

# **BSMHFT**

## **Gender Pay Gap Analysis**

### **as at 31<sup>st</sup> March 2019**

Authors: Lizzie Prior, Workforce Business Partner  
Bina Saini, Senior Equality, Diversity and Inclusion Lead

Recipient: BSMHFT reported their gender pay gap to [www.gov.uk](http://www.gov.uk) on 10 March 20

People Committee  
Trust Board  
Clinical Commissioning Group

March 2020

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# 1. Introduction

- 1.1 The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 require public bodies with 250 or more employees on the snapshot date of 31<sup>st</sup> March of any given year to report their gender pay gap.
- 1.2 It is important to note that the gender pay gap is different to equal pay.
- 1.3 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.
- 1.4 The gender pay gap shows the difference between the average (mean or median) earnings of men and women. It is expressed as a percentage of men's earnings.
- 1.5 A positive percentage figure reveals that typically, or overall, females have lower pay or bonuses than male employees. Whereas, a negative figure reveals that males have lower pay or bonuses. Albeit unlikely, a zero percentage figure would indicate no gap between the pay or bonuses of typical male and female employees.
- 1.6 The latest figures published by the Office of National Statistics (ONS)<sup>1</sup> show that the median gender pay gap for all employees (both full and part-time) in the UK for 2019 was 17.3% (reduced from 17.9% in 2018).
- 1.7 This gender pay gap exists because women tend to work in lower-paid occupations and sectors, and occupy less senior roles. Many women take time out of the labour market and work part-time because of unequal sharing of care responsibilities. Stereotypes and workplace culture are also factors.
- 1.8 Used to its full potential, gender pay gap reporting is a valuable tool for assessing levels of equality in the workplace, female and male participation, and how talent is being maximised.
- 1.9 The regulations require that the following calculations are completed:
  - The mean gender pay gap
  - The median gender pay gap
  - The mean bonus gender pay gap
  - The median bonus gender pay gap
  - The proportion of males receiving a bonus payment
  - The proportion of females receiving a bonus payment

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<sup>1</sup> Office for National Statistics, Annual survey of hours and earnings (ASHE), October 2019.

- The proportion of males and females in each quartile pay band

1.10 It can be seen that the calculations make use of two types of averages:

- The **mean**, commonly known as the average, is calculated when you add up the wages of all employees and divide the figure by the number of employees. The mean gender pay gap is the difference between mean male pay and mean female pay. For example, if the hourly gender pay gap at a company is 32%, then for every £100 earned by a man a woman would earn £68.
- The **median** is the figure that falls in the middle of a range when everyone's wages are lined up from smallest to largest. The median gap is the difference between the employee in the middle of the range of male wages and the middle employee in the range of female wages.
- The median is typically a more representative figure as the mean can be skewed by outlying figures. A large difference between the mean and the median can be indicative of inequality at either end of the pay spectrum.

1.11 The results from the above calculations must be displayed on the Trust's website and be maintained for a minimum of three years, although the Trust could decide to maintain it for longer than this in order to demonstrate long-term progress.

1.12 This reports sets out the above calculations as at the snapshot date of 31<sup>st</sup> March 2019. In line with the Trust's ongoing commitment to equality, diversity and inclusion the pay gap is also analysed by the protected characteristics; age, ethnicity, disability and sexuality.

1.13 Attached to this paper as an appendix (Appendix 1) is a summary of actions to date and the Trust's action plan for reducing the organisation's gender pay gap moving forward.

1.14 Please note, as each separate legal entity must calculate and publish separate gender pay gap reports, all employees of Summer Hill Supplies Ltd have been removed from this analysis.

1.15 The full dataset of full-pay relevant employees totalled 4,181. 1,240 of these being male (29.66%) and 2,941 (70.34%) female.

## 2. Gender Pay Gap and Pay Quartiles

2.1 In terms of the overall gender pay gap figures, a mean gap of **6.99%** was calculated, alongside a median of **3.25%**. This is lower than the 2019 snapshot figures of 13.02% and 4.11%. The headline figures are displayed in Figure 1.

	Average Hourly Rate	Median Hourly Rate
Male	15.82	12.35
Female	14.72	11.95
Difference	1.11	0.40
Pay Gap %	6.99	3.25

Figure 1. Gender pay gap headline figures

2.2 Given the large differential between the mean average and the median, further analysis was completed in an effort to understand the impact both ends of the pay spectrum were having.

2.3 Firstly the employees were ranked by rate per hour and the bottom 50 and the top 50 ranked employees were removed from the data set. The gender pay gap was then recalculated, with the following results.

	Average Hourly Rate	Median Hourly Rate
Male	15.00	12.25
Female	14.49	11.95
Difference	0.51	0.30
Pay Gap %	3.43	2.46

Figure 2. Gender pay gap headline figures, with a top and bottom slice of 50 removed

2.4 The original data was subsequently revisited and the first and last decile, as ranked by rate by hour, were removed. That is, the middle 80% of data was analysed. The results were as follows.

	Average Hourly Rate	Median Hourly Rate
Male	13.15	12.46
Female	13.02	11.95
Difference	0.13	0.52
Pay Gap %	1.02	4.14

**Figure 3. Gender pay gap headline figures, with top and bottom deciles removed**

3.5 The pay quartiles for all 4,181 relevant full-pay employees were then calculated.

Quartile	Starts at (RPH)	Finishes at (RPH)	Count Males	Count Females	% Male 2019	% Female 2019	% Male 2018	% Female 2018
Lower Quartile	£3.70	£9.73	344.00	698.00	33.01	66.99	28.91	71.09
Lower Middle	£9.73	£11.95	246.00	694.00	26.17	73.83	29.31	70.69
Upper Middle	£11.95	£18.03	322.00	831.00	27.93	72.07	28.02	71.98
Upper Quartile	£18.05	£113.50	328.00	718.00	31.36	68.64	35.79	64.21

**Figure 4. Pay quartiles, including 2018 data for comparative purposes**

### 3. Bonus Gender Pay Gap

- 3.1 Bonuses, as defined by the regulations, include anything that relates to profit sharing, productivity, performance, incentive and commission. They can be received in the form of cash, vouchers, securities, securities options, and interests in securities. Non-consolidated bonuses are included.
- 3.2 For this analysis, the bonus gender pay gap has been calculated with regard to the payment amounts made under the Clinical Excellence Awards only. In line with the regulations all payments made during the 12 month period ending with 31<sup>st</sup> March 2019 have been incorporated. That is payments made during the period 1<sup>st</sup> April 2018 to 31<sup>st</sup> March 2019. Further, in line with the regulations, all such bonuses received within this period have been included regardless of the period to which the bonus is attributed.
- 3.3 The results were as follows:

	Average Bonus Pay	Median Bonus Pay
Males	12,169.07	9,048.00
Females	7,932.70	3,769.98
Difference	4,236.37	5,278.02
Pay Gap %	34.81	58.33

**Figure 5. Bonus gender pay gap headline figures**

- 3.4 This is a slight increase on the mean figure of 32.02% calculated in 2018.
- 3.5 However, it should be noted that these calculations are based on the bonus pay received during the period, regardless of whether this pay has been reduced because the individual works part-time. As Clinical Excellence Awards are paid on a pro-rata basis this is an important consideration to make, particularly given the fact that only 10.3% of the male award recipients work part-time compared to 37.5% of female recipients.
- 3.6 The proportion of male relevant employees who were paid any amount of bonus pay during this period was 1.97%, the comparable figure for females was 0.44%. This represents a slight decrease on the previous years' figures of 2.2% and 0.5% respectively.

## 4. Pay Gap by Age Group

- 4.1 It has been widely reported that unequal sharing of care responsibilities contributes to a higher proportion of women taking part-time work, which is generally lower paid. Consequently the gender pay gap widens, particularly for those employees over 40.
- 4.2 The Trust's gender pay gap across employee age cohorts was thus calculated. The results are set out below.

	Average Hourly Rate	Median Hourly Rate
Males	8.61	9.32
Females	8.78	9.12
Difference	-0.17	0.19
Pay Gap %	-1.99	2.08

**Figure 6. Gender pay gap headline figures, staff aged 16-20**

	Average Hourly Rate	Median Hourly Rate
Males	11.32	10.30
Females	11.94	11.16
Difference	-0.62	-0.85
Pay Gap %	-5.51	-8.26

**Figure 7. Gender pay gap headline figures, staff aged 21-30**

	Average Hourly Rate	Median Hourly Rate
Males	13.87	11.69
Females	14.95	13.55
Difference	-1.08	-1.85
Pay Gap %	-7.78	-15.84

**Figure 8. Gender pay gap headline figures, staff aged 31-40**

	Average Hourly Rate	Median Hourly Rate
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Males	16.25	13.11
Females	16.50	14.34
Difference	-0.25	-1.23
Pay Gap %	-1.53	-9.41

**Figure 9. Gender pay gap headline figures, staff aged 41-50**

	Average Hourly Rate	Median Hourly Rate
Males	17.94	14.49
Females	15.16	11.95
Difference	2.78	2.54
Pay Gap %	15.49	17.55

**Figure 10. Gender pay gap headline figures, staff aged 51-60**

	Average Hourly Rate	Median Hourly Rate
Males	28.96	16.45
Females	21.05	11.00
Difference	7.91	5.46
Pay Gap %	27.31	33.16

**Figure 11. Gender pay gap headline figures, staff aged 61 and over**

## 5. Pay Gap by Ethnicity

- 5.1 For the purposes of this analysis staff were extracted from the sample if their ESR code for ethnic origin was recorded as either 'not stated' or 'undefined'. In total this

amounted to 539 staff out of the sample of 4,181. Remaining staff were allocated into one of the two following groups on the basis of their ethnic origin, as coded in ESR:

- White British, White Irish, White – Any other White background
- All other ethnic origin codes

5.2 The former group contained 2,147 staff, equating to 58.95% of the remaining sample. The latter contained 1,495; 41.05% of the remaining sample.

5.3 To ascertain the ethnicity pay gap, the calculations were completed for white staff and staff of all other ethnic groups, with earnings for staff of all other ethnic groups expressed as a percentage of earnings for white staff.

	Average Hourly Rate	Median Hourly Rate
White	15.93	13.71
BAME	14.04	11.04
Difference	1.89	2.67
Pay Gap %	11.86	19.49

**Figure 12. Ethnicity pay gap headline figures**

## 6. Pay Gap by Disability

- 6.1 When reviewing the ESR data set it was noted that 516 staff had entries of 'Not declared' and 'Undefined' against their disability category. These were removed from the data set accordingly.
- 6.2 This left a total of 3,665 staff, 94.9% of which stated that they did not have a disability, with the remainder (5.1%) declaring themselves disabled.
- 6.3 In order to calculate the disability pay gap, the calculations were completed for non-disabled staff and disabled staff, with earnings for disabled staff expressed as a percentage of earnings for non-disabled staff.

	Average Hourly Rate	Median Hourly Rate
Non Disabled	15.24	12.06
Disabled	13.73	11.77
Difference	1.52	0.28
Pay Gap %	9.94	2.36

**Figure 13. Disability pay gap headline figures**

## 7. Pay Gap by Sexuality

- 7.1 In relation to sexuality, examination of the ESR data showed that a total of 1,282 staff were categorised as either 'I do not wish to disclose my sexual orientation' or 'Undefined'. When these were extracted a sample size of 2,899 remained. 111 of these staff (3.83%) categorised themselves as lesbian, gay or bisexual. The remaining 96.17% described themselves as heterosexual.
- 7.2 In order to calculate the sexuality pay gap, the calculations were completed for heterosexual staff and lesbian, gay or bisexual staff, with earnings for lesbian, gay or bisexual staff expressed as a percentage of earnings for heterosexual staff.
- 7.3 The results were as follows. These should be interpreted with some caution due to the relatively small sample size being observed.

	Average Hourly Rate	Median Hourly Rate
Heterosexual	14.53	11.95
LGB	15.27	13.17
Difference	-0.75	-1.22
Pay Gap %	-5.13	-10.24

**Figure 14. Sexuality pay gap headline figures**

Appendix 1

**BSMHFT Gender Pay Gap Reporting Action Plan: 2019-2021**

 Complete  On-track  Off track  Not started

	Action(s)	Timescale / Milestones for delivery	Progress / RAG Rating	Accountable Lead
<b>Wellbeing</b>	Seminar: Raising Awareness and Understanding of Menopause	10 <sup>th</sup> May 2019	Complete	Salma Yaqoob Community Engagement Lead
	The Trust is committed to developing a good menopause culture that is stigma free, open, supportive and inclusive. In order to develop a package of support initial research has been undertaken with women in Older Adults and within the wider STP. The Trust has a working party which is looking at a good organisational response to the menopause and which is pulling together resources in the form of a toolkit to signpost individuals for support.	First Menopause at Work working Group commenced on 3rd February 2020	On-track	Sarah Tomlinson HR Business Partner – Corporate and Specialties
<b>Recruitment</b>	Consider what actions the Trust could take to ensure that job adverts and job descriptions use gender-neutral language and that posts are advertised as flexible by default. Continue to roll out the ‘avoidance of bias’ training, as part of the Trust’s robust recruitment process.	2019	On-track	Hayley Brown Workforce Business Partner - Resourcing
<b>Policy Work</b>	The employment break policy has been reviewed and revised to encourage more flexibility		Complete	Jo Munns Senior HR Business Partner
	The flexible working policy has been amended to make it easier to request flexible working		Complete	Jo Munns Senior HR Business Partner

	The HR Ops team are currently in the process of creating a Family Leave policy (to replace the current policies/guidance on shared parental leave, paternity, maternity & adoption leave)		On-track	Jo Munns Senior HR Business Partner
	The relationships at work policy is being reviewed		On-track	Jo Munns Senior HR Business Partner
<b>Medical Workforce</b>	The Trust has implemented national guidance around financial benefits payments for less than full time junior doctors (this is part of a wider piece of work around how to make medical contracts more flexible)		On-track	Jo Munns Senior HR Business Partner
	CESR programme introduced: BSMHFT is leading the way in helping SAS doctors (those that are not on training contracts – often they may have needed to leave training e.g. potentially to have a family) apply for training to help them become Consultants		On-track	Jo Munns Senior HR Business Partner
<b>Workforce Transformation</b>	Corporate Retention Plan: One of the overarching themes/aims of the Trust-wide retention plan is to look at how to change the culture around the approach to flexibility within the organisation (e.g. anecdotally we know that a lot of our bank workers won't take up substantive contracts with the Trust or have left the Trust to join the bank because they can't get the flexibility they need). The initial stage of this work will be a research project into best practice areas (resource is currently being identified).		Not started	Lizzie Prior Workforce Business Partner
<b>Equality Diversity and Inclusion</b>	Inclusion advisor initiative: The role of our Inclusion Advisors will be to listen to individual concerns in a confidential manner and signpost through the appropriate channels. They will work closely with the inclusion leads, existing staff network chairs or co-chairs, such as the LGBT+ (lesbian, gay, bi, trans and allies), BAME (Black Asian Minority Ethnic), Disability and Neurodivergence staff networks, and the Freedom to Speak Up Guardian to discuss cases and identify any common concerns as well as contribute in overcoming barriers within the working environment. The role will also involve working with the HR Team on employee relation cases and participate on recruitment panels.	January 2020	On-track	Bina Saini Senior Equality, Diversity and Inclusion Lead

## Appendix 2

BSMHFT reported their gender pay gap data onto the government website [www.gov.uk](http://www.gov.uk) on 10<sup>th</sup> March 2020

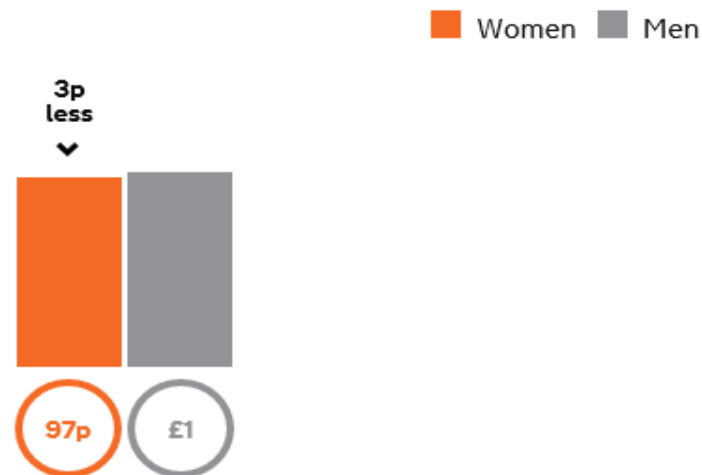
BSMHFT Gender Pay Gap Data	2017	2018	2019
<b>Difference in hourly rate of pay</b>			
Difference in mean hourly rate of pay	11.7%	13.02%	<b>6.66%</b>
Difference in median hourly rate of pay	3.9%	4.11%	<b>3.25%</b>
<b>Difference in bonus pay</b>			
Difference in mean bonus pay	25.8%	32.02%	<b>34.81%</b>
Difference in median bonus pay	26.7%	0.03%	<b>58.33%</b>
Percentage of employees who received bonus pay			
Male	2.2%	2.2%	<b>1.97%</b>
Female	0.4%	0.5%	<b>0.44%</b>
<b>Employees by pay quartile:</b>			
Upper quartile			
Male	33.9%	35.79%	<b>31.36%</b>
Female	66.1%	64.21%	<b>68.64%</b>
Upper middle quartile			
Male	27.3%	28.02%	<b>27.93%</b>
Female	72.7%	71.98%	<b>72.07%</b>
Lower middle quartile			
Male	24.0%	29.31%	<b>26.17%</b>
Female	76.0%	70.69%	<b>73.83%</b>
Lower quartile			
Male	31.7%	28.91%	<b>33.01%</b>
Female	68.3%	71.09%	<b>66.99%</b>
<b>Size of the organisation</b>			
Number of employees within BSMHFT (1000 to 4999)	1000 to 4999	4012	<b>4184</b>

## Gender pay gap report 2019

Snapshot date 31 March 2019

### Hourly wages pay gap

In this organisation, **women earn 97p** for every **£1** that men earn when comparing median hourly wages. Their median hourly wage is **3.2% lower** than men's.

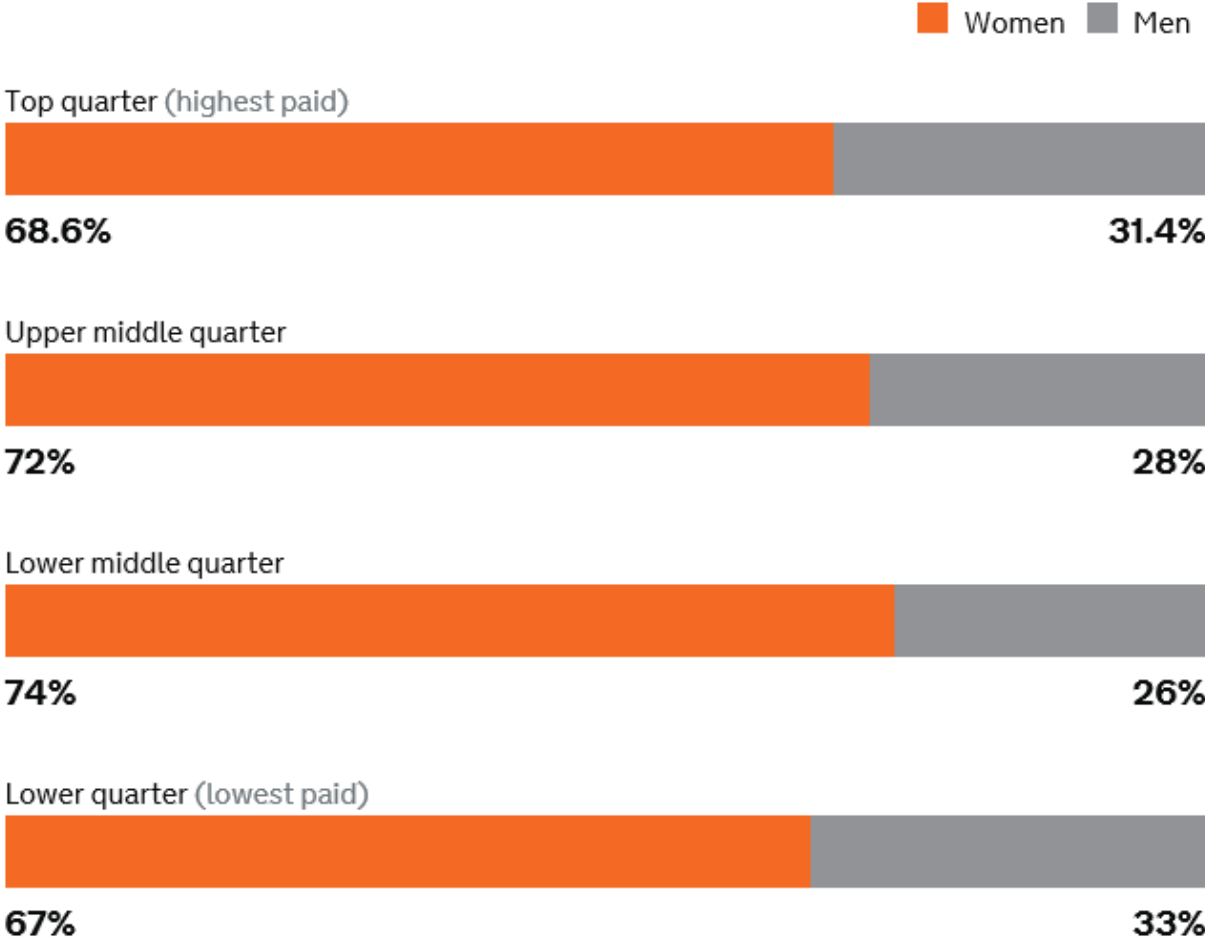


When comparing mean hourly wages, women's mean hourly wage is **7% lower** than men's.



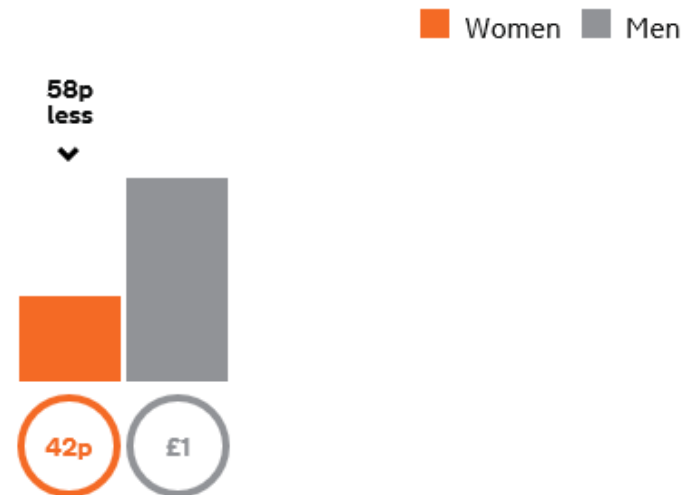
# Proportion of women in each pay quarter

In this organisation, women occupy **68.6%** of the highest paid jobs and **67%** of the lowest paid jobs.



## Bonus pay gap

In this organisation, **women earn 42p** for every **£1** that men earn when comparing median bonus pay. Their median bonus pay is **58.3% lower** than men's.



When comparing mean bonus pay, women's mean bonus pay is **34.8% lower** than men's.

### Who received bonus pay

**0.4%** of women.

**2%** of men.