

Gender Pay Gap report 2020



1. Effect of Covid-19 on Gender Pay gap Report 2020

GOV.UK:

“Due to the Coronavirus outbreak, the Government Equalities Office (GEO) and the Equality and Human Rights Commission (EHRC) have today, 24th March, taken the decision to suspend enforcement of the gender pay gap deadlines for this reporting year (2019/20).



The decision means there will be no expectation on employers to report their data if they have not already done so.”

The above statement was issued by the Government on the 24th March 2020. Salisbury NHS Foundation Trust had already published its gender pay gap data on the government website on the 9th March 2020.

The snapshot date for collecting data for 2020 was the 31st March 2020, with a requirement to publish that data and subsequent report by 30th March 2021. This report is an analysis of the current data.

2. Reporting requirement

The gender pay audit obligations are outlined in The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. As an organisation that employs more than 250 people and listed in Schedule 2 to the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 we must publish and report specific information about our gender pay gap.

3. Our Gender Pay Gap report 2020

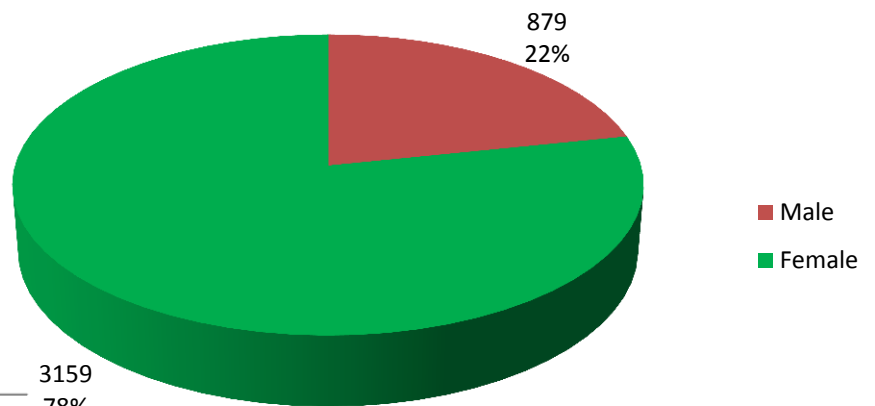
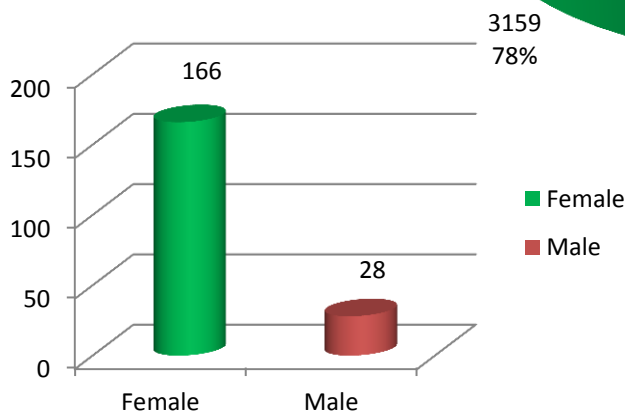
Our Gender Pay Gap report for 2020 contains a number of elements:

- The specific information published on the government website for the snapshot date of 31st March 2020
- A comparison with the 2019 figures.
- An analysis of the pay gap across specific staff groups within Salisbury NHS Foundation Trust
- Recommendation as to future action to reduce the Gender Pay Gap

4. Specific Information 31st March 2020

The Trust collected data on the 31st March 2020 when the workforce consisted of 3159 women and 879 men.

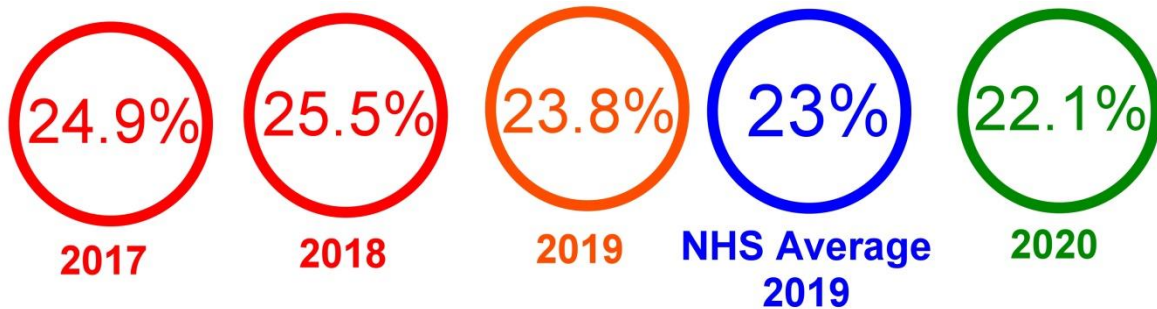
Although the percentages have remained the same there has been the following increase in the number of staff since 2019:



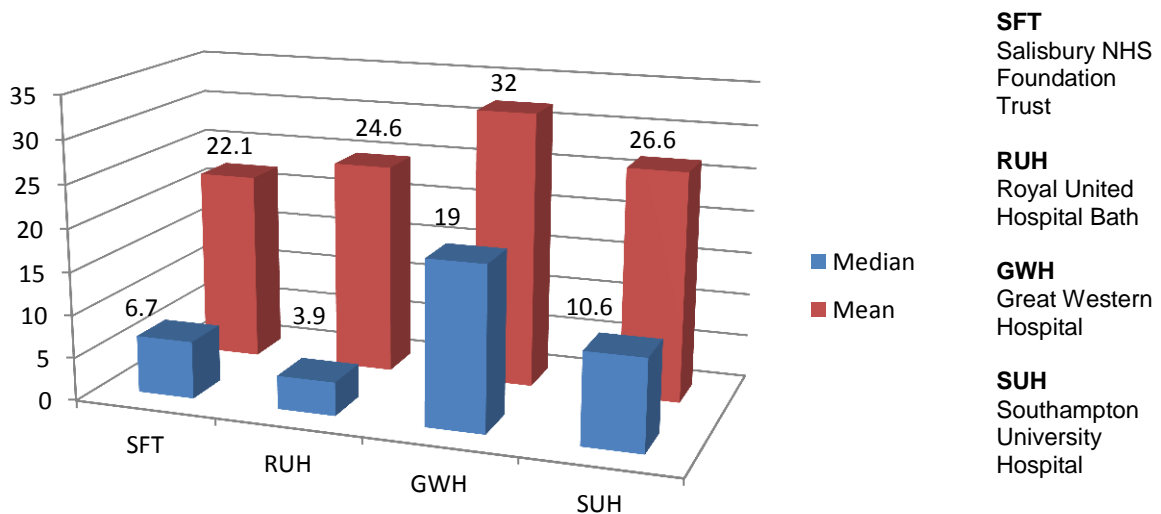
The figures show that the Trust has a mean gender pay gap of 22.1% and a median gender pay gap of 6.7%

Gender	Avg. Hourly Rate	Median Hourly Rate
Male	20.7696	15.5472
Female	16.1657	14.5024
Difference	4.6039	1.0448
Pay Gap %	22.1667	6.7202

Our progress on reducing the mean gender pay gap within Salisbury NHS Foundation Trust is continuing as can be seen by the graphic below. This year we are below the 2019 NHS average of 23%. At the present time the 2020 NHS Average has not been available due to Covid19.



When we look at a number of NHS Foundation Trusts around us, we see that our Trust has the lowest mean gender pay gap.

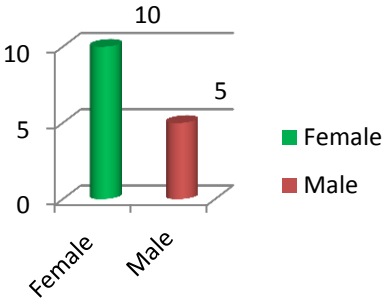


Bonus Pay

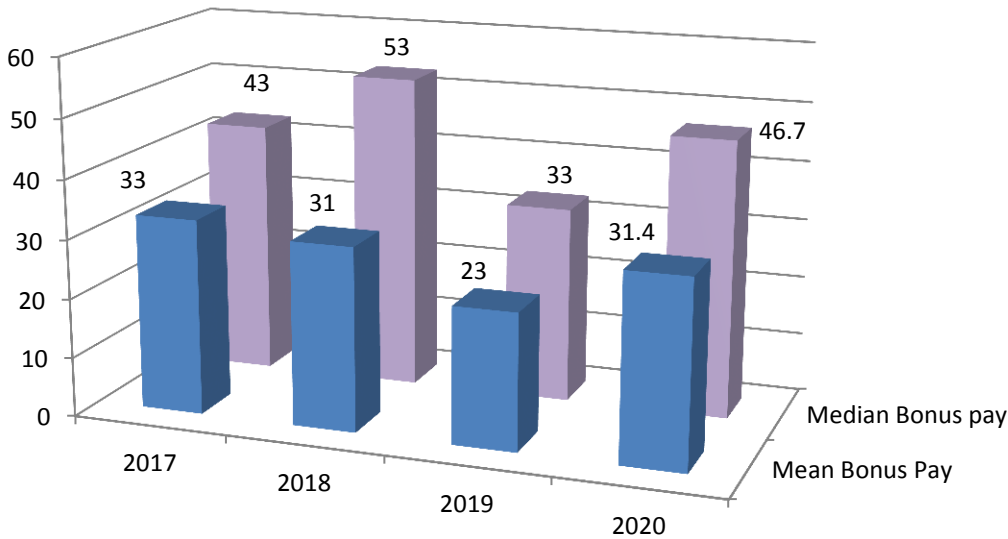
The table below shows that average and median bonus pay for men was higher than for women. This is because a higher number of senior consultants, earning higher value clinical excellence awards are male.

Gender	Avg. Pay	Median Pay
Male	8,096.21	6,032.04
Female	5,549.19	3,217.06
Difference	2,547.02	2,814.98
Pay Gap %	31.46	46.67

109 employees received a bonus during 2019. Of these 62 were male and 47 were female. Compared to last year the number of women receiving a bonus increased by 10 and the number of men by 5.



As can be seen in the graph below there was a slight widening of both the mean and median bonus pay gaps this year

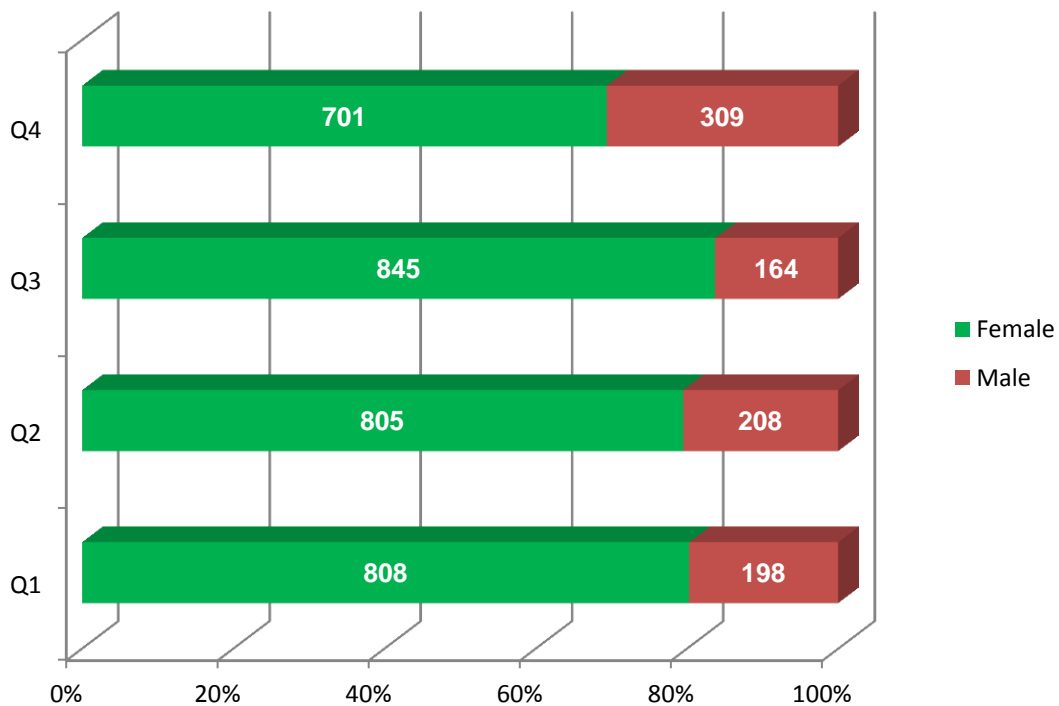


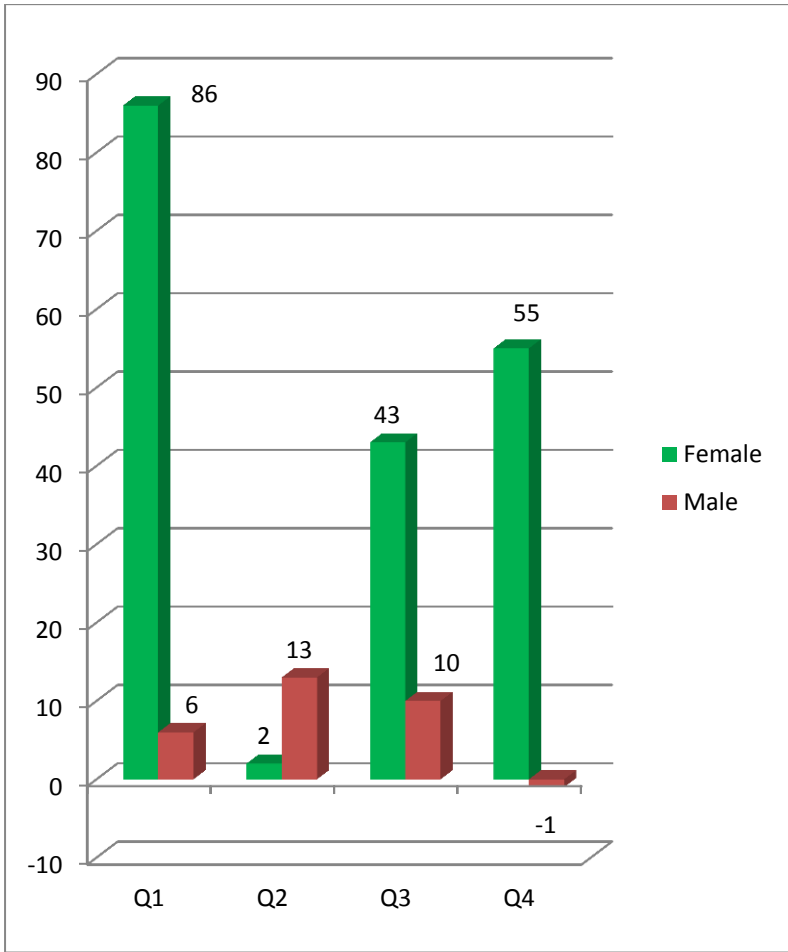
Quartile Analysis

The Trust is required to rank its employees from highest to lowest paid, divide this into four equal parts (quartiles) and to show the gender split in each.

Quartile 4
Senior medical staff - Consultants and Registrars Executive Directors Band 7 and 8 Nurses, Therapists and other Clinical and Scientific Staff
Quartile 3
Band 5 and 6 Nurses, Therapists and other Clinical and Scientific Staff
Quartile 2
Bands 2 to 4 Nursing Assistants, Admin, Therapists and other Clinical and Scientific Staff
Quartile 1
Bands 2 and 3 Nursing Assistants, Admin, Facilities, Cleaning and Therapy Support staff

Please note some bands fall into more than one quartile, as some staff enhance their pay by working unsocial hours, overtime etc.





This graph shows the change in staff numbers in each quartile during 2019.

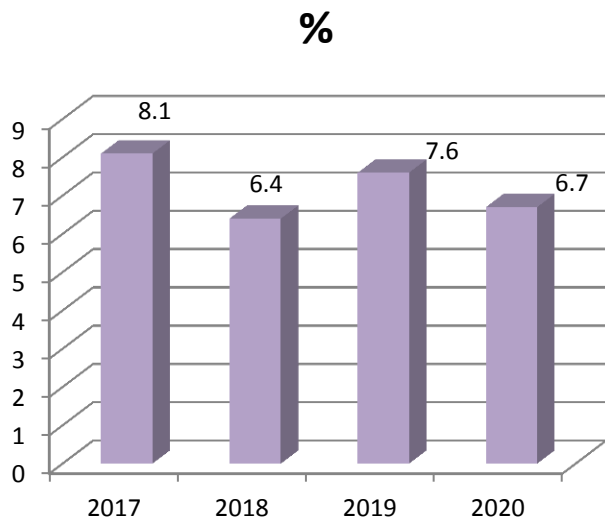
You will note an increase in each quartile with the exception of quartile 4. Here we saw a decrease of 1 member of staff who was male.

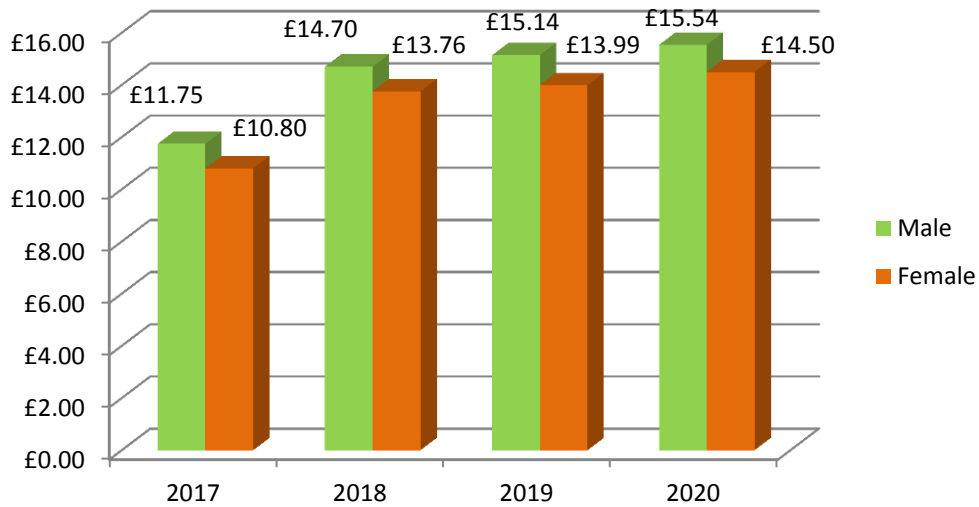
5. Median Hourly Rate

Salisbury NHS Foundation Trust has been recording Gender Pay Gap data on the Government website for the past four years. This allows us to analysis our progress over that time as can be seen in the previous section.

When we look at the median hourly rate over the past four years we see that the gap has reduced from 8.1% in 2018 with some unsteadiness over the past two years.

2020 median hourly rate pay gap is currently 6.7%.





6. Gender Pay Gap by Staff Group

In order to gain a better understanding of what is creating our gender pay gap we have carried out analysis by staff group.

This shows quite a variance across the groups.

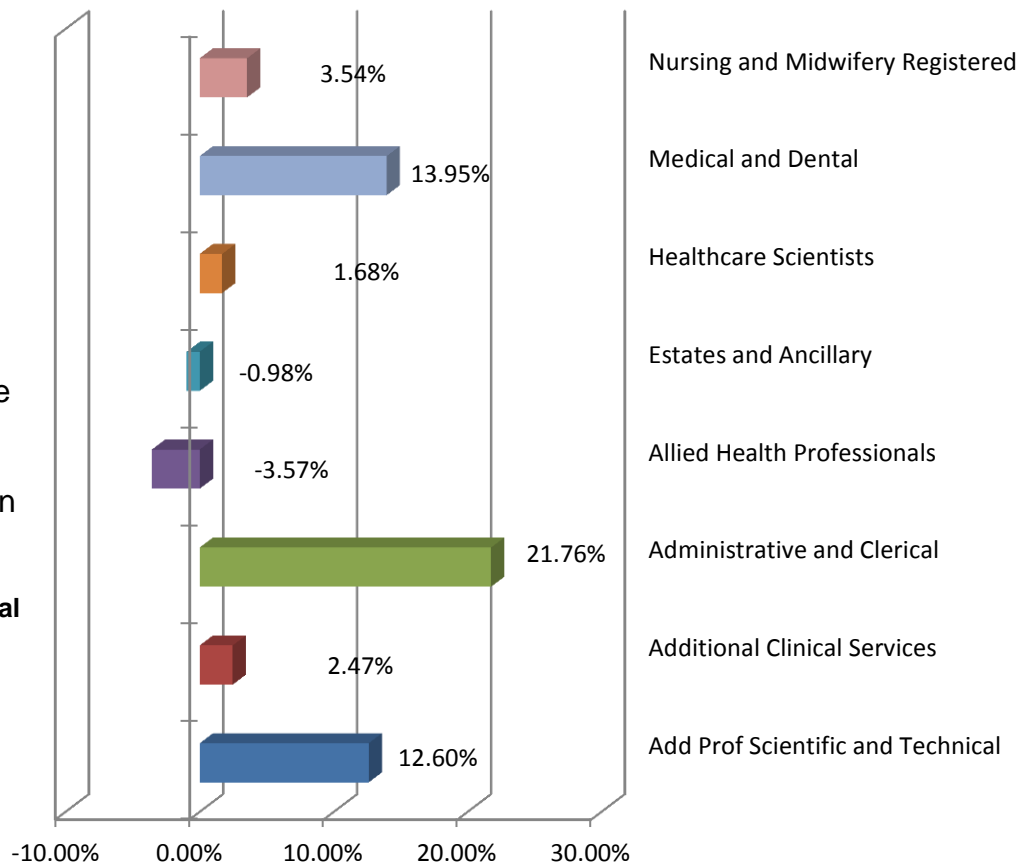
It ranges from a 21.76% gap for Administrative and Clerical to a minus 3.5% gap for Allied Health Professionals.

There has been some Movement since last year but the three highest groups remain the same:

Administrative and Clerical

Medical and Dental

Add Prof Scientific and Technical



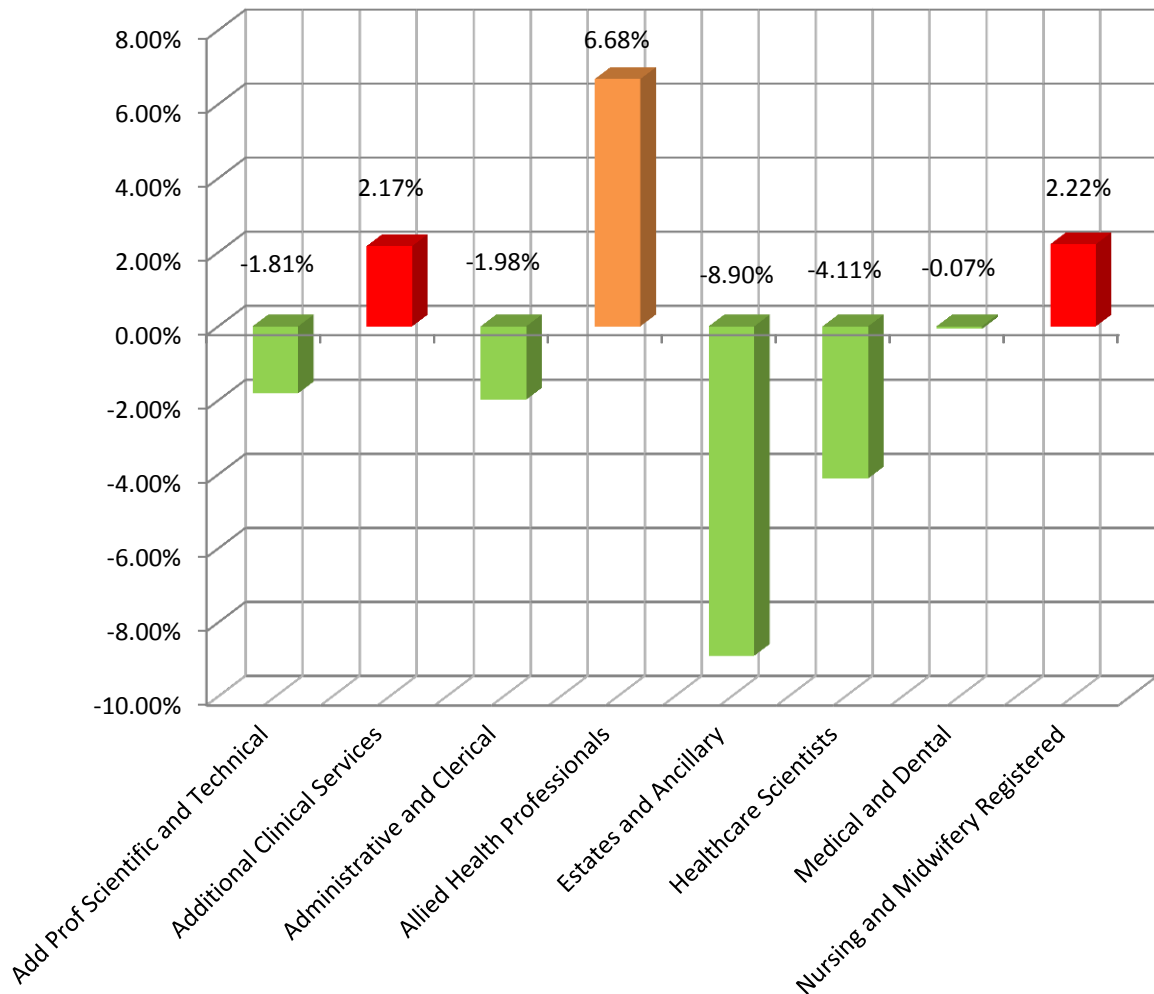
When we compare this year's figures with last year's we see that there has been quite a lot of movement in a number of areas. In the graph below, green indicates groups where the a positive pay gap has decreased and orange indicates where a negative pay gap has decreased.

The two red areas show groups where the pay gap has increased.

In the following section we will look in more detail around the two red groups:

- Additional Clinical Services
- Nursing and Midwifery Registered

We will also look at the three areas with the widest pay gap as indicated on the previous page.



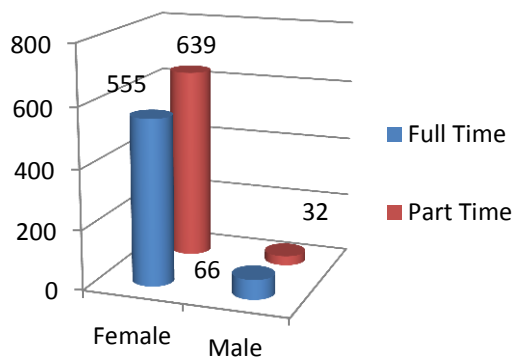
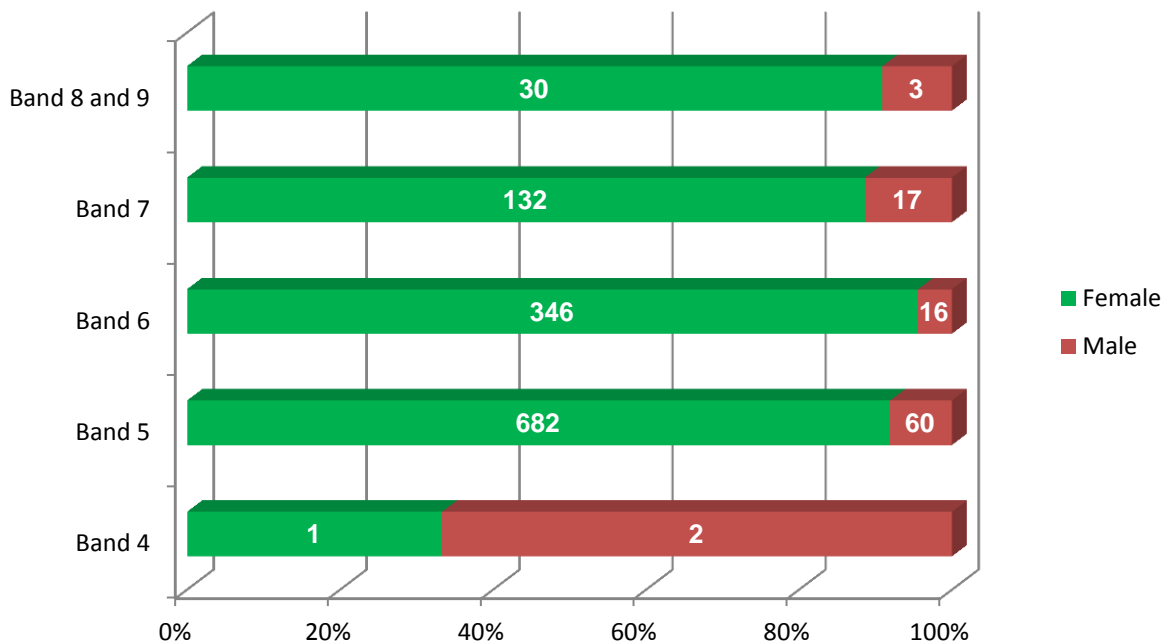
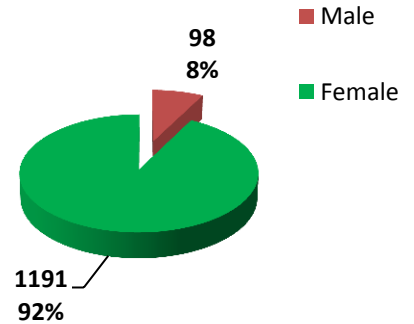
7. Nursing and Midwifery Registered – 3.54% (Up 2.22%)

There are a total of 1,289 staff employed within the Nursing and Midwifery Registered group within the Trust. 1,191 are female and 98 are male.

The graph below shows that 13.6% of females employed in the group have reached the top quartile (Band 7 and above).

This compares to 20% of males who are employed in this group.

86.4% of females in this group are employed in Bands 4 to 6.



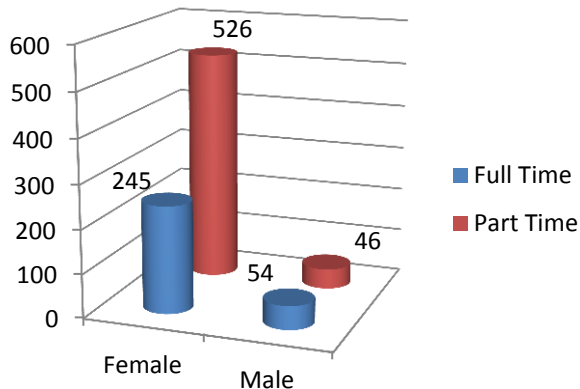
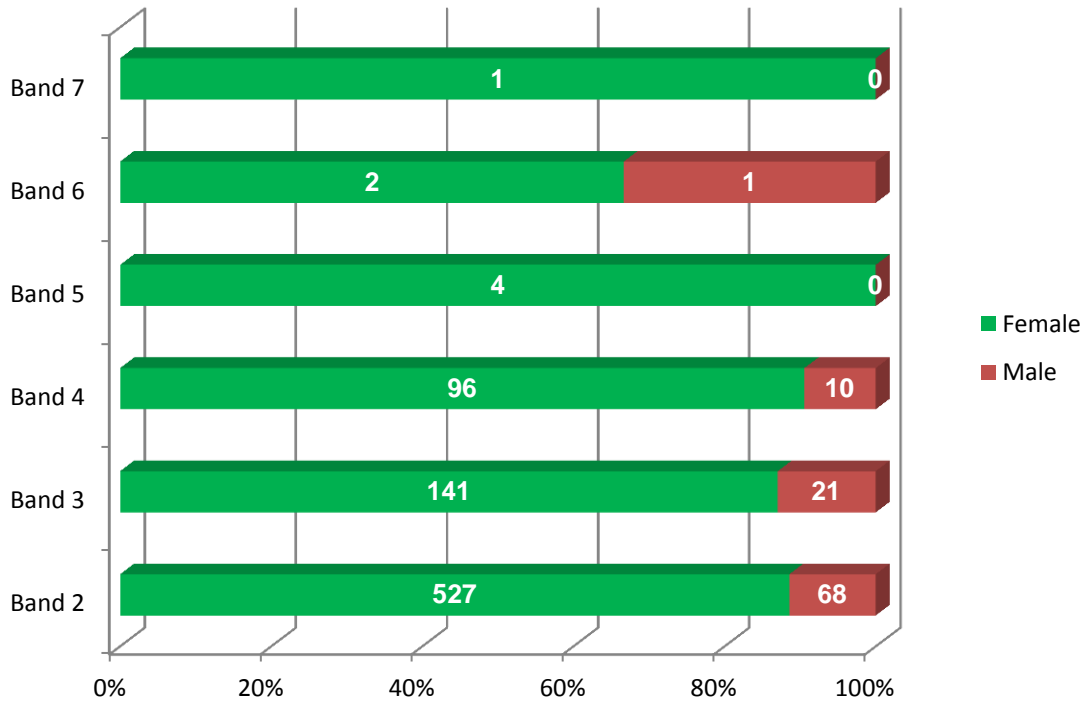
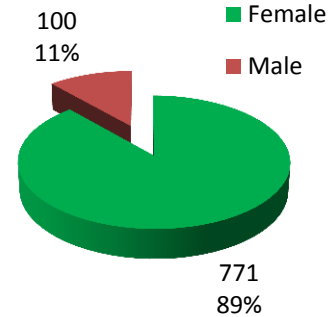
53.5% of females working in this group are employed on part-time contracts.

This compares to 32.7% of males who are employed on part-time contracts.

8. Additional Clinical Services 2.47% (Up 2.17%)

There are a total number of 871 staff employed within Additional Clinical Services in the Trust. 771 are female and 100 are male.

The majority of staff are employed between Bands 2 to 6, this amounts to 800 people. Only 1 members of staff is employed in the top quartile at Band 7. This staff member is female.



68% of females working in this group are employed on part-time contracts.

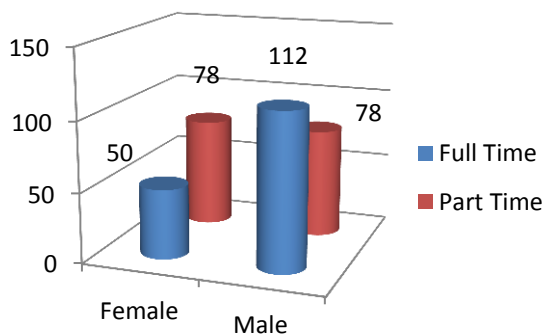
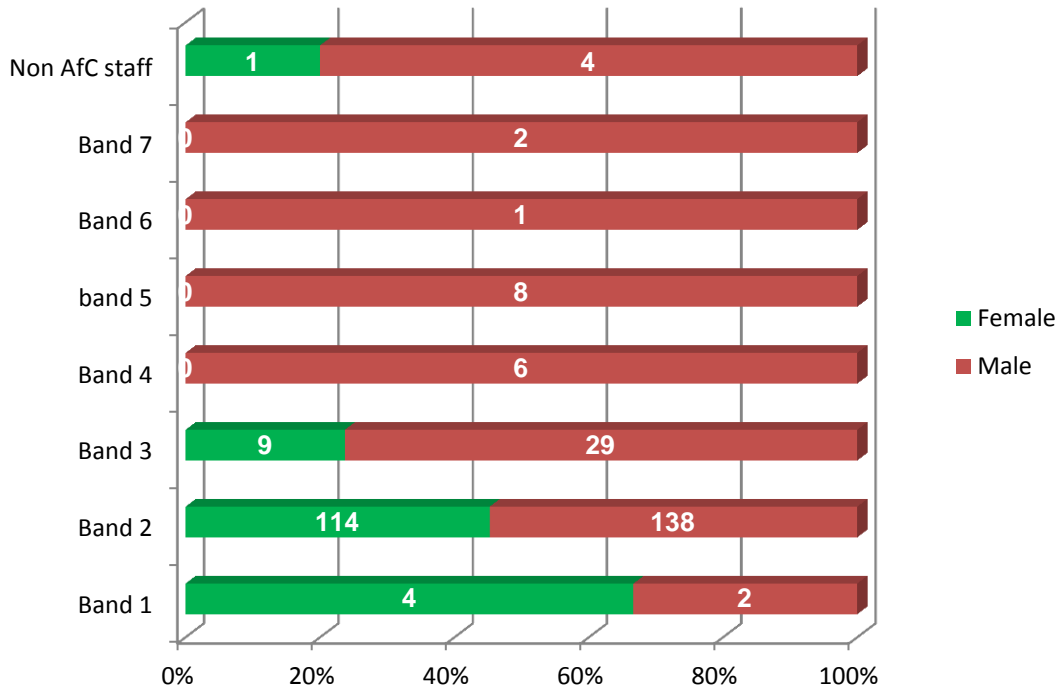
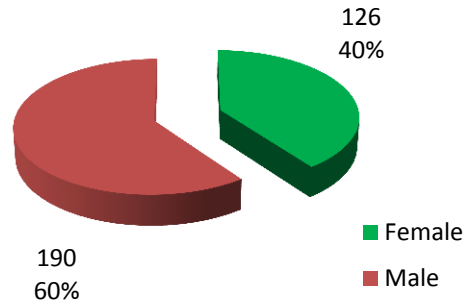
This compares to 46% of males who are employed on part-time contracts.

9. Estates and Ancillary -0.98% (Down 8.9%)

There are a total number of 318 staff employed within Estates and Ancillary in the Trust. 128 are female and 190 are male.

99% of female staff are employed in Bands 1 to 3.

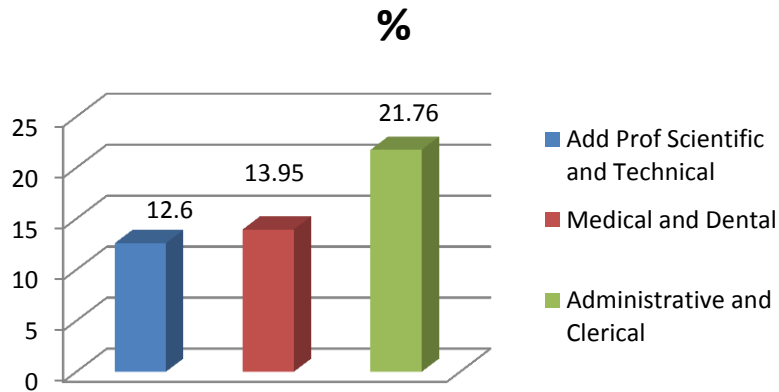
This compares to 89% of male staff in Bands 1 to 3.



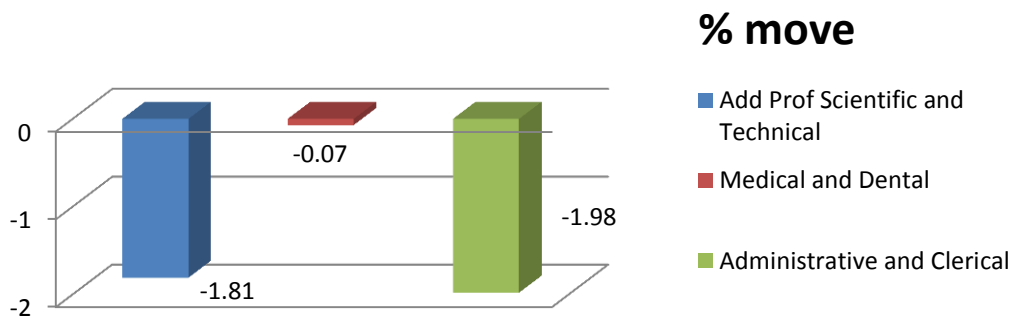
61% of females working in this group are employed on part-time contracts.

This compares to 41% of males who are employed on part-time contracts.

10. Highest % staff groups – 12.6% - 13.95% - 21.76%

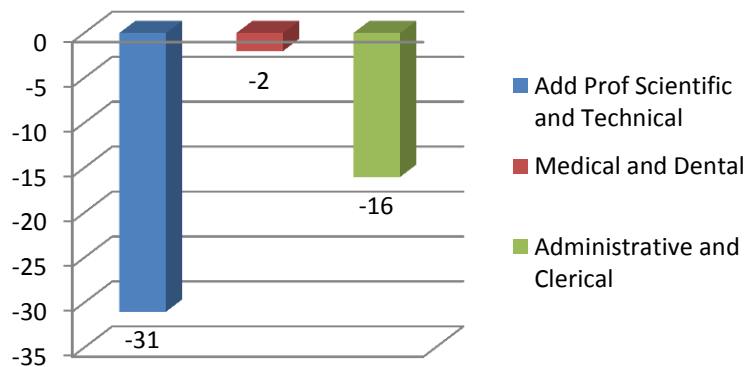


The staff groups with the highest percentage pay gap remain the same as last year. These areas still have double figure gaps although compared to last year they have reduced slightly.

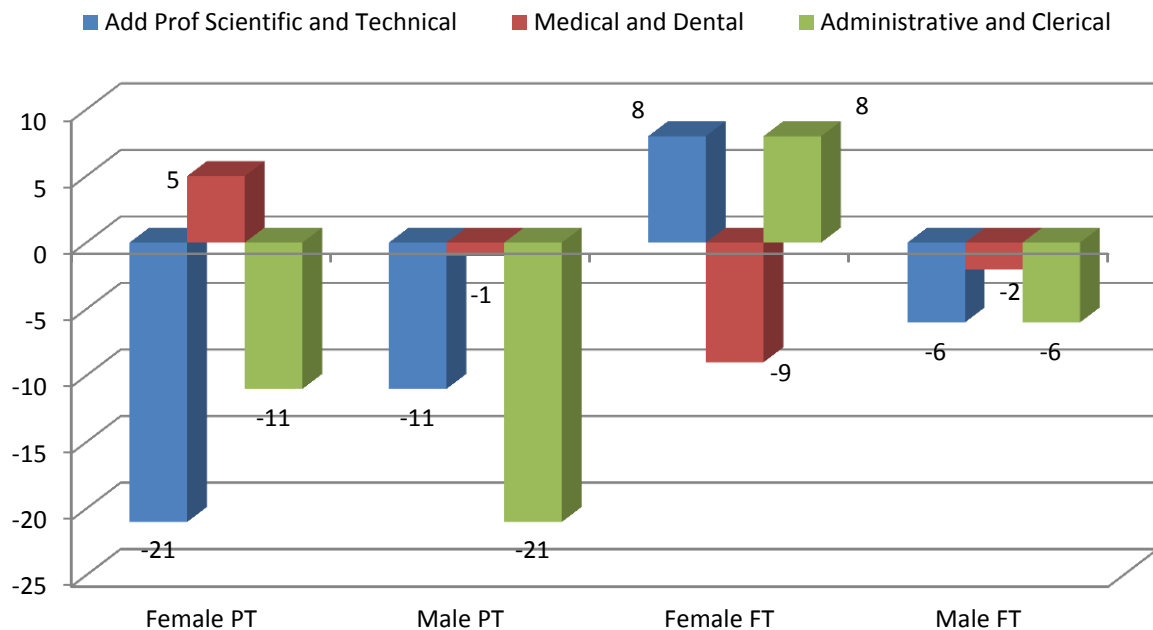


When we look at the staff numbers in these groups we can also see a reduction.

Staff numbers movement



The following graph identifies where there has been movement in the roles which are full or part time. In some areas there has been a slight increase in employment of females in full time roles.



12. Conclusion

Salisbury NHS Foundation Trust has reported similar pay gap data for the past four years. Over that period of time there has been a slight reduction in the overall pay gap. This amounts to 3.4%.

As can be seen from the above data there has been some movement across each of the staff groups. However these are modest percentages and a few have increased and not decreased.

The three staff groups with double figure pay gaps remain the same as last year:

- Administrative and Clerical
- Additional Professional, Scientific and Technical
- Medical and Dental

When we look at other local, similar NHS Trusts we see that Salisbury NHS Foundation Trust is recording the lowest mean pay gap and the second lowest median gap.

There have been no specific, targeted initiatives within the Trust to reduce the gender pay gap in the past year. Although a number of actions were highlighted and considered by the EDI Committee within the EDI Action Plan.

It would appear that the movement on the pay gap has been the result of staff movement in and out of the staff groups identified.

13. Recommendations

We recommend that the EDI Committee on behalf of Salisbury NHS Foundation Trust take the following action to reduce the Gender Pay Gap further:

- Review actions within the EDI Action plan relating to the Gender Pay Gap.
- Progress actions together with relevant staff to reduce the Gender Pay Gap.
- Identify relevant staff.

14. Author and Sponsor

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Appendix A: Reporting rational

The specific information we must publish and report is as follows:

- **Mean gender pay gap in hourly pay** – adding together the hourly pay rates of all male or female full-pay and dividing this by the number of male or female employees. The gap is calculated by subtracting the results for females from results for males and dividing by the mean hourly rate for males. This number is multiplied by 100 to give a percentage
- **Median gender pay gap in hourly pay** – arranging the hourly pay rates of all male or female employees from highest to lowest and find the point that is in the middle of the range
- **Mean bonus gender pay gap** – add together bonus payments for all male or female employees and divide by the number of male or female employees. The gap is calculated by subtracting the results for females from results for men and dividing by the mean hourly rate for men. This number is multiplied by 100 to give a percentage
- **Median bonus gender pay gap** – arranging the bonus payments of all male or female employees from highest to lowest and find the point that is in the middle of the range.
- **Proportion of males and females receiving a bonus payment** – total males and females receiving a bonus payment divided by the number of relevant employees
- **Proportion of males and females in each pay quartile** – ranking all of our employees from highest to lowest paid, dividing this into four equal parts ('quartiles') and working out the percentage of men and women in each of the four parts.

This analysis does not look at whether there are differences in pay for men and women in equivalent posts. Therefore, the results will be affected by differences in the gender composition across our various professional groups and job grades.