



Introduction

This report presents the gender pay gap for North Bristol NHS Trust and provides information to inform the Trust's ongoing commitment to equality and diversity. In calculating the gender pay gap the Trust has had the opportunity to consider how the gap at organisation level differs from that seen in certain staff groups or within individual pay bands which has supported the identification of areas for improvement. The gender pay gap is the difference in average hourly earnings between men and women. This is different to pay inequality, which compares the wages of men and women doing the same job.

Summary

Overall the average hourly rate that North Bristol NHS Trust pays its male employees is 19% higher than the average hourly rate it pays its female employees. This is slightly higher than the wider public sector economy which was reported as 17.7% in October 2017 (Office of National Statistics (ONS) Annual Survey of Hours and Earnings). However, this gender pay gap is largely because far more of the Trust's highly-paid doctors and other medical staff are men than women, as is the case across the NHS. Of the Trust's other employees, including nursing, midwifery, scientific, therapeutic, technical, administrative and ancillary staff, women are on average paid 1.16% more per hour. The Trust's executive team, which is made up of five women and three men, including a female chief executive, is absolutely committed to having an equitable workforce and is taking a series of actions to achieve this. There has already been a lot of progress and in the past 10 years the proportion of female medical staff at the Trust has increased from 39% to 46%, including a rise in female consultants from 25% to 36%.

Report Content

Gender Pay Gap legislation now requires all employers of 250 or more employees to publish their gender pay gap as at 31st March 2018. The statutory requirements are set out in the tables in Sections 1 – 3. The Trust has also provided additional information in Section 4 and in the narrative to highlight the understanding gained from looking at the gender pay gap in more detail. Section 4 contains information on the pay gap set out by the national NHS Agenda for Change pay bands and for medical staff as an individual group.

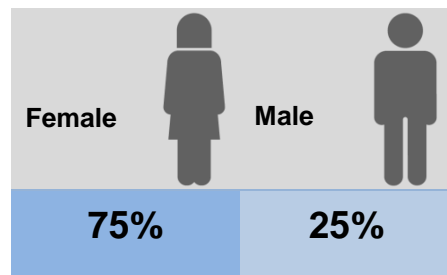




NHS Context – Terms and Conditions

The Trust uses the national job evaluation framework for Agenda for Change staff to determine appropriate pay bandings; this provides a clear process of paying employees equally for the same or equivalent work. Each grade has a set of pay points for annual progression, the longer period of time that someone has been in a grade the higher their salary is likely to be irrespective of their gender. It is important to recognise that the gender pay gap differs to equal pay. Equal pay is in relation to pay differences between men and women who carry out the same job for different pay, which is unlawful. The gender pay gap shows the difference in average pay of all men and the average pay of all women employed by the Trust. It is therefore possible to have genuine pay equality but still have a significant gender pay gap.

Gender Profile



The table below shows the split of males and females in each quartile. If medical staff are removed from the calculation all quartiles change, with the proportion of females to males in quartile four changing the most to 80% and 20% respectively. This shows the impact of medical staff on the overall Trust profile. The Trust employs more women than men in every quartile.

1. Gender Split and Pay Gap by Quartiles

All staff irrespective of gender have been ordered based on average hourly rate of pay and then separated into four quartiles. The lower quartile represents the lowest salaries in the Trust and the upper quartile represents the highest salaries.





Quartile	Female	Male
1	75%	25%
2	78%	22%
3	81%	19%
4	67%	33%









2. Gender Pay Gap (ordinary pay)

The gender pay gap shown in the table below is for all staff in the Trust including medical staff. For non-medical staff only the mean gender pay gap is -1.16%, i.e. female staff have a higher average hourly rate of pay than male staff. The medical workforce has a higher proportion of senior male staff which leads to the positive % gap. This is particularly reflected in the mean gender pay gap which can be influenced by small numbers of staff such as the medical staff.

	Female	Male	Pay Gap	% Gap
Mean	£15.15 	£18.71 	£3.56	19.0%
Median	£13.71 	£14.42 	£0.71	4.9%

The above figures exclude the Clinical Excellence Awards payments that are paid to eligible medical staff and these payments are shown separately under point 3.

3. Clinical Excellence Awards (CEA)

	Female	Male	Pay Gap	% Gap
Mean	£9,625.65 	£15,250.78 	£5,625.13	36.9
Median	£5,967.20 	£8,950.75 	£2,983.55	33.3

	Female	Male
% of Eligible Consultants with CEA	54.5%	58.2%











Under the national Medical & Dental terms and conditions medical consultants are eligible to apply for CEAs. This recognises and rewards individuals who demonstrate achievements in developing and delivering high quality patient care over and above the standard expected of their role, with a commitment to the continuous improvement of the NHS. The calculations above include both local and national CEA's. The Local CEA's are administered within the Trust on an annual basis. In the 2017 round 65.4% of female applicants received an award and 64.0% of male applicants received an award.









4. Pay Gap by Band – Additional to Statutory Requirements

On a mean average, women earn more in these pay bands than men

	 Band 1	 Band 3	 Band 4	 Band 5	 Band 6	 Band 7	 Band 8A	 Band 8C	 Band 9	 Non AFC
Gap Per Hour	-£0.02	-£0.43	-£0.16	-£0.90	-£0.39	-£0.17	-£0.06	-£0.26	-£0.01	-£5.81
%	-0.23%	-4.46%	-1.46%	-6.46%	-2.26%	-0.84%	-0.23%	-0.80%	-0.03%	-9.75%

On a mean average, men earn more in these pay bands than women

	 Band 2	 Band 8B	 Band 8D	 Medical
Gap Per Hour	£0.08	£0.30	£0.12	£4.27
%	0.81%	1.05%	0.30%	13.27%





Reducing the Gender Pay Gap

The Trust is committed to ensuring an equitable workforce and we will continue to work towards achieving the following actions. Monitoring of progress will be through the Equality and Diversity Committee:

- Continue the development of the Trust's talent management programme to support all employees to progress, with consideration given to supporting all staff in protected characteristic groups, including gender
- Explore how we can attract more men into the organisation at the lower bands, to create a more even gender balance
- Raise awareness of shared parental leave entitlements and flexible working opportunities through our training and communications
- Continue to take into account gender in the development and delivery of the Trust leadership programme
- Undertake an annual review of gender split across all bands as part of the annual Public Sector equality Duty process and take action where appropriate
- Offer workshop sessions to Consultants to encourage CEA applications from across the workforce

Further investigation into data and recommended ways forward on any proposed actions that may reduce the gap to be considered through the Equality and Diversity Committee.

