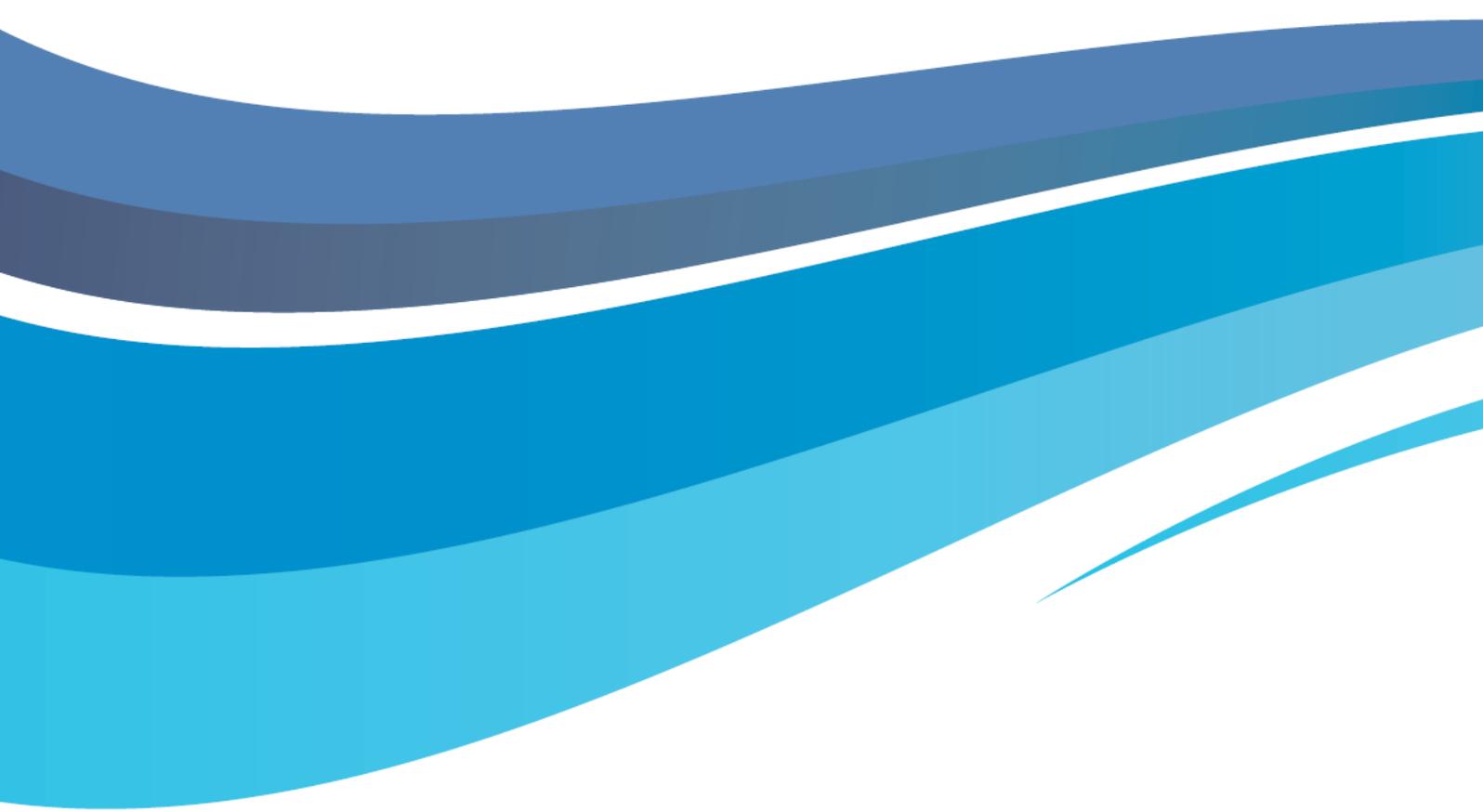




**Bridgewater
Community Healthcare**
NHS Foundation Trust

Gender Pay Gap Results

For 31 March 2017



Quality first and foremost

Introduction

Gender Pay Gap legislation requires all employers with more than 250 staff to publish annually, from 2017, information on the pay gap between their male and female staff.

For public sector organisations such as the NHS the snapshot date for data capture is 31 March, with a requirement to publish the results by 30 March the following year. This requirement has been set down in an amendment to the Public Sector Equality Duty (Section 149 of the Equality Act 2010).

Gender Pay Gap and Equal Pay – what is the difference?

It is important to recognise that the gender pay gap is not the same as equal pay. Equal Pay legislation relates to unequal pay, a difference in pay between a man and a woman, or a group of men and a group of women, doing the same or a similar job (or a job of equal value) – unequal pay is unlawful.

The gender pay gap shows the difference in average pay of all men and all women employed by an organisation – everyone, in every role. It is possible to have equal pay within an organisation while still having a gender pay gap.

This report provides gender pay gap information for the Trust for the first snapshot date of 31 March 2017

Our Results – Ordinary Pay

On 31 March 2017 we employed 2828 female staff and 276 male staff – more than 10 times the number of women to men. Staff were employed in a wide variety of jobs including nursing, midwifery, medical, dental, corporate, administrative, estates, and allied health professional roles.

The image below shows our gender pay gap results for the average (mean) pay for men and women, and the mid-point (median) pay for men and women:

Gender Pay Gap (Ordinary Pay)				
			 Difference	Pay Gap between male and female %
Mean Hourly Rate	£19.34	£14.79	£4.55	23.52
Median Hourly Rate	£15.00	£13.72	£1.28	8.48

These calculations are all based on ordinary pay, this includes basic pay, allowances, and enhanced and special duties pay. It doesn't include any type of bonus pay. For this calculation just the snapshot date is used, so if staff were not paid for any reason (career break for example) on 31 March they are not included.

As can be seen we have a mean pay gap of 23.52%, this means that the average rate of pay for men in the Trust is £4.55 per hour more than the average rate of pay for women in the Trust.

We have a median pay gap of 8.48%, this means that at the mid-point of a list of all male salaries from lowest to highest, and all female salaries from lowest to highest there is a difference of £1.28 per hour.

Results are calculated by listing the hourly rate of pay for all staff receiving ordinary pay, by male/female and then from lowest to highest salary. These two lists are then split as evenly as possible into four quartiles – and it is within these quartiles that an explanation can be partly found for the gender pay gap result. The image below shows the proportion of men and women in each quartile:

Proportion of females and males in each quartile (%)		
		
Quartile 1	7.68	92.32
Quartile 2	7.66	92.34
Quartile 3	7.06	92.94
Quartile 4	12.68	87.32
Trust Overall	8.89	91.11

As can be seen, in the Trust overall women make up more than 91% of the workforce, in the first three quartiles women are slightly over-represented when compared to the overall figure, but in quartile four they are under-represented. This is affected by a larger number of men within this last quartile, rather than a lesser number of women - the next image shows actual numbers:

Number of females and males in each quartile		
		
Quartile 1	53	637
Quartile 2	66	795
Quartile 3	50	658
Quartile 4	107	737
Trust Overall	276	2828

As can be seen nearly 40% of the men working for the Trust are in quartile four. This reflects the national picture in the NHS of a largely female workforce working in lower paid traditional roles – such as midwifery, nursing and administrative roles, (40.5% of our staff are in the nursing and midwifery registered staff group, of these 96% are female), and men working in more traditional male NHS roles, for example medical roles such as Consultants, health professional roles such as Podiatry and Chiropody, and senior corporate roles. It should be added here that at Board level (Executives and Non-Executives) and at senior management level there is a good gender split in Bridgewater, with women evenly represented across both Executive and Non-Executive roles and within the senior management.

The greater number of men in quartile four could be seen to skew the mean or average figure for our gender pay gap – having a greater effect on average hourly rate for men when compared with the average hourly rate figure for women where there is a much higher number in lower quartiles.

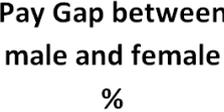
The median hourly rate could be argued to be more reflective as it shows the middle ground, therefore allowing for the actual high number of women who are in quartile four, and also measures such as Agenda for Change through which we ensure equal pay for most of our workforce.

As it stands however, and even if we do reflect national trends in the NHS in relation to traditional roles, we do have a gender pay gap and this needs to be addressed through work to increase female (and male) representation in roles that may have traditional gender stereotypes. This report concludes with a brief description of our plans to address this issue.

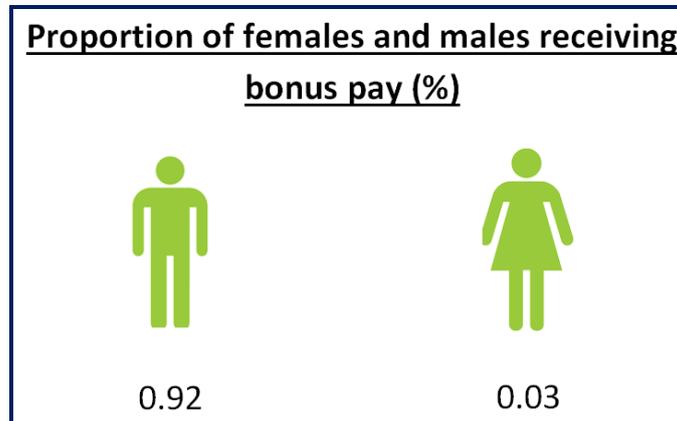
Our Results – Bonus Pay

Our second set of figures relates to bonus pay - anything that is awarded that is not counted as ordinary pay. The results for this are for the whole year 1 April 2016 to 31 March 2017 as opposed to the single snapshot date for ordinary pay.

For Bridgewater all bonus pay within the relevant pay period was for Clinical Excellence Awards – this is a national scheme that recognises and rewards consultants who contribute most to the delivery of safe and high quality care to patients, and to continuous improvement of NHS services. The bonus pay gap for Bridgewater is shown in the image below:

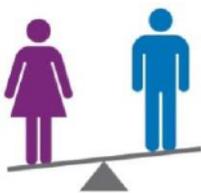
Bonus Gender Pay Gap				
			 Difference	 Pay Gap between male and female %
Mean Bonus Pay	£6387.16	£14917.95	-8530.79	-133.56
Median Bonus Pay	£6480.03	£14917.95	-8437.92	-130.21

As can be seen this shows a positive gender pay gap for female employees, the next image, below, shows the proportion of male and female staff that received bonus pay. Caution should be used when viewing both these results as the figures relate to a tiny number of staff, so statistical significance would be difficult to ascertain based on just one year's results. We will keep an eye on these results in the coming years.



Our Actions

The Trust is committed to equality within its workforce. We recognise that we have a gender pay gap and we commit to addressing this through looking at potential inequalities within our employment processes and strategies. In 2018/19 we will look at:



- Promoting training and development opportunities to all staff, particularly looking at development for women in lower paid bands
- Promoting leadership development opportunities to identified potential women leaders
- How apprenticeships, traineeships, work experience and volunteering can provide opportunities for women in more traditional male roles, and men in traditional female roles
- Promoting flexible working and other family friendly working practices, such as part time working, job share, and shared parental leave, and analysing take up of these opportunities by gender, pay band and job role
- Undertaking annual analysis of gender split as part of the Public Sector Equality Duty annual reporting

Thank you for taking the time to read this, our first, gender pay gap report. Should you have any queries or questions please contact our Equality & Inclusion Officer in the first instance, details at the end.

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