



Rotherham Doncaster
and South Humber
NHS Foundation Trust

Gender Pay Gap Report

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Background

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, employers with 250 or more employees are required to publish information on the pay gap between male and female employees as at 31st March each year. This information must be published on the employer's website.

The information provided below is based on a snapshot date of pay of 31st March 2017.

The gender pay gap is different to equal pay. Equal pay relates to men and women receiving equal pay for equal work. The gender pay gap is a measure of any disparity in pay between the average earnings of male and female employees.

Gender Pay Gap Indicators

The regulations require an employer to publish six calculations:

- average gender pay gap as a mean average
- average gender pay gap as a median average
- average bonus gender pay gap as a mean average
- average bonus gender pay gap as a median average
- proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
- proportion of males and females when divided into four groups ordered from lowest to highest pay.

RDaSH Data

Average Hourly Rate of Pay

Gender	Avg. Hourly Rate
Male	15.53
Female	13.60
Difference	1.93
Pay Gap %	12.42

The average hourly rate of pay is calculated from a specific pay period, in this case March 2017. The hourly rate is calculated for each employee based on 'ordinary pay' which includes basic pay, allowances and shift premium pay.

The percentage variance for the average hourly rate of pay is just over 12%. This calculation is based on the average hourly rate of 3,049 female staff compared to 667 male staff.

Median Hourly Rate of Pay

Gender	Median Hourly Rate
Male	13.13
Female	11.94
Difference	1.18
Pay Gap %	9.02

The median hourly rate of pay is calculated from a specific pay period, this this case March 2017. The median rate is calculated by selecting the average hourly rate at the mid-point for each gender group.

The percentage variance for the median hourly rate of pay is 9%.

Average Bonus Pay (Mean)

Gender	Mean Bonus Payment
Male	11,755
Female	10,445
Difference	1,309
Pay Gap %	11.14

As a Trust the only pay element which falls under the bonus pay criteria are Clinical Excellence Awards for medical Consultant staff.

The percentage variance for the average is 11% which is low taking into account that it is a predominately male staff group.

Average Bonus Pay (Median)

Gender	Median Bonus Payment
Male	2,983
Female	10,445
Difference	-7,462
Pay Gap %	-350

The percentage variance for the median shows that whilst there are a low number of females in this category the median bonus pay is significantly higher.

Proportion of Staff Receiving Bonus Pay

Group	No of Staff Receiving Bonus Pay	Total No of Staff in Trust	Percentage
Male	7	667	1.04%
Female	2	3049	0.06%

Only medical Consultant staff receive pay that is classified as bonus pay. This group has a significantly different gender split when compared to the Trust as a whole.

Quartile Analysis of Hourly Pay Rates

Group	Lower	Lower Middle	Upper Middle	Upper	Trust Total
Male	129	173	159	206	667
Female	798	757	771	723	3049
Total	927	930	930	929	3716
% Male	13.92	18.60	17.10	22.17	17.94
% Female	86.08	81.40	82.90	77.83	82.05

- In order to create the quartile information, all staff are sorted by their hourly rate of pay, this list is then split into 4 equal parts (where possible).
- When reviewing the quartile information it is important to take into account the types of roles available within the Trust and the different gender splits that occur within specific roles.
- The bands of staff do not easily fall into each of the 4 quartiles because as stated above the pay includes allowances and shift pay so a Band 3 who undertakes a large number of unsocial hours may fall into the upper middle quartile and a Band 5 who undertakes no unsocial hours may fall into the lower quartile.
- The highest variances for the quartiles when compared to the overall Trust value are in the lower and upper quartiles.
- There is a higher proportion of female staff in the lower quartile (which includes admin and ancillary staff groups which historically are predominately female).
- The upper quartile has a slightly lower percentage of female staff compared to the Trust overall. This quartile includes all the medical staff but there is a significantly different gender split in Consultant medical staff. The Trust has 44 medical Consultants of which only 36% are female. This is however comparable with the national NHS statistics for medical Consultants which is 35% female (*NHS Digital 2016*)
- Non-medical staff in the upper quartile in Bands 8a – 9 are 77% female which is considerably higher than the national NHS statistics for Bands 8a – 9 which is 69% female (*NHS Digital 2016*)

Top 10 Highest Hourly Pay Rates

Staff Group	Male	Female
Medical Staff	9	1
Non-Medical Staff	4	6
All Staff	7	3

Next Steps

The Trust is fully committed to equality of opportunity within our workforce. There is recognition of the societal issues facing women in the workplace and the need for a long term focus to address the gender pay gap by working with schools and colleges to promote careers.

