



Hertfordshire Community
NHS Trust

Gender Pay Gap Report

1 April 2016 – 31 March 2017

Introduction:

Hertfordshire Community NHS Trust (HCT) is required by law to carry out Gender Pay Gap Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves analysing data to show the difference between the average earnings of men and women in our organisation.

We are required to publish the results on our own website ([Equality and Diversity | Hertfordshire Community NHS Trust](#)) and a Government website (<https://gender-pay-gap.service.gov.uk/Viewing/search-results>) within one calendar year of 31st March 2017.

The results will be used to:

- Assess the levels of gender equality in our workplace
- Assess the balance of male and female employees at different levels
- Assess how effectively talent is being maximised and rewarded

This following report shows the difference in the average pay between all male and female staff in the HCT workforce as at 31st March 2017.

On 31st March 2017 HCT employed 2958 staff (201 male and 2757 female). 2920 of these staff met the criteria, as defined by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, to be included in the Gender Pay Gap report.

Areas for Analysis:

Our duty is to publish data on the following six calculations:

1. Average gender pay gap as a mean average (ordinary pay and bonus pay)
2. Average gender pay gap as a median average (ordinary pay and bonus pay)
3. Average bonus gender pay gap as a mean average (bonus pay only)
4. Average bonus gender pay gap as a median average (bonus pay only)
5. Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment (bonus pay only)
6. Proportion of males and females when divided into four groups ordered from lowest to highest pay (ordinary pay and bonus pay)

How to Interpret the Data:

- A positive percentage (e.g. 1.0%) indicates that female employees have lower ordinary pay or bonuses than male employees.
- A negative percentage (e.g. -1.0%) indicates that male employees have lower ordinary pay or bonuses than female employees.

A list of terminology can be found on page 10.

Findings:

1. Average gender pay gap as a mean average (ordinary & bonus pay)

The mean gender pay gap (the difference between men and women's average hourly pay) is **14.1%**

This compares well to the Office for National Statistics estimate for the national Gender Pay Gap mean which is 17.4%

2. Average gender pay gap as a median average (ordinary pay and bonus pay)

The median gender pay gap at Hertfordshire Community NHS Trust is **1.0%**.

This compares favourably to the Office for National Statistics estimate for the national Gender Pay Gap median which is 18.4%

3. Average bonus gender pay gap as a mean average (bonus pay only)

Only 4 staff employed at HCT received money in the 12 months up to 31st March 2017 that was classed as a bonus as defined by the Gender Pay Gap requirements (see definition on page 10)

The mean Gender Pay Gap for bonuses paid is **-257.5%**.

As the number of staff who receive a bonus (this includes Consultant Excellence Awards) is very small (4 members of staff), one outlying result can skew this data set and present a distorted picture.

4. Average bonus gender pay gap as a median average (bonus pay only)

The median Gender Pay Gap for bonuses paid at HCT is **-109.5%**

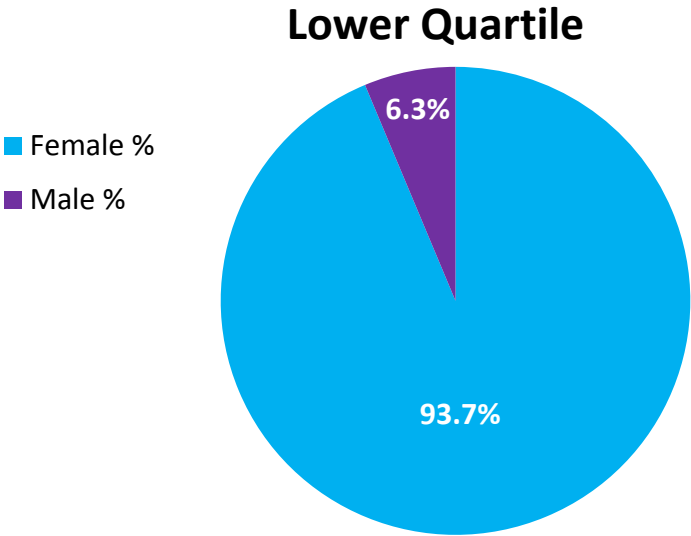
Once again only 4 members of staff received a bonus payment, this means one outlying result can skew this data set.

5. Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment (bonus pay only)

	Proportion of Staff Receiving a Bonus
Female	0.1%
Male	0.5%

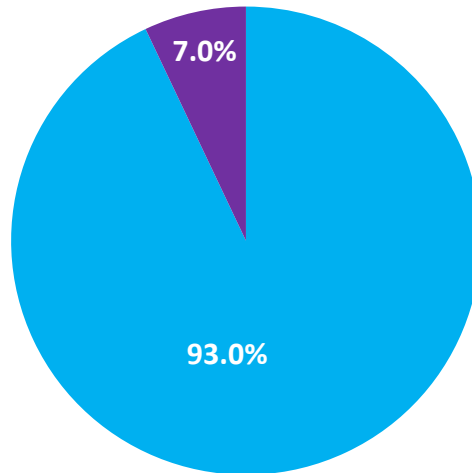
6. Proportion of males and females when divided into four groups (quartiles) ordered from lowest to highest pay (ordinary pay and bonus pay)

The charts below are generated by arranging the hourly pay of all staff in order then dividing the list into four equal parts. Each chart shows the proportion of men and women that are in each pay quartile; the Lower Quartile includes the lowest paid staff per hour and the Upper Quartile includes the highest paid staff per hour.



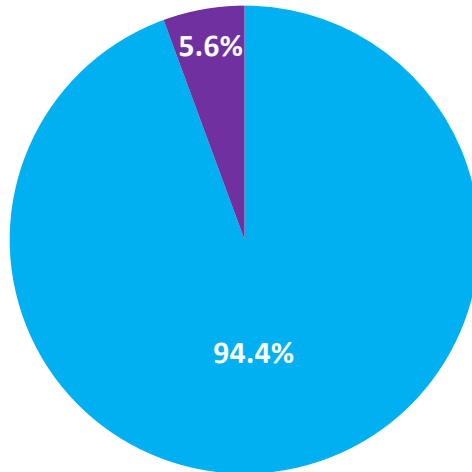
Lower Middle Quartile

- Female %
- Male %



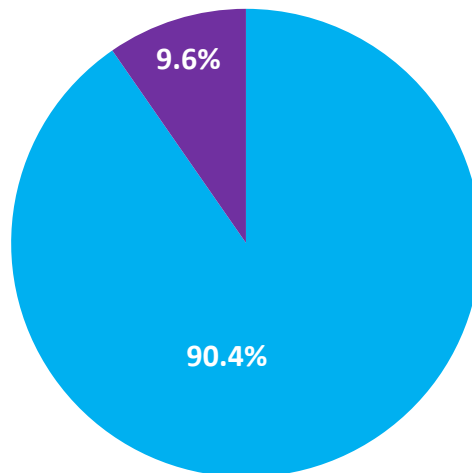
Upper Middle Quartile

- Female %
- Male %



Upper Quartile

- Female %
- Male %



Additional Information:

Gender Pay Gap by Staff Group

To better understand the gender pay gap we have carried out additional data analysis. When looking at data by staff group, all of our Students are female, therefore are showing a -100% pay gap difference. The second largest pay gap can be seen in the administrative and clerical staff group followed by scientific & technical staff group.

Further work is required to understand the gender difference in more senior roles. When looking at individual AfC bandings, we expect there to be small gender differences in pay earnings as the salary range is fixed. It may vary slightly by e.g. incremental point on the scale and salary sacrifice / child care voucher deductions.

NHS Staff Group	Gender Pay Gap (Average of Hourly Rate of Pay - Ordinary & Bonus Pay)
Add Prof Scientific & Technical	21.9%
Additional Clinical Services	5.0%
Administrative and Clerical	38.3%
Allied Health Professionals	-0.7%
Estates and Ancillary	-11.6%
Medical and Dental	17.6%
Nursing & Midwifery Registered	2.0%
Students	-100.0%
ALL STAFF	14.1%

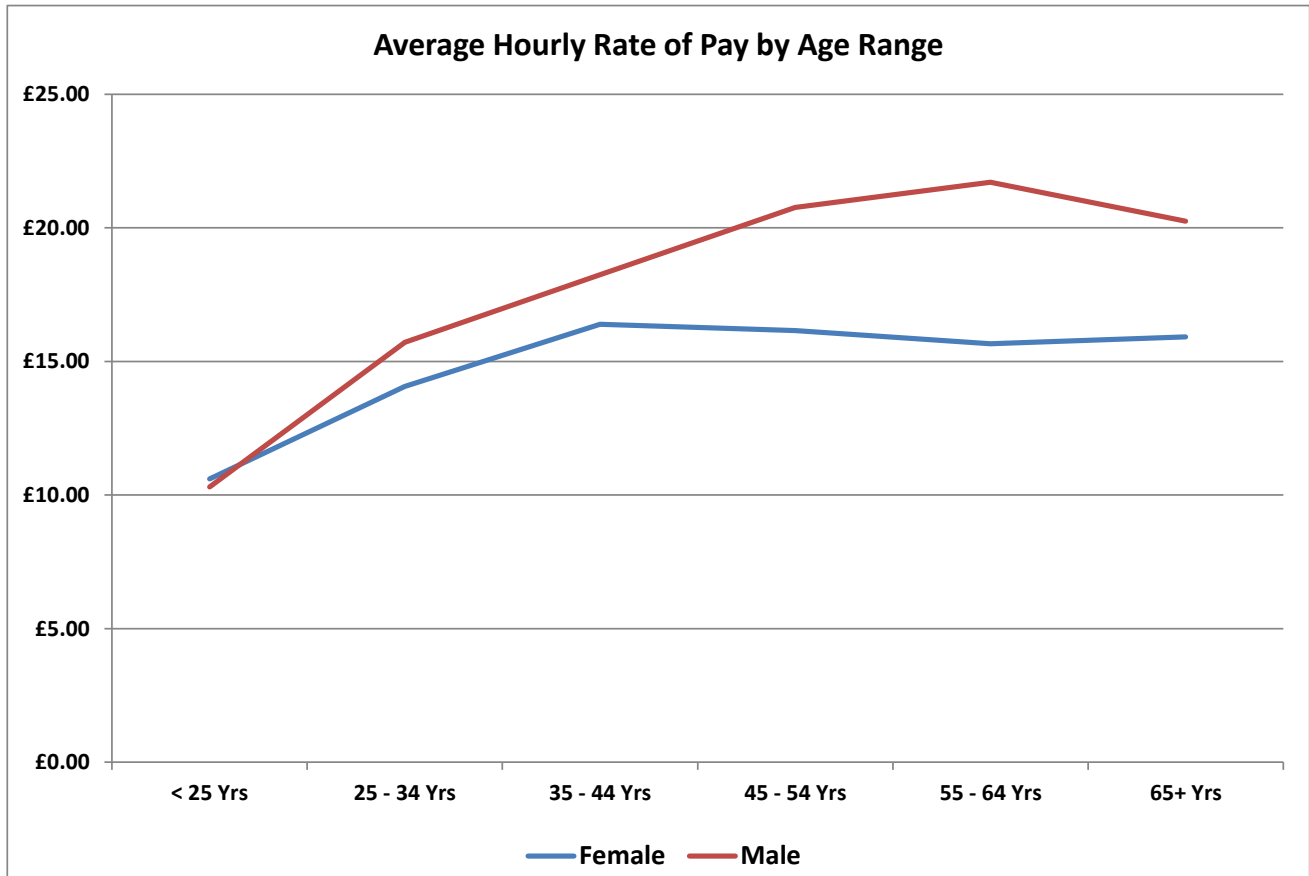
Clinical versus Non-Clinical Staff

Our data shows that the pay gap between men and women is far larger for non-clinical staff than clinical staff.

NHS Staff Group	Gender Pay Gap (Average of Hourly Rate of Pay - Ordinary & Bonus Pay)
Clinical Staff	5.8%
Non-Clinical Staff	38.3%
ALL STAFF	14.1%

Gender Pay Gap by Age

Gender pay gap reported by age group shows that the pay gap widens as women get older. Begins to widen from 40 years old and starts narrowing again from 60 years onwards.



Gender equality in the workforce:

The Trust collects and publishes equality monitoring employment information on an annual basis in order to assess how people with protected characteristics fare as job applicants and employees.

On a number of measures, females fare the same or better than males. A similar proportion of male and female staff are promoted within the Trust; females are more likely to be appointed following shortlisting and 50% of our workforce works on a part-time basis.

We continue to train our staff in recognising and mitigating unconscious bias in recruitment and selection; in 2017 we introduced a new policy requiring at least 1 interview panel member to be trained. Promoting flexible working and well-being is well embedded in our workforce plan.

Priorities 2018/19:

Our priorities for 2018/19 include:

- Further data analysis
- Benchmarking against similar trusts
- Review of staff survey results by gender
- Equality & Diversity training with a focus on unconscious bias for staff
- Promotion of flexible working and well-being

Conclusion

The Trust has calculated the gender pay gap data in line with the government's gender pay gap reporting regulations. We are encouraged that our gender pay gap (mean and median) is below the national average for public sector employees but acknowledge that ongoing commitment and focused actions are required to close the gap. We will continue to implement steps to build a more diverse and inclusive culture in order to ensure that our workforce represents the patient base we serve.

Terminology:

Gender Pay Gap: This is the difference between the average earnings of men and women. This is expressed as a percentage of men's earnings.

Ordinary Pay: This consists of basic pay, allowances, enhancements for night/weekend working, maternity/paternity/adoption leave pay, special leave, sick pay, study leave, high cost area supplement, on-call allowance and any responsibility allowances.

Bonus pay: This consists of any monies received as a Golden Hello or Clinical Excellence Awards.

Mean: This is calculated by adding up all of the numbers and dividing the result by how many numbers were in the list.

Median: This is calculated by listing all of the numbers in numerical order. If there is an odd number of results the median is the middle number. If there is an even number of results the median will be the average of the two central numbers.

Declaration

We confirm that Hertfordshire Community NHS Trust's gender pay gap calculations are accurate and meet the requirements of the Regulations. The calculations, data and assertions contained in this report have been fully assured by the Staff Resourcing Committee. We can confirm that the methodology provided in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 has been applied.

Debbie Eytayo, Director of Human Resources and Organisational Development (Interim)

A handwritten signature in black ink, appearing to read 'Debbie Eytayo', is positioned below the text of the declaration.