



Mind the Gap

BSMHFT Gender Pay Gap Analysis as at 31 March 2018

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Contents

Introduction	3-4
Dataset Considerations	4-5
Gender Pay Gap and Pay Quartiles.....	5-6
Pay Band Analysis.....	6-7
Bonus Gender Pay Gap.....	7-8
Full Time/Part Time Pay Gap	8-9
Pay Gap by Age Group.....	9-10
Pay Gapby Ethnicity	10-11
Pay Gap by Disability	11
Pay Gap by Sexuality.....	11-12
Recommendations.....	12-13

Appendices

Appendix 1 – Data submission for 2017-2018

Appendix 1 – Gov.UK report for 2017-2018

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 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 figures 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)¹ show that the gender pay gap for both full and part-time workers in the UK is 17.4% (mean). The equivalent median measure is 18.4%.
- 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
 - 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,

¹ Office for National Statistics, Annual survey of hours and earnings (ASHE), October 2017.

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 a 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. However, usually the inequality is most marked at the top end of the pay scale.

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 March 2018. In line with the previous year's reporting it also present the gender pay gap by pay band/staff group. Further, in line with the Trust's ongoing commitment to equality, diversity and inclusion the pay gap is also analysed by contractual basis and four other protected characteristics; age, ethnicity, disability and sexuality.

1.13 It should be noted that this is not a full equal pay audit, nor is it intended to be. It has been drafted to provide an initial analysis of the results, prior to a more thorough analysis being completed.

1.14 The paper concludes by setting out a series of possible actions for further discussion and exploration by the Gender Pay Gap task and finish group.

2. Dataset Considerations

2.1 It should be borne in mind that the data on which this analysis has been based was extracted directly from the ESR Business Intelligence Report (as referenced in SR1544531). It has not been subject to any local variation, over and above that specified below in the following two paragraphs.

2.2 For gender pay gap calculations (excluding bonus calculations) and quartile reporting, only full-pay relevant employees should be included. That is, any employee being paid less than their usual basic pay as a result of being on leave should be excluded. Accordingly, five employees were removed from the dataset as their pay for the snapshot period had been reduced due to absence (coded AFC absence). Of course, there may have been additional employees who were on reduced pay but the only way this could have been calculated is by identifying changes in basic pay. This has not been completed for the purposes of this preliminary analysis.

2.3 Finally, 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 the sample.

- 2.4 It is perhaps worthwhile to note that in terms of ordinary pay, the regulations define this as basic pay, allowances, pay for leave and shift premium pay. It only includes money. Further, gross amounts after salary sacrifice are to be used. Notably it does not include overtime pay, redundancy payments, payments for termination of employment or pay in lieu of annual leave. The ESR datasets have been built on this basis excluding payments such as additional PA, additional sessions for hospital medics, additional duties, additional roster hours and locum work (all non-pensionable). As stated previously, these national default settings have not been altered over and above the actions noted in paragraphs 2.2 and 2.3.
- 2.5 The full dataset of full-pay relevant employees totalled 4,012. 1224 of these being male (30.51%) and 2,788 (69.49%) female.

3. Gender Pay Gap and Pay Quartiles

- 3.1 In terms of the overall gender pay gap figures, a mean gap of 13.02% was calculated, alongside a median of 4.11%. This is slightly higher than the 2017 snapshot figures of 11.7% and 3.9%. The headline figures are displayed in Figure 1.

	Average Hourly Rate	Median Hourly Rate
Male	18.01	14.57
Female	15.67	13.97
Difference	2.35	0.60
Pay Gap %	13.02	4.11

Figure 1. Gender pay gap headline figures

- 3.2 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.
- 3.3 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	16.99	14.39
Female	15.53	14.00
Difference	1.46	0.39
Pay Gap %	8.57	2.73

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

- 3.4 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	14.99	14.13
Female	14.71	14.12
Difference	0.28	0.01
Pay Gap %	1.84	0.08

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

- 3.5 The pay quartiles for all 4,012 relevant full-pay employees were then calculated.

Quartile	Starts at (RPH)	Finishes at (RPH)	Count Males	Count Females	% Male 2018	% Female 2018	% Male 2017	% Female 2017
Lower Quartile	£3.43	£11.30	290	713	28.91	71.09	31.67	68.33
Lower Middle	£11.30	£14.13	294	709	29.31	70.69	23.96	76.04
Upper Middle	£14.13	£18.27	281	722	28.02	71.98	27.29	72.71
Upper Quartile	£18.27	£110.19	359	644	35.79	64.21	33.92	66.08

Figure 4. Pay quartiles, including 2017 data for comparative purposes

4. Pay Band Analysis

- 4.1 Mirroring the analysis of last year, the gender pay gap was also calculated by pay band/staff group.

Staff Group/Band	Average M RPH (£)	Average F RPH (£)	Average GPG	Median M RPH (£)	Median F RPH (£)	Median GPG
Apprentice	4.60	4.52	1.66	4.05	4.05	0.00
Band 1	9.70	9.75	-0.57	8.37	8.32	0.59
Band 2	10.44	9.76	6.58	9.77	9.29	4.94
Amey	10.87			10.37		
Band 4	10.98	11.10	-1.02	11.08	11.60	-4.68
Band 3	11.42	11.22	1.73	11.32	10.88	3.89
Adhoc	14.53	13.18	9.25	7.80	7.85	-0.67
Band 5	14.92	14.48	2.94	14.70	14.13	3.86
Band 6	17.41	16.82	3.37	18.12	16.96	6.43
Band 7	20.12	19.58	2.67	20.68	19.86	3.94
Band 8A	23.45	23.09	1.53	24.05	23.09	3.99
Band 8B	28.74	28.73	0.04	29.77	29.77	0.00
Non Consultant Medics	30.96	28.58	7.69	29.14	28.38	2.60
Band 8C	34.43	34.01	1.22	34.82	34.86	-0.11
Band 8D	41.83	41.30	1.28	42.58	42.58	0.00
Consultant	49.64	46.42	6.50	49.62	45.47	8.35
Band 9		51.15			51.15	
VSM	69.04	56.79	17.74	61.37	56.79	7.46

Figure 5. Gender pay gap, by pay band/staff group

5. Bonus Gender Pay Gap

- 5.1 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. Long service awards with a monetary value (cash, vouchers or securities) are also included but any other type of non-monetary award (such an additional annual leave) is excluded.
- 5.2 It should be noted that for the purposes of this preliminary 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 March 2018 have been incorporated. That is payments made during the period 1 April 2017 to 31 March 2018. 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.

5.3 The results were as follows:

	Average Hourly Rate	Median Hourly Rate
Males	16,797.46	12,040.08
Females	11,418.53	12,037.02
Difference	5,378.93	3.06
Pay Gap %	32.02	0.03

Figure 6. Bonus gender pay gap headline figures

5.4 This is a slight increase on the mean figure of 25.79 calculated in 2017.

5.5 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 11.11% of the male award recipients work part-time compared to 42.86% of female recipients.

5.6 The proportion of male relevant employees who were paid any amount of bonus pay during this period was 2.2%, the comparable figure for females were 0.5%. This represents a slight increase on the previous years' figures of 2.19% and 0.42% respectively.

6. Full-time/Part-time Pay Gap

6.1 To ascertain if the contractual basis on which people worked was affecting the gender pay gap, the calculations were completed for full-time and part-time staff, with part-time earnings expressed as a percentage of full-time earnings.

	Average Hourly Rate	Median Hourly Rate
FT	16.54	14.13
PT	15.98	13.73
Difference	0.56	0.41
Pay Gap %	3.36	2.88

Figure 7. Contractual basis pay gap headline figures

- 6.2 It can be seen that full-timers, on average, are earning more than part-timers. This may be contributing to the gender pay gap as whilst 81.86% of males employed at the Trust work full-time, only 67.50% of females do.

7. Pay Gap by Age Group

- 7.1 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.
- 7.2 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	8.11	8.68
Females	8.86	9.15
Difference	-0.75	-0.48
Pay Gap %	-9.19	-5.48

Figure 8. Gender pay gap headline figures, staff aged 16-21

	Average Hourly Rate	Median Hourly Rate
Males	11.45	11.14
Females	12.63	12.20
Difference	-1.18	-1.05
Pay Gap %	-10.28	-9.46

Figure 9. Gender pay gap headline figures, staff aged 22-29

	Average Hourly Rate	Median Hourly Rate
Males	15.27	13.51
Females	15.50	14.70
Difference	-0.23	-1.19
Pay Gap %	-1.53	-8.81

Figure 10. Gender pay gap headline figures, staff aged 30-39

	Average Hourly Rate	Median Hourly Rate
Males	18.71	15.24
Females	17.31	15.48
Difference	1.40	-0.24
Pay Gap %	7.48	-1.59

Figure 11. Gender pay gap headline figures, staff aged 40-49

	Average Hourly Rate	Median Hourly Rate
Males	19.99	16.12
Females	16.31	14.45
Difference	3.69	1.66
Pay Gap %	18.44	10.31

Figure 12. Gender pay gap headline figures, staff aged 50-59

	Average Hourly Rate	Median Hourly Rate
Males	22.32	16.62
Females	15.35	12.75
Difference	6.96	3.87
Pay Gap %	31.20	23.26

Figure 13. Gender pay gap headline figures, staff aged 60 and over

7.3 It is perhaps not surprising that the Trust's gender pay gap increases past the age of 40, in line with UK-wide observations. This gives some weight to the suggestion that the Trust may be able to reduce the gender pay gap by looking at flexible working options to enable staff to more effectively balance work and caring responsibilities.

8. Pay Gap by Ethnicity

8.1 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 479 staff. 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

8.2 The former group contained 2,140 staff, equating to 60.57% of the remaining sample. The latter contained 1,393; 39.43% of the remaining sample.

- 8.3 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	16.59	14.70
BME	16.59	13.85
Difference	0.01	0.85
Pay Gap %	0.04	5.75

Figure 14. Ethnicity pay gap headline figures

9. Pay Gap by Disability

- 9.1 When reviewing the ESR data set it was noted that 129 staff had an entry of 'Not declared' against their disability category and a further 331 had 'Undefined'. These were removed from the data set accordingly.
- 9.2 This left a total of 3,552 staff, 95.44% of which stated that they did not have a disability, with the remainder declaring themselves disabled.
- 9.3 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	16.70	14.41
Disabled	14.67	13.22
Difference	2.03	1.19
Pay Gap %	12.18	8.23

Figure 15. Disability pay gap headline figures

10. Pay Gap by Sexuality

- 10.1 In relation to sexuality, examination of the ESR data showed that a total of 1,474 staff were categorised as either 'I do not wish to disclose my sexual orientation' or 'Undefined'. When these were extracted a sample size of 2,638 remained. 90 of these (3.41%) categorised themselves as lesbian, gay or bisexual. The remaining 96.59% described themselves as heterosexual.

10.2 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.

10.3 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	15.85	14.07
LGB	16.72	14.71
Difference	-0.87	-0.63
Pay Gap %	-5.47	-4.48

Figure 16. Sexuality pay gap headline figures

11. Recommendations for Further Consideration

11.1 In view of the aforementioned preliminary analysis and initial results, the following actions are set out for further discussion and exploration by the Gender Pay Gap task and finish group.

11.2 It would be beneficial to complete further analysis to understand where the biggest improvement to the gender pay gap could be made. This could include, for example, an analysis of retention at different pay bands and in different staff groups, analysis of recruitment and promotion rates, a review of who works flexibly or takes time out to care for dependants.

11.3 It is recommended that three key actions are selected for implementation. In this way the focus can be maintained and progress can be reported bi-monthly through the scheduled equality, diversity and inclusion updates to WFSC. In reporting the gender pay gap action plan through the WFSC, IQC and ultimately the Board, it is envisaged that this will become a priority area for the Executive team.

11.4 **Recruitment** – consider what action 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.

11.5 **Flexibility** – how can the Trust design every job as flexible by default and advertise all jobs as flexible from day 1, unless there are solid business reasons not to do so? How can senior leaders be encouraged to act as role models in an agile working culture.

11.6 **Promotion** – support the timely implementation of the talent management and succession planning project in order to help achieve greater gender balance in senior roles over time. The complementary behavioural framework will further aid career

development. Consider if the Trust could utilise some form of 'progression coaches' and if senior managers should have a specific target for the percentage of women within each of the more senior pay bands.

- 11.7 **Network** – consider if the Trust should set up a women's network to focus on realising and developing equality for female staff within Birmingham and Solihull Mental Health Foundation Trust and its associated patients, partners and stakeholders.
- 11.8 Consideration should be given to the fact that the Trust's gender pay gap reports will need to remain live on the Trust website for a period of at least three years. Thus it would be prudent to not make the action targets too aspirational, in the event that a subsequent review demonstrates a failure to achieve these.
- 11.9 Finally, although quick wins should be sought, in isolation these may be somewhat superficial and financially wasteful. Cultural change will only be achieved through a multi-faceted strategic approach. Actions should be agreed taking into account the overall inclusion framework.

Appendix 1 - BSMHFT reported their gender pay gap data to gov.uk on 27 March 2019

BSMHFT 2016 to 2017 gender pay gap data	BSMHFT 2017-2018 highlighted in red	
Difference in mean hourly rate of pay	11.7%	13.02%
Difference in median hourly rate of pay	3.9%	4.11%
Difference in mean bonus pay	25.8%	32.02%
Difference in median bonus pay	26.7%	0.03%
Percentage of employees who received bonus pay	Male 2.2%	Female 0.4%
	2.2%	0.5%
Employees by pay quartile	Male	Female
Upper quartile	33.9%	66.1%
	35.79%	64.21
Upper middle quartile	27.3%	72.7%
	28.02%	71.98
Lower middle quartile	24.0%	76.0%
	29.31%	70.09
Lower quartile	31.7%	68.3%
	28.91%	71.09%
Size of your organisation		
Number of employees within your organisation	1000 to 4999 (4012)	

Apendix 2 - Gov.UK report for 2017-2018

Birmingham & Solihull Mental Health Trust

Gender pay gap report

Snapshot date

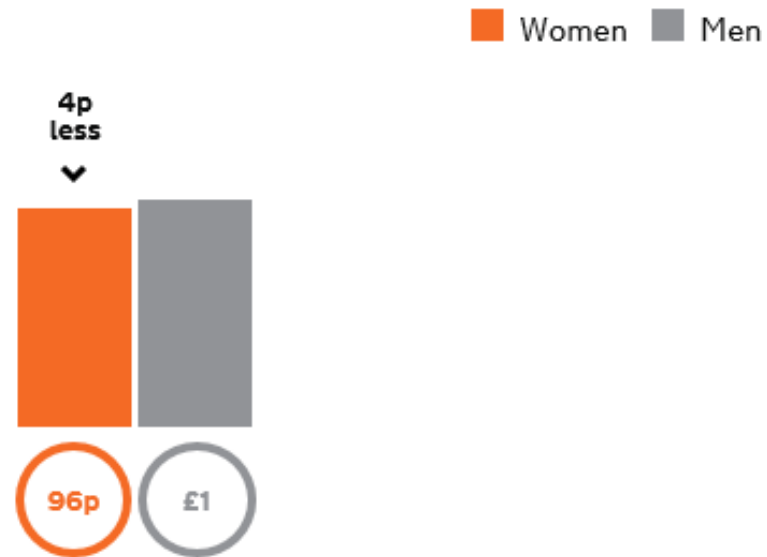
31 March 2018

Employer size

1000 to 4999 employees

Hourly wages pay gap

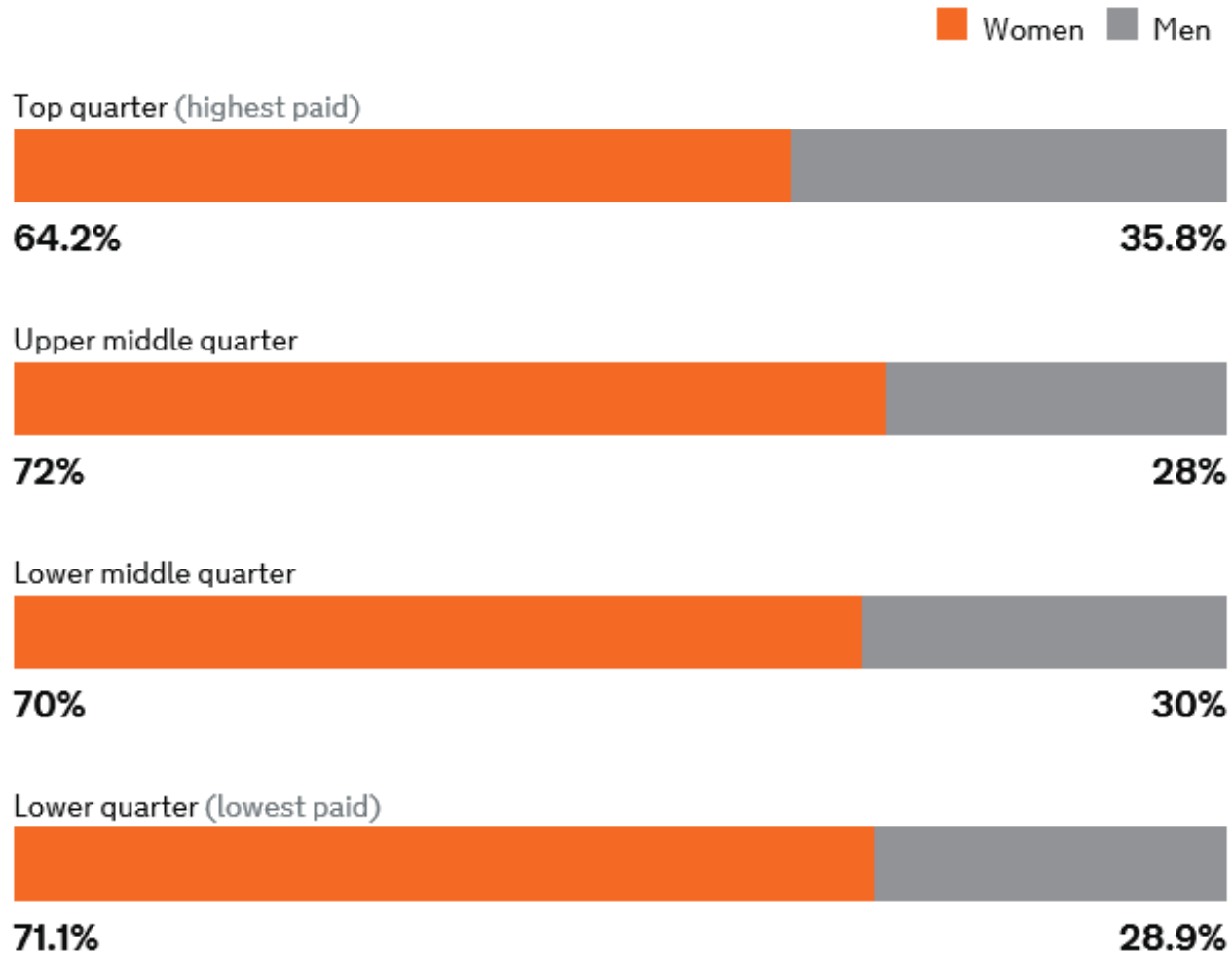
In this organisation, **women earn 96p** for every **£1** that men earn when comparing median hourly wages. Their median hourly wage is **4.1% lower** than men's.



When comparing mean hourly wages, women's mean hourly wage is **13.2% lower** than men's.

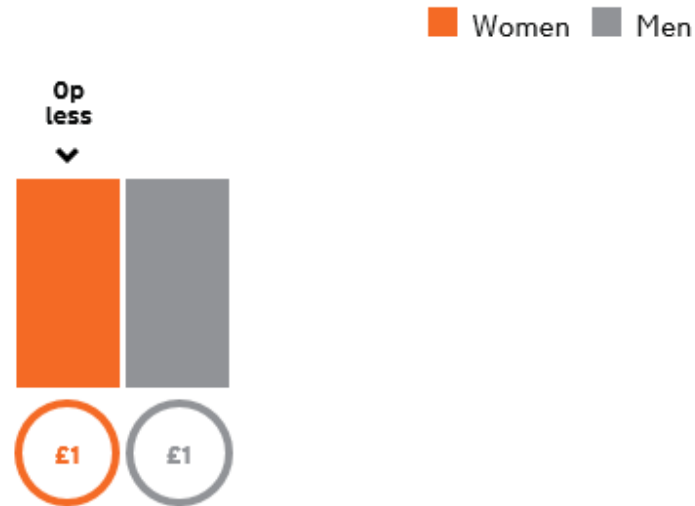
Proportion of women in each pay quarter

In this organisation, women occupy **64.2%** of the highest paid jobs and **71.1%** of the lowest paid jobs.



Bonus pay gap

In this organisation, **women earn £1** for every **£1** that men earn when comparing median bonus pay. Their median bonus pay is **0% lower** than men's.



When comparing mean bonus pay, women's mean bonus pay is **32% lower** than men's.

Who received bonus pay

0.5% of women.

2.2% of men.