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Gender Pay Gap Report 2021/22

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Introduction

- Government legislation means employers with 250 or more employees are required to publish their figures comparing men and women's average pay across the organisation.
- The gender pay gap is the difference between the average earnings of men and women.
- The first report was published in March 2018, which provided gender pay data as at 31st March 2017
- The gender pay gap report must include:
 - Mean gender pay gap
 - Median gender pay gap
 - Mean bonus gender pay gap
 - Median bonus gender pay gap
 - Proportion of men in the organisation receiving a bonus payment
 - Proportion of women the organisation receiving a bonus payment
 - Proportion of men and women in each quartile pay band
- This year we are reporting on gender pay data as at 31st March 2021



Difference between Gender Pay and Equal Pay

Equal Pay

- Equal pay deals with pay differences between men and women, who carry out the same jobs, similar jobs or work of equal value

Gender Pay

- Gender pay gap shows the differences in the average pay between men and women



Using the results of the Gender Pay Gap Report

Although we continue to develop and environment where people feel we provide equal opportunities and take action against any discrimination we are not complacent and set priorities around our Public Sector Equality Duties.

We can see the results of this report to address:

- The levels of gender equality at the ROH
- The balance of male and females at different levels
- How effectively talent is being maximised and rewarded

Definitions and Scope

- **Mean**

The mean hourly rate is the average hourly wage across the entire organisation so the mean gender pay gap is a measure of the difference between women's mean hourly wage and men's mean hourly wage.
 - **Median**

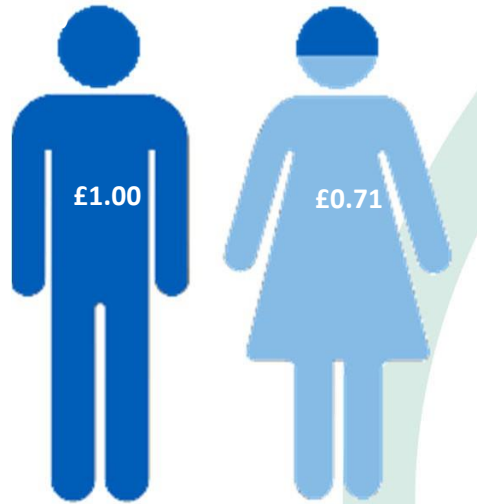
The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle; so the median gender pay gap is the difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man).
 - **Pay Quartiles**

Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of women in each quartile gives an indication of women's representation at different levels of the organisation.
- This report is based on pay rates as at 31st March 2021 and covers any bonuses paid within the year 1st April 2020 to 31st March 2021.
 - It covers all employees under contract to The Royal Orthopaedic Hospital NHS Foundation Trust (the ROH) , including Agenda for Change and Medical terms and conditions. It includes those employed under Temporary Staffing, but does not include Non-Exec Directors
 - All data has been collated from the Electronic Staff Record (ESR) system.

Median and Mean Gender Pay Gap 20/21

MEDIAN GENDER PAY GAP AT ROH

- The median hourly wage for men is £18.00
- The median hourly wage for women is £12.80
- This equates to a £5.20 difference
- The median hourly rate is 28.6% lower for women than it is for men
- This means that for every £1 earned by men, women earn 71.4p



MEAN GENDER PAY GAP AT ROH

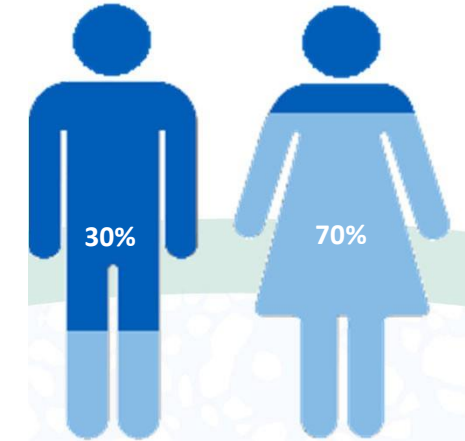
- The mean hourly rate for men is £23.80
- The mean hourly rate for women is £15.20
- When comparing mean hourly wages, women's mean hourly wage is 36.3% lower than men's
- This is a difference of £8.60 in the average hourly rates between men and women



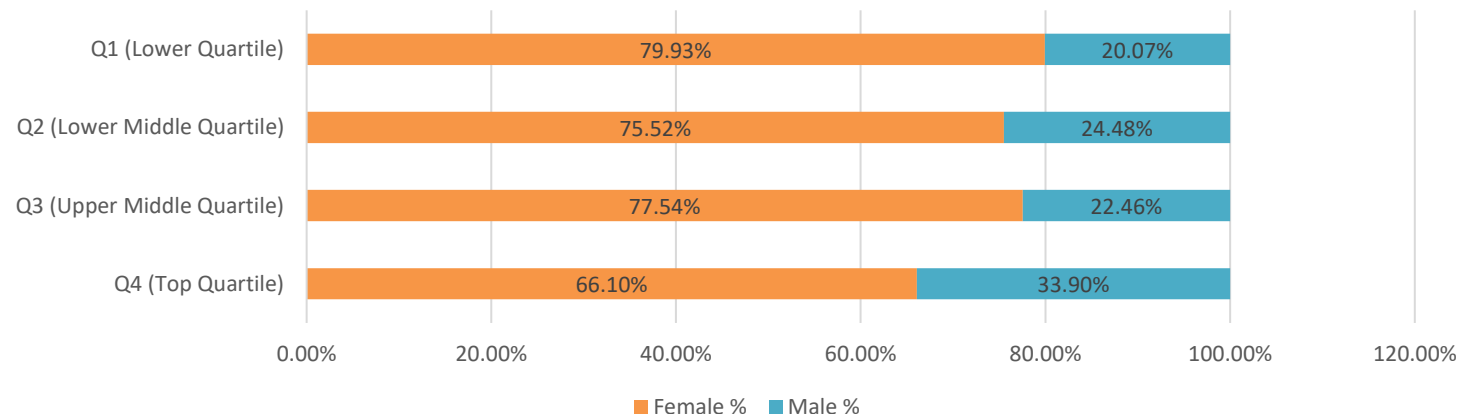
Pay Quartiles

- The gender profile of the ROH is 70.4% female to 29.6% male, which is a common workforce profile across NHS Trusts.
- The Trust employ significantly more women in Quartiles 1, 2 and 3, (accounting for approximately 78% of the total), however there is a smaller proportion within the top quartile (4) at 47%.
- Consultant medical staff (85 Headcount) of which 5 are female

Trust Gender Profile



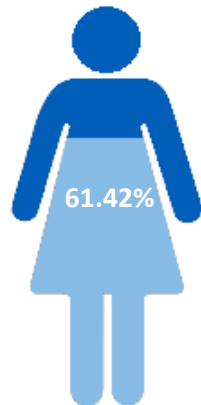
Gender Pay - Ordinary Pay Comparison 2021



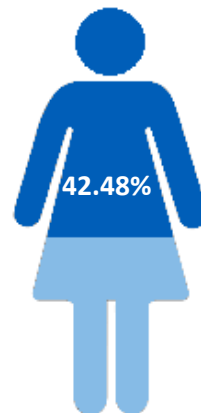
Gender Pay Gap Bonus Pay

- For the purposes of the gender pay gap, bonus pay is classed as any rewards that related to profit- sharing, productivity, performance, incentive and commission that were actually paid within the reporting period. In ROH the only payment that qualifies as a bonus payment is the Clinical Excellence Award that applies to substantive consultant medical staff with more than 12 months service.
- At the ROH, the women's median bonus pay is 42.48% lower than men's. This means that women earn 57p for every £1 that men earn when comparing median bonus pay.
- When comparing the mean bonus pay gap, women's mean bonus pay is 61.42% lower than men's.

Mean Bonus Gender Pay Gap



Median Bonus Gender Pay Gap



Who received bonus pay at the ROH

- **0.2%** of women
- **6.20%** of men



Excluding Consultants

Gender	Avg. Hourly Rate	Median Hourly Rate
Male	17.2907	14.2194
Female	15.0201	12.7723
Difference	2.27	1.45
Pay Gap %	13.1	10.8

Excluding all Medical Staff

Gender	Avg. Hourly Rate	Median Hourly Rate
Male	15.7167	13.1710
Female	14.9350	12.7578
Difference	0.7817	0.4132
Pay Gap %	4.9	3.1

Comparison to Previous Years

ORDINARY PAY			
MEAN		MEDIAN	
Year	Pay Gap %	Year	Pay Gap %
2017	34.8%	2017	25.9%
2018	36.2%	2018	27.8%
2019	34.3%	2019	23.1%
2020	36.9%	2020	29.5%
2021	36.3%	2021	28.6%

BONUS PAY			
MEAN		MEDIAN	
Year	Pay Gap %	Year	Pay Gap %
2017	49.5%	2017	38.9%
2018	53.9%	2018	62.2%
2019	46.9%	2019	53.3%
2020	63.5%	2020	55.5%
2021	61.4%	2021	42.5%

- The mean pay gap changed marginally from 2020.
- The Trusts gender pay and bonus pay gap is primarily driven by the gender split in the consultant body which is approximately 90% male and 10% female.
- The mean gender pay gap has increased by 1.5% since 2017 and increased from 34.3% in 2019 to 36.3% in 2021.
- Since 2017 we have seen an increase in the median gender pay gap by 2.7%
- There has been a marked increase in the mean bonus pay gap since 2017
- The gap for median bonus pay has increased since 2017.
- Based on the comparisons to previous years, the trends would suggest that the Trust is not making desired progress with closing the Gender Pay Gap.

Reducing the Gender Pay Gap

Proposed actions to reduce the Gender Pay Gap

We propose the following areas of work in addressing the gender pay gap and suggest that these are embedded in the Trusts Inclusion Action Plan:

- Explore a mix of positive actions to increase successful female applicants into consultant and senior leadership roles and more men into clinical support roles. This will include recruitment training for panel members, interview panels with an equal gender split and diversity
- Actively promote flexible working opportunities/ shared parental leave in the advertising of these roles
- Undertake an annual review of gender split across all pay bands and take action on outcomes
- Address any gender inequalities within our talent pipeline and actively promote participation in schemes/programmes which will identify talented individuals progressing into leadership roles
- Resumption and promotion of coaching/career development opportunities within the Trust and externally.
- Ensure people policies consider the needs of carers to enable agile working and contributing to a good work life balance
- Unpaid caring responsibilities - increase declarations by actively promoting what the Trust can do to support staff with these responsibilities.
- Introduce a Gender Equality network or align to EDI network to support the delivery of impactful actions to close our gender pay gap further