



Our Gender Pay Gap 2021

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

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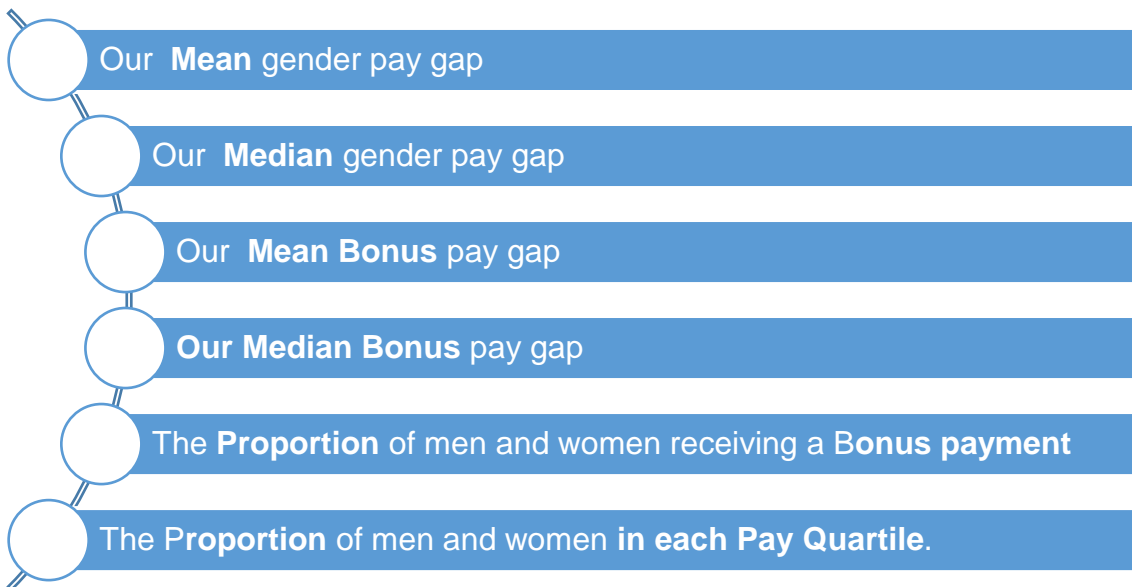
INTRODUCTION

Public sector organisations employing more than 250 employees must publish Gender Pay Gap information each year. This report provides information about our Gender Pay Gap as of March 2021.

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 women and men 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.

This report provides information about:



Organisations must report the pay gap data above on the [Government Gender Pay Gap Reporting Web Site](#) you can visit this site to compared our pay gaps with those of similar organisations.

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
- Specialist Services

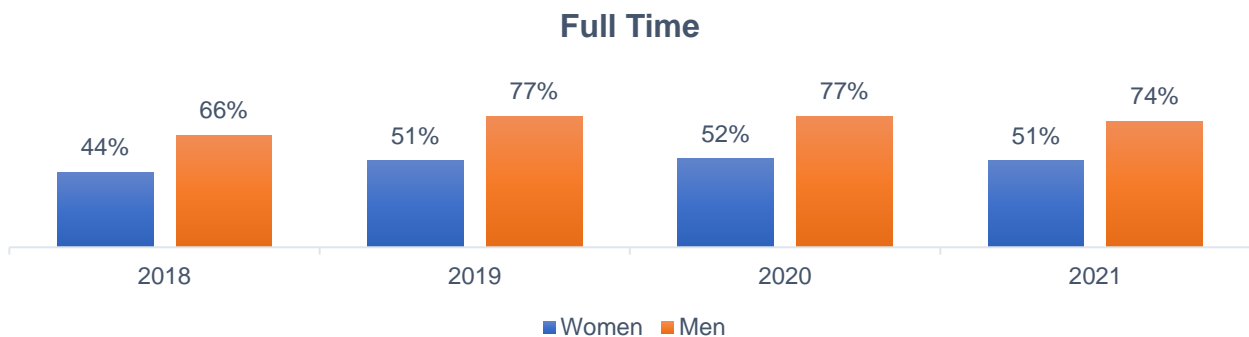
WORKFORCE PROFILE

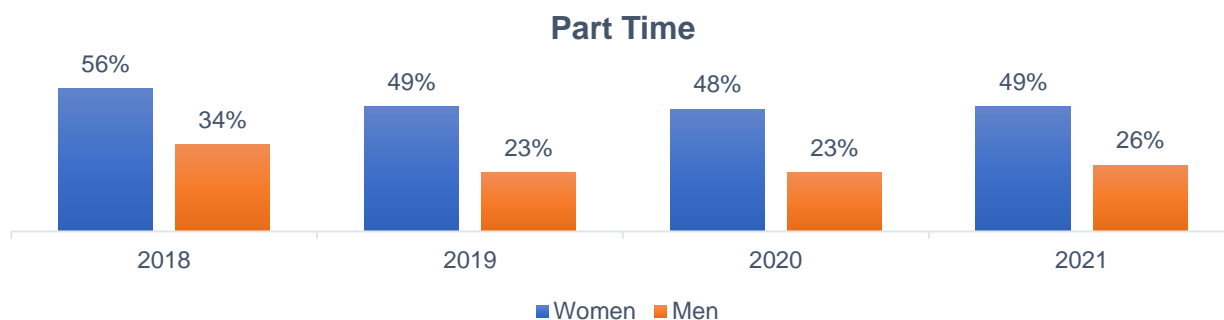
On the 31st of March 2021 74% of our workforce were women and 26% men, there has been no significant change from 2017 in this breakdown.

	2017	2018	2019	2020	2021
Women	74%	74%	73%	74%	74%
Men	26%	26%	27%	26%	26%

FULL TIME AND PART TIME

The tables below show the percentage of full time and part time working for women and men. These figures do not include Bank. Almost 50% of women work part time, this has reduced since 2018, however.





SHEFFIELD HEALTH AND SOCIAL CARE GENDER PAY GAP 2021

ABOUT THE DATA USED FOR THIS REPORT

The gender pay gap calculation uses pay data from the pay period in which the 31st of March each year falls. The main pay gap data in this report includes all staff employed on the 31st of March 2021 apart from those who received lower pay, or no pay, because they were on leave¹.

Bonus pay gap information is based on all people employed on the 31st of March 2021, 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 pay received and the hours that they worked.

The information provided in this report is drawn from the NHS Electronic Staff Record (ESR) Gender Pay Gap business intelligence reports, these reports have been developed nationally to provide information for NHS organizations on their gender pay gap.

INTERPRETING THE RESULTS

- A **positive** percentage figure reveals that typically or overall, **women** have lower pay or bonuses than men.
- A **negative** percentage figure reveals that typically or overall, **men** have lower pay or bonuses than women.
- 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

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

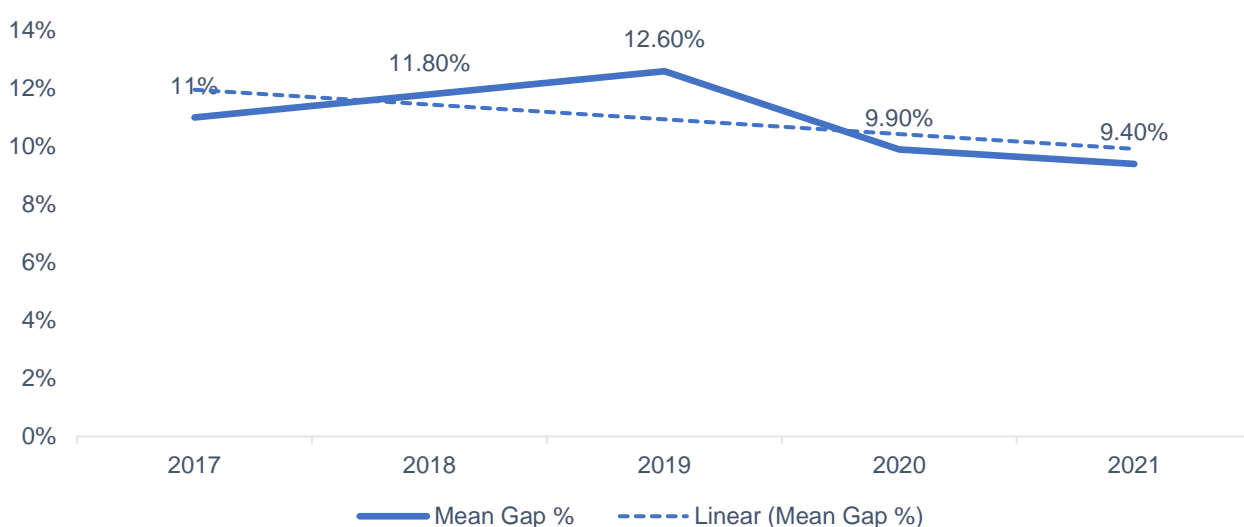
between the pay or bonuses of typical men and women employees or completely equal pay or bonuses overall.

MEAN AND MEDIAN PAY GAPS

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.

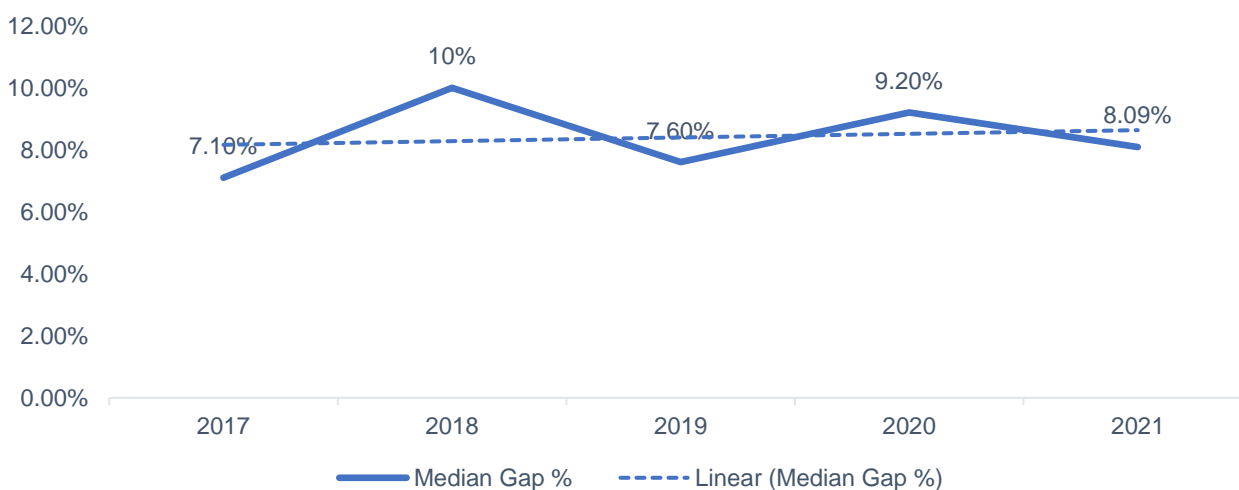
OUR MEAN PAY GAP 2021

Trend – Gap Reducing Over Time



OUR MEDIAN PAY GAP 2021

Trend – Slight Increase Over Time



BONUS PAY GAP

BONUS PAY

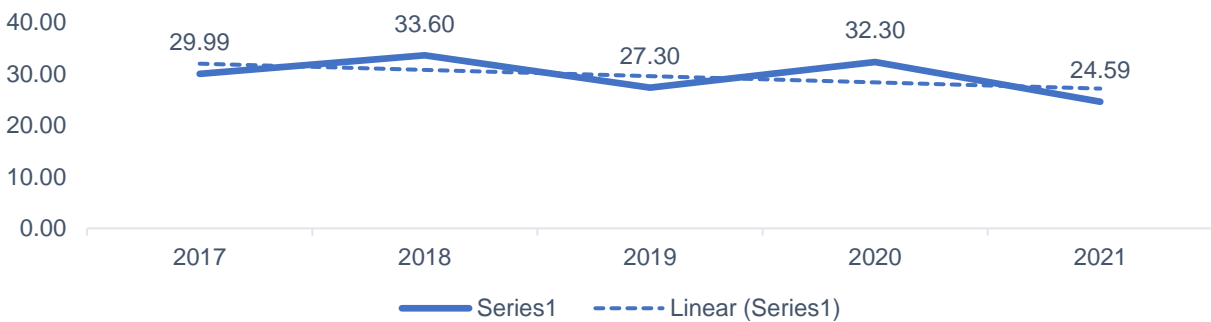
Bonus Pay in the NHS

In NHS organisations the main types of pay classed as bonus pay are Clinical Excellence Awards and Long Service Awards. Our organisation does not give Long Service Awards so the only bonus payments included in this report are Clinical Excellence Awards. Clinical Excellence Awards are paid to NHS consultants and academic GPs. There is an annual application process for local and national awards.

The bonus pay gap is calculated based on bonus pay received in the 12 months before the 1st March 2021, bonuses for employees who received a bonus payment in that period and were employed on the 31st of March 2021 are included (so in the case of the data below for 2021 it refers to pay in the 2020/21 financial year).

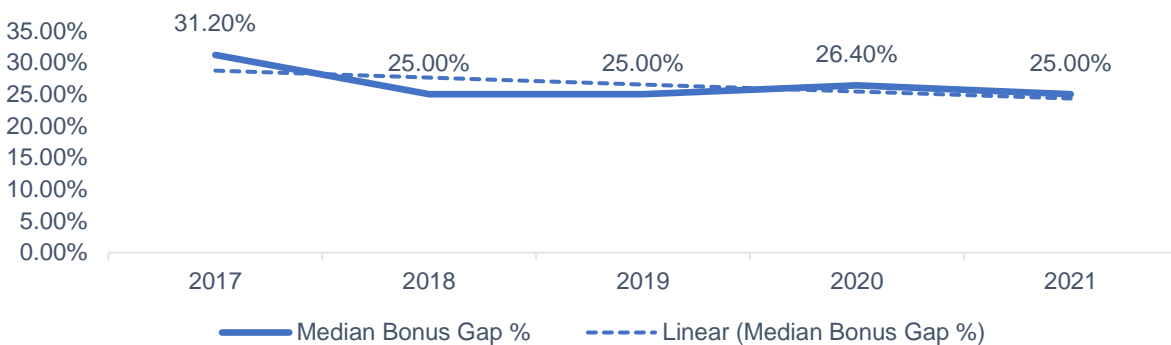
OUR MEAN BONUS GAP 2021

Trend – Gap Reducing Over Time



OUR MEDIAN BONUS GAP 2021

Trend – Gap Reducing Over Time

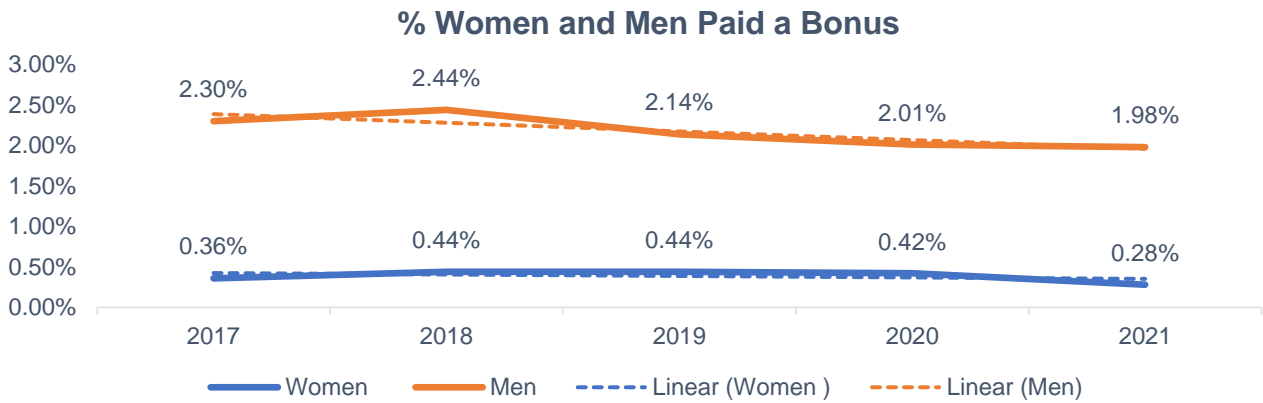


THE PROPORTION OF MEN AND WOMEN RECEIVING A BONUS PAYMENT

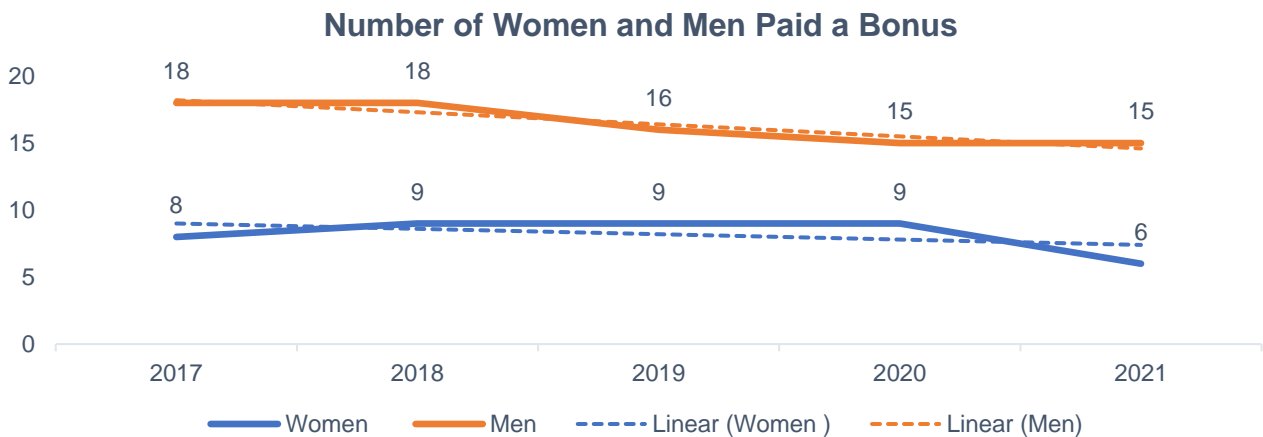
The proportion of men and women receiving a bonus payment is calculated by counting the number of employees who received a bonus in the 12 months up to the 31st of March 2021 and calculating the percentage of men and women who received a bonus in that period.

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 men and all women employees rather than the percentage that could have received a bonus (which is a much smaller group because only a limited number of employees are able to apply for Clinical Excellence Awards)

Trend – Down for Women and Men



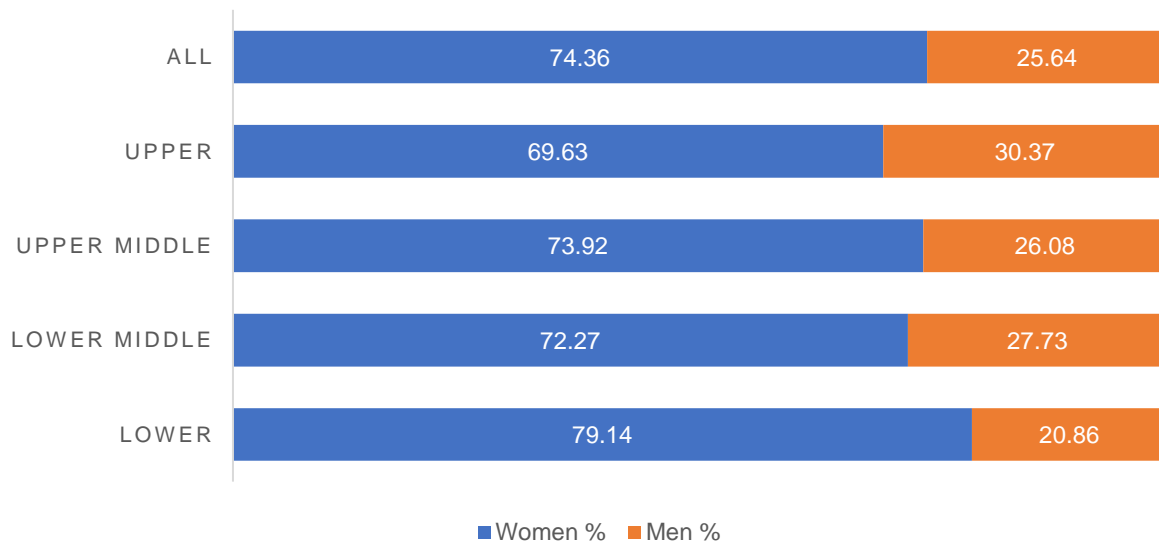
NUMBER OF PEOPLE PAID A BONUS



THE PROPORTION OF MEN AND WOMEN IN EACH PAY QUARTILE

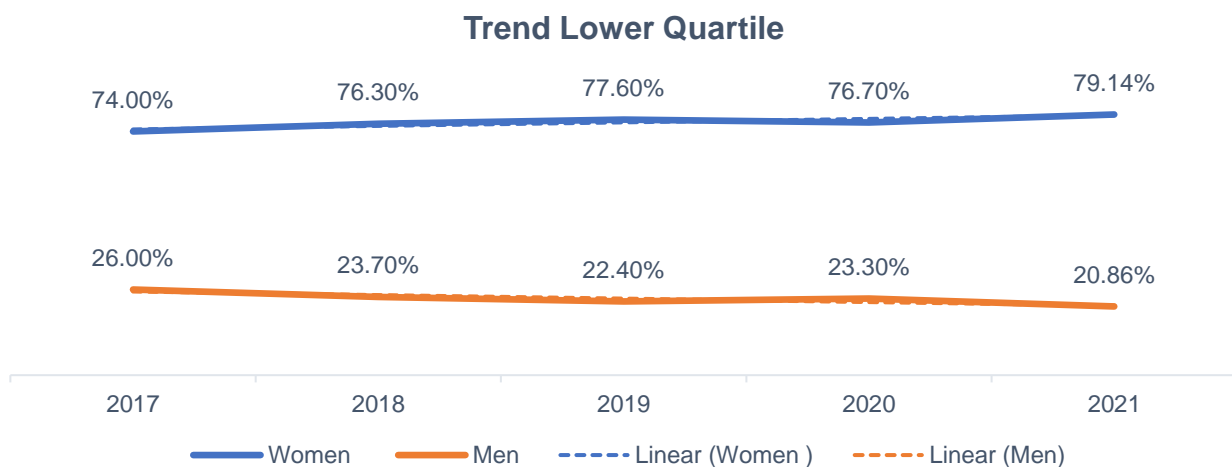
Pay quartiles are based on the hourly rate of pay from highest to lowest. This information is split into four quartiles, Upper; Upper Middle; Lower Middle; Lower, and reported by the percentage of men and women in each quartile.

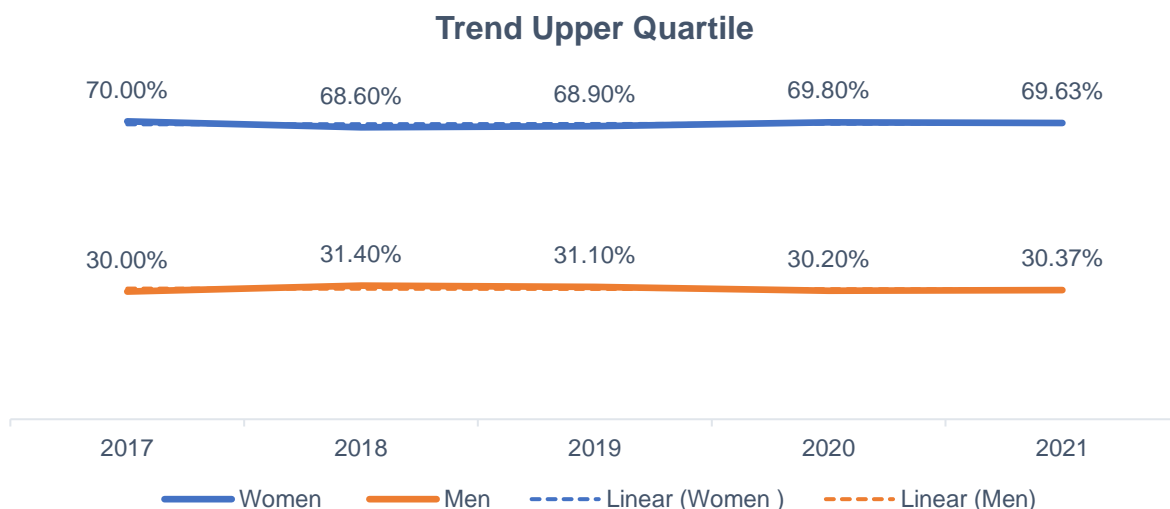
Position 2021 - A Higher Percentage of Women in the Lower Quartile and Lower Percentage of Women in the Upper Quartile Compared to our Organisations average of Men and Women



QUARTILE TREND 2017 TO 2021

Trend – An Increase in the percentage of Women in the Lower Pay Quartile and a Decrease in the number of Men in the Lower Pay Quartile





ACTION TO REDUCE OUR GENDER PAY GAPS

In 2021/22 we looked at our pay gap in detail to see how we compare to similar organisations, this review indicated that our median gap was around the same as similar organisations. Our review also indicated that pay gaps in agenda for change pay were very low but higher in medical and senior roles in our organisation. Action we planned for 21/22 was impacted by Covid 19 however we did continue our action to progress flexible working opportunities.

- We took part in the national ‘Flex for the Future’ initiative, this has been an opportunity for a detailed review of flexible working opportunity in our organisation. We have a detailed action plan and change team and plan to make progress in 2022 in implementing this action plan.
- We introduced an agile working policy which is being implemented in 2022.

Our aspiration over time is an increase in the number of women in the upper pay quartile leading to a further reduction in the overall pay gaps. We also intend to continue to focus on opportunities to reduce the bonus pay gap.