



Sheffield Health  
and Social Care  
NHS Foundation Trust

## ► Our Gender Pay Gap 2020

**Promoting and ensuring Equality Diversity  
and Inclusion in all that we do within our  
diverse organisation.**



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This report is the Trusts Fourth Gender Pay Gap report. It provides information about the Trust 2020 pay gaps and the progress we are making on closing the gap in bonus pay between men and women in the organisation.

## INTRODUCTION

Public sector organisations employing more than 250 employees are legally required to publish Gender Pay Gap information each year. This is our fourth pay gap report and looks at the Gender Pay Gap in March 2020.

## 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 men and women **receiving a bonus payment**.
- The **proportion** of men and women **in each pay quartile**.

We publish our pay gap data on the [Government Gender Pay Gap Reporting Web Site](#) where our pay gap data can be compared with other similar organisations. We also publish this pay gap report annually which provides more details about our pay gaps and what we are doing to reduce them.

## ABOUT OUR ORGANISATION

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, we provide:

- 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.

## WORKFORCE PROFILE

On the 31<sup>st</sup> of March 2020 73% of our workforce was female and 27% male there has been no significant change since 2019 in this breakdown. As noted in our 2019 report without Bank staff the split between female and male staff remains consistent with previous years at 74% women 26% men.

	2017	2018	2019	2020	2020 without Bank
<b>Women</b>	74.0%	74.0%	73.3%	73.8%	74.2%
<b>Men</b>	26.0%	26.0%	26.7%	26.2%	25.8%

### Full Time and Part Time

The table below shows the percentage of full time and part time working for women and men. A significant percentage of women work part time and the percentage of men that work part time remains lower than in 2018. These figures do not include Bank.

	Full Time			Part Time		
	2018	2019	2020	2018	2019	2020
<b>Women</b>	44%	51%	52%	56%	49%	48%
<b>Men</b>	66%	77%	77%	34%	23%	23%

## SHEFFIELD HEALTH AND SOCIAL CARE GENDER PAY GAP 2020

### 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 falls. The main pay gap data in this report includes all staff employed on the 31<sup>st</sup> of March 2020 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 employed on the 31<sup>st</sup> of March 2020 even if they did not receive lower pay, or no pay in the period. Employees include staff employed by our 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.

### 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 men and women 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.

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<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

## MEAN PAY GAP

	Men	Women	Pay Gap	Mean Gap %
2020	£18.20	£16.40	£1.80	<b>9.9%</b>
2019	£18.01	£15.73	£2.26	<b>12.6 %</b>
2018	£17.46	£15.40	£2.06	<b>11.8 %</b>
2017	£16.50	£14.65	£1.85	<b>11 %</b>

The Mean pay gap for SHSC has decreased in 2020 from 12.6% to 9.9%.

## MEDIAN PAY GAP

	Men	Women	Pay Gap	Median Gap %
<b>2020</b>	£15.40	£13.98	£1.41	<b>9.2%</b>
<b>2019</b>	£14.48	£13.37	£1.11	<b>7.6%</b>
<b>2018</b>	£14.65	£13.19	£1.46	<b>10 %</b>
<b>2017</b>	£13.42	£12.47	£0.95	<b>7.1 %</b>

The Median pay gap has risen slightly from 7.6% in 2019 9.2% in 2020.

Because we now have four years of data variations over a period can be seen. The median pay gap is said to be the most relevant pay gap to consider because the mean gap may be influenced by small numbers of higher paid staff.

## 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 role<sup>2</sup>. 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 1<sup>st</sup> March 2020, bonuses for employees who received a bonus payment in that period and were employed on the 31<sup>st</sup> of March 2020 are included (so in the case of the data below for 2020 it refers to pay in the 2019/20 financial year).

### **MEAN BONUS GAP**

	<b>Mean Bonus Gap %</b>
<b>2020</b>	<b>32.30%</b>
<b>2019</b>	27.30%
<b>2018</b>	33.60%
<b>2017</b>	29.98%

### **MEDIAN BONUS GAP**

	<b>Median Bonus Gap %</b>
<b>2020</b>	<b>26.40%</b>
<b>2019</b>	25.00%
<b>2018</b>	25.00%
<b>2017</b>	31.20%

Both the mean and median bonus pay gaps have increased slightly between 2019 and 2020.

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

## PROPORTION OF MEN AND WOMEN 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 2020 and calculating the percentage 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 all male and all female employees.

The number of men receiving a bonus in Sheffield Health and Social Care in 2020 was 15 which has reduced from 16 in 2019. The number of women receiving a bonus was 9.

The percentage of women receiving an award stayed at the same level at 0.42% whilst the percentage of men receiving an award reduced to 2.01%. The percentage of men receiving an award has reduced consistently over time, in line with the number of men receiving an award.

		Employees Paid Bonus	Total Relevant Employees	%
2020	Women	9	2118	0.42%
	Men	15	747	2.01%
2019	Women	9	2057	0.44%
	Men	16	747	2.14%
2018	Women	9	2063	0.44%
	Men	18	737	2.44%
2017	Women	8	2218	0.36%
	Men	18	781	2.30%

## BONUS GAP ACTION

Addressing the Bonus Pay Gap has been a priority for the Trust since this was first reported in 2017, 2020 data indicates that action taken to address the pay gap has had an impact.



The percentage receiving a bonus must be calculated from the overall number of men or women in the organisation rather than just those who are eligible to receive a bonus. For this reason, the percentages overall are very low. We do however report separately on CEA awards and these reports contain more detail about the number eligible for awards and areas such as gender, ethnicity, and age.

In 2020 the percentage of men receiving a bonus was 2.10% this is a reduction from 2.30% in 2017 and represents a year-on-year reduction.

The percentage of women receiving a bonus was 0.42%, this is a slight decrease from 2019 (0.44%) but overall, since 2017 is an increase from 0.36%.

Since 2017 the number of men in receipt of a CEA has reduced from 18 to 15 and the number of women in receipt of a CEA has increased from 8 to 9.

## THE PROPORTION OF MEN AND WOMEN 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				
2020				
	Lower	Lower Middle	Upper Middle	Upper
<b>Female</b>	76.7% ↓	75.2% ↑	72.7% ↑	69.8% ↑
<b>Male</b>	23.3% ↑	24.8% ↓	27.3% ↓	30.2% ↓
2019				
	Lower	Lower Middle	Upper Middle	Upper
<b>Female</b>	77.6%	73.7%	71.4%	68.9%
<b>Male</b>	22.4%	26.3%	28.6%	31.1%
2018				
	Lower	Lower Middle	Upper Middle	Upper
<b>Female</b>	76.3%	75.2%	71.0%	68.6%
<b>Male</b>	23.7%	24.8%	29.0%	31.4%
2017				
	Lower	Lower Middle	Upper Middle	Upper
<b>Female</b>	74.0%	76.5%	72.0%	70.0%
<b>Male</b>	26.0%	23.5%	28.0%	30.0%

- The decrease trend since 2017 in the percentage of men in the lower quartile appears to be flattening off.
- There is a consistent decrease over the last four years in the percentage of men in the upper middle quartile.
- Although there have been changes in the percentage of women and men in the upper quartile if these figures were rounded for women, they would be the same from 2017 to 2020 with the percentage of men again using rounded figures over time remaining roughly the same.

## NATIONAL DATA

In 2019 we looked at the Nuffield Trust analysis of some of the underlying causes of the gender pay gap in the NHS, this report identified the following factors:

- 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.<sup>3</sup> (p.18)

In 2019 we reviewed our data and found that 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. This analysis has not been repeated for 2020. For 2020, we also considered reports from the work of the Office for National Statistics (ONS), and a national report on the gender pay gap in the medical profession<sup>4</sup>.

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<sup>3</sup> 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

<sup>4</sup>[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/944246/Gender\\_pay\\_gap\\_in\\_medicine\\_review.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/944246/Gender_pay_gap_in_medicine_review.pdf)

The national pay gap identified by the ONS<sup>5</sup> used a specific data set but identified that in 2020, the median gap is higher for all employees than for each of full-time employees and part-time employees. They conclude this is because women fill more part-time jobs:

- Among all employees the gap was **15.5%** (a fall from 17.4% in 2019).
- The gap for full-time employees was **7.4%** (a fall from 9.0% in 2019).

Our gender pay gap report highlights the number of part time staff in our organisation and that there is a higher number of women who work part time. This may affect our pay gap, but it is not possible to email.

The report into the pay gap in the medical profession that followed a three-year review, the report makes seven recommendations with several actions, the actions we intend to review all the actions that are relevant to action our organisation can take.

## **ACTION TO REMOVE GENDER PAY GAPS 2021/22**

In 201/2 we will:

- 1) Review with the medical directorate the actions set out in the Mend the Gap Independent Review into Gender Pay Gaps in Medicine in England.
- 2) Continue to act in relation to flexible working – this is reported through the People Plan Implementation reporting. This will include considering how we improve our PDR/career planning and linking in with our leadership development programme in terms of raising awareness the many reasons why flexible working is of benefit in terms of recruitment, retention, and fair/equal pay.

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<sup>5</sup><https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2020>