Mean Bonus Pay Gap. In 2020 we intend to continue to take focused action in this area and in relation to flexible working which we see as a priority for action.

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 have published two previous Gender Pay Gap reports, this is the Trust third report and provides information about the trust Gender Pay Gap in March 2019.

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 2019 the Trust employed 2882 staff including staff employed by the Trust Staffing Bank.

WORKFORCE PROFILE

On the 31st of March 2019 73% of our workforce was female and 27% male. This is a slight decrease from 2018. The change is probably related to the numbers of Bank staff employed by the Trust where there is a higher percentage of men (69% female and 31% male).

Without Bank staff the split between female and male staff remains consistent with previous years at 74% women 26% men.

	2017	2018	2019	2019 Without Bank
Female	74.0%	74.0%	73.3%	74.0%
Male	26.0%	26.0%	26.7%	26.0%

Full Time and Part Time

Including Bank						
	Full Time			Part Time		
	2017	2018	2019	2017	2018	2019
Female	46%	44%	44%	54%	56%	56%
Male	69%	66%	63%	31%	34%	37%

Excluding Bank							
	Full Time			Part Time			
	2017	2018	2019	2017	2018	2019	
Female	52%	52%	51%	48%	48%	49%	
Male	78%	78%	77%	22%	22%	23%	

The percentages in the tables above reflect the percentage of women and men that work part time. Information provided includes bank staff and percentages excluding bank staff because bank staff make significant difference to overall figures. The percentage of men and women working part time has increased from 2018 to 2019.

SHEFFIELD HEALTH AND SOCIAL CARE GENDER PAY GAP 2019

ABOUT THE DATA USED FOR THIS REPORT

The gender pay gap uses pay data from the pay period in which the 31st of March 2019 fell. The main pay gap data includes all staff employed by SHSC on the 31st of March 2019 apart from those who received lower pay, or no pay, because they were on leave¹.

Bonus pay gap information is based on all employees employed on the 31st of March 2019 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 the pay they received and the hours that they worked.

The information provided in this report is drawn from the NHS Electronic Staff Record Gender Pay Gap business intelligence reports which have been 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

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

	Men	Women	Pay Gap	Mean Gap %
2019	£18.01	£15.73	£2.26	12.6 %
2018	£17.46	£15.40	£2.06	11.8 %
2017	£16.50	£14.65	£1.85	11 %

The Mean pay gap for SHSC has increased in 2019 from 11.8% to 12.6%.

MEDIAN PAY GAP

	Men	Women	Pay Gap	Median Gap %
2019	£14.48	£13.37	£1.11	7.6%
2018	£14.65	£13.19	£1.46	10 %
2017	£13.42	£12.47	£0.95	7.1 %

The Median pay gap has reduced from 10% in 2018 to 7.6% in 2019 this is slightly up from the Median gap reported in 2017.

THE BONUS PAY GAP

This section looks at pay gaps associated with bonuses paid by Sheffield Health and Social Care. In the NHS the main type of payments that are classed as bonuses are Clinical Excellence Awards and Long Service Awards. This Trust does not give Long Service Awards so the only bonus payments relevant to in this section are Clinical Excellence 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.

BONUS PAY

The bonus pay gap is calculated based on bonus pay received in the 12 months before the 'snapshot day', bonuses for employees who received a bonus payment in that period and were employed on the 31st of March 2019 are included (so in the case of the data below for 2019 it refers to pay in the 2018/19 financial year).

MEAN BONUS GAP

	Mean Bonus Gap %
2019	27.30% (27%)
2018	33.6% (33.6%)
2017	29.98% (30%)

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

MEDIAN BONUS GAP

	Median Bonus Gap %
2019	25%
2018	25%
2017	31.2%

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 2019 and calculating the percentage of males and females who received a bonus in that period. The calculation required under Gender Pay Gap legislation requires the Trust to calculate the percentage of men and women receiving a bonus as a percentage of all male and all female employees.

The number of males receiving a bonus in Sheffield Health and Social Care in 2019 reduced from 18 to 16 whilst the number of female consultants receiving a bonus remained at 9. The percentage of female consultants receiving an award stayed at 2.44% whilst the percentage of male consultants receiving an award reduced to 2.14%.

		Employees Paid Bonus	Total Relevant Employees	%
2019	Female	9.00	2057.00	0.44%
	Male	16.00	747.00	2.14%
2018	Female	9.00	2063.00	0.44%
	Male	18.00	737.00	2.44%
2017	Female	8.00	2218.00	0.36%
	Male	18.00	781.00	2.30%

BONUS GAP ACTION

Addressing the Bonus Pay Gap has been a priority for the Trust since this was first reported in 2017, 2019 data indicates that action taken to address the pay gap has had an impact.

Clinical Excellence Awards can only be paid to NHS Consultants but as noted above Gender Pay Gap data is calculated against all staff, information is therefore provided below on the actual number of consultants eligible to apply for these awards and the percentage that received them in order to provide a more in depth understanding of progress.

Note the number in receipt of a Clinical Excellence Award reflects the position on the 1st of April 2019 so numbers below differ from the actual numbers receiving a bonus in the 2018/19 financial year.

	2017			2018			2019		
	Eligible to apply	Number with a CEA	%	Eligible to apply	Number with a CEA	%	Eligible to apply	Number with a CEA	%
Women	14	8	57%	15	9	60%	17	12	71%
Men	21	16	76%	23	16	70%	20	16	80%

In 2019 the Mean bonus gap decreased and the median gap stayed the same as in 2018. Although the percentage of women receiving a Clinical Excellence Award increased this was not significantly reflected in their pay because these increases took place early in the current financial year (2019/20) it is anticipated that the bonus pay gap will continue to decrease. There are also changes planned to the Clinical Excellence Award system nationally which may also have an impact from 2020.

THE PROPORTION OF MALES AND FEMALES IN EACH PAY QUARTILE

Pay quartiles are based on the hourly rate of pay from highest to lowest. This information is then split into four quartiles and by the percentage of men and women in each quartile.

Pay Quartiles				
2019				
	Lower	Lower Middle	Upper Middle	Upper
Female	77.6% ↑	73.7% ↓	71.4% →	68.9% ↓
Male	22.4% ↓	26.3% ↑	28.6% →	31.1% ↑
2018				
	Lower	Lower Middle	Upper Middle	Upper
Female	76.3%	75.2%	71.0%	68.6%
Male	23.7%	24.8%	29.0%	31.4%
2017				
	Lower	Lower Middle	Upper Middle	Upper
Female	74.0%	76.5%	72.0%	70.0%
Male	26.0%	23.5%	28.0%	30.0%

The Trust data indicates that the percentage of men in the Lower Quartile compared to women has continued to reduce in 2018/19 and the percentage of men in the Middle Quartile has continued to increase. The percentage of women and men in the Upper Middle quartile has stayed relatively static whereas in the Upper Quartile there has been a small decrease in woman and increase in men. This is a negative position for the Trust and requires some further analysis to understand this trend.

NATIONAL DATA

In May 2019 the Nuffield Trust published their analysis of some of the underlying causes of the gender pay gap in the NHS, it is therefore possible to consider the Trusts pay gap in relation their findings and in terms action if any may be required.

The national review looked specifically at Median Pay across NHS organisations and concluded that the estimated median basic full-time equivalent pay gap for directly employed NHS staff in December 2017 was 8.6% in favor of men. The Trust Median pay gap in 2018 was higher than this at 10% however in 2019 it has reduced to 7.6% which is nearer to the figure reported in 2017 of 7.1%.

The report looked at the differences in pay gap between staff paid through the NHS national pay structure, 'Agenda for Change', and the gap where staff were not paid through Agenda for Change, this is mainly doctors and managers, the report concluded that:

- The overall national median pay gap varies in terms of how the data is grouped. Across staff paid under the Agenda for Change pay system, the pay gap favors women, however, within the Agenda for Change pay bands, the pay gap moves from favoring women on lower pay bands to favoring men at higher grades.
- The overall pay gap is largely driven by the 12% or so of staff not paid through the Agenda for Change system (managers, senior managers and doctors).
- Differences in the distribution of men and women across different occupation groups was identified as the main pay gap driver.³ (p.18)

The Trust has undertaken analysis of its local data and identified that there is a significant difference in the mean pay gap between Agenda for Change Bands and non- agenda for change pay grades. The overall gap for Agenda for Change Banding Assignments in favour of men was 2.99% for Agenda for Change and 17.42% for other groups.

ACTION TO REMOVE GENDER PAY GAPS 2018/19

The Trust focus from March 2018 has been to:

- Update/review the Trust Flexible Working Policy.
- Look at targeted mentoring and coaching for women returning to work from maternity leave.
- Deliver coaching sessions on Clinical Excellence Award applications

In 2019 flexible working has an increasing focus, in addition to updating the policy, this is an area of focus as a Trust Equality Objective and the Trust Health and Wellbeing action plan this will include identifying measurable improvements and running a series of flexible working workshops in 2020. Progress on widening out specific coaching and mentoring opportunities has been slow and is still in the implementation stages at the time of this report. Action to address the bonus pay gap was taken and appears to have had some success. Given the

³ John Appleby and Laura Schlepper – 'The gender pay gap in the English NHS Analysis of some of the underlying causes' Briefing May 2019 – Nuffield Trust

findings of the national review these actions still appear to be relevant. An additional action was also identified which was to review the pay gap in the Upper Quartile to understand if there is any action that can be taken to reduce this.