

## Statutory Gender Pay Gap Reporting

### 1. Background and Context

The Gender Pay Gap regulations require that public sector organisations, with over 250 employees, publish set statutory data annually, commencing in March 2018. This second report contains Leeds and York Partnership Trust's statutory disclosure of the gender pay gap.

It should be noted that this is different to **equal pay** which deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is prohibited under UK law to pay people unequally because they are a man or a woman.

The gender pay gap shows the differences in the average pay between men and women and the regulations require both median and mean figures to be reported. The median shows the mid-point salary of any sample, calculated through sorting the hourly rates from lowest to highest and calculating the middle value. The mean is the overall average of the sample and therefore the overall figure can be influenced by any extremely high or low hourly rate of pay.

The data analysis period for this report was from 1<sup>st</sup> April 2017 to 31<sup>st</sup> March 2018. The total number of staff included in the calculation for the reporting period is 2,669 with a gender breakdown of 70.6% female and 29.4% male.

As required within the reporting regulations this includes both substantive staff and the flexible workforce who have contracts with our Trust (bank staff).

The data analysis was undertaken using the NHS national gender pay gap business intelligence reporting programme produced by the national Electronic Staff Records (ESR) team.

## 2. Data Analysis

The table below sets out the mean and median hourly rate of pay for male and female employees and the mean and median pay gap. This calculation includes all employees (full and part-time).

Table1. Hourly Rate of Ordinary Pay

Gender	Mean hourly Rate		Median Hourly Rate	
	2017/18	2016/17	2017/18	2016/17
Male	£17.69	£15.53	£14.18	£11.49
Female	£15.64	£13.78	£13.55	£11.21
Difference £	£2.05	£1.76	0.63	£0.28
Pay Gap %	<b>11.57%</b>	<b>11.29%</b>	<b>4.48%</b>	<b>2.4%</b>

The mean gender pay gap for 2017/18 is 11.57% which is a 0.28% increase from the previous year's data.

The mean gender pay gap for the whole of the public sector economy according to the October 2017 Office for National Statistics Annual Survey of hours and earnings figures is 17.7%. At 11.57% the Trust mean gender pay gap is below that of the wider public sector.

The median pay gap is 4.48%, this identifies a 2% increase in the median pay gap when compared to the last reporting period.

The median gender pay calculation indicates that there is a difference between the median pay of the Trust's male and female staff of £0.63.

The table below sets out the proportion of male and female employees by quartile pay bands by number and as a percentage of the total workforce. As required by the regulations each quartile has been calculated by dividing the workforce into four equal parts.

Table 2. Proportion of gender in each quartile band- 2017/18

Quartile	Female	Male	Female %	Male %
Lower	499	175	74.04	25.96
Lower Middle	487	188	72.15	27.85
Upper Middle	501	174	74.22	25.78
Upper	435	241	64.35	35.65

Table 3. Proportion of gender in each quartile band- 2016-17

Quartile	Female	Male	Female %	Male %
Lower	440.00	227.00	65.97	34.03
Lower Middle	516.00	151.00	77.36	22.64
Upper Middle	496.00	171.00	74.36	25.64
Upper	434.00	234.00	64.97	35.03

Comparative analysis against the previous year's data in Table 3 identifies that the proportion of males and females in the upper middle and upper pay quartiles has remained relatively static with less than a 0.6% variation. However there has been an 8% increase in female employees and an 8% decrease in male employees within the lower pay quartile.

This demonstrates that variation in male and female representation within the lower pay quartile is a significant driver for the increase in the gender pay gap figure detailed at Table 1.

The Trust operates a Long Service Award scheme, a staff or team recognition scheme and an annual Clinical Excellence Awards scheme. Information relating to these schemes is contained in this section.

The following table sets out the difference between the mean and median bonus payments made to male and female employees and the proportion of men and women receiving a bonus, calculated against the total workforce for each gender.

The NHS Clinical Excellence Awards Payments (CEA) awarded to medical consultants within the Trust. During the reporting period this was the only bonus payment scheme operational within the Trust which monetarily awarded individuals for their achievements, quality of work or personal performance.

Within this reporting period there were a total of 32 CEAs awarded to 32 consultants, of these 11 were female and 21 were male.

Table 3. The difference between the mean and median bonus pay made to male and female employees

	Mean	Median
<b>Gender Bonus Gap</b>	5.57%	-60.27%
<b>Proportion of men receiving a bonus</b>	2.7%	
<b>Proportion of women receiving a bonus</b>	0.6%	

The mean gender bonus gap is 5.57% which is a 1.84% increase from the previous financial year. It should be noted that median gender bonus gap figure is a minus figure at -60.27%. This is due to the median Clinical Excellence Award payment figure within the reporting period being higher for female consultants than for male consultants.

The Trust issues Long Service Awards. In the relevant period the Trust issued 37 long service awards, 81% were issued to females with the remaining 19% being issued to males. The proportion of men receiving a Long Service Award was less than 0.1% at 0.008% and the proportion of women receiving a Long Service Award payment was 0.23%. The mean gender pay gap for Long Service Awards is again less than 0.1% at 0.02%.

In addition the Trust operates Star Awards, a staff or team recognition scheme. In the relevant period the Trust awarded 8 Star Awards to individual staff members, 75% were issued to females with the remaining 25% being issued to males. All Star Awards carry the same financial value of £100 meaning that the gender pay gap would be zero.

### 3. Supporting and Assurance Statements

Leeds and York Partnership Foundation Trust fully supports gender pay gap reporting across both private and public sector organisations. The Trust is fully committed to equality of opportunity within our workforce. There is recognition of the societal issues facing women in the workforce and the long-term focus required to address the gender pay gap.

Our data shows that continued work is required to reduce the gender pay gap. Detailed analysis has identified that there are examples of a continuing improving picture regarding female representation at senior levels, within both executive and medical consultant roles.

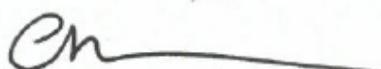
We are taking the following actions to address the gender pay gap;

- Promoting diversity and encouraging applications for Clinical Excellence Awards from all groups;
- Promoting opportunities for flexible working, shared parental leave, career progression, promotion and leadership opportunities;
- Gathering and analysing more detailed gender monitoring information to better understand the causes of the gender pay gap

Over the longer term gender equality will continue to be a key focus within our workforce and organisational development plans to support and address the gender pay gap.

The Gender Pay Gap regulations reporting requirements have enabled more consistent benchmarking and progress monitoring. Structures to identify learning and good practice from similar NHS organisations to take forward within the Trust have been established both at regional and national level.

The data has been drawn directly from our financial records and the pay-roll system. The information has been analysed using the NHS national gender pay gap business intelligence reporting programme produced by the national Electronic Staff Records (ESR) team. This therefore provides assurance on the data gathering and analysis process and the controls to support the data quality within this report.



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