

Gender Pay Gap Report

Gender Pay Report – For Approval and Publication on our Website

1.0 INTRODUCTION

- 1.1 The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 set out a public authority's gender pay gap reporting duties, which form part of its public sector equality duty under the Equality Act.
- 1.2 These duties mean that we are obliged to publish information about:
- the gender split of our workforce;
 - the differences in mean and median hourly pay rates between genders;
 - the gender profile of the organisation split into quartiles;
 - the differences in bonus pay between genders.
- 1.3 As a reminder the **Mean** is calculated by adding up all of the numbers in the set, and then divide that total by the number in the set. To find the **Median**, the numbers are placed in value order and the median is the middle number in the set.
- 1.4 This is the fifth year of publishing our data. The data must be published by 30 March 2022 and is at a snapshot date of **31 March 2021**.
- 1.5 We are required to publish the information on the Gov.uk website – which only enables us to publish the statistical information (information within section 3). We are also required to publish the information on our own webpages, and here we can add a narrative to describe the statistical information. We are intending to use the explanatory narrative set out in this report on our webpages.

2.0 GENDER PAY REPORTING IS DIFFERENT TO EQUAL PAY

- 2.1 The gender pay gap differs from equal pay.
- 2.2 Equal pay deals with the pay differences between **men and women who carry out the same jobs, similar jobs or work of equal value**. It looks at individuals. It is unlawful to pay people unequally because they are a man or a woman. Because the NHS uses structured national pay frameworks, it is highly unlikely to identify any equal pay issues.
- 2.3 The gender pay gap shows the differences in the **average pay between men and women**. If a workplace has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with, and the individual calculations may help to identify what those issues are. It may be that there is an uneven distribution of genders at different levels of the organisation.

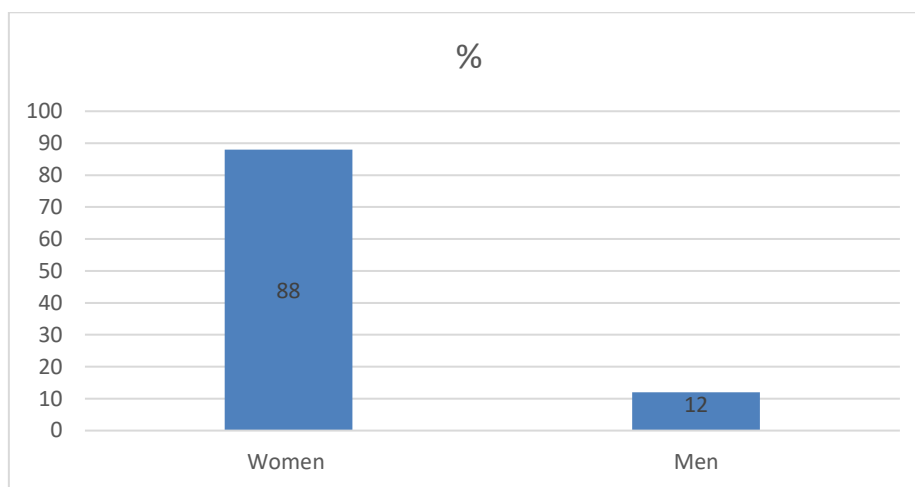
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3.0 GENDER PAY GAP STATISTICS FOR PUBLISHING ON GOV.UK

3.1 The data included in this section is the data that we must publish by law on the gov.uk site.

3.2 Gender Profile

The following chart provides an overview of the number of men and women employed by Shropshire Community Health Trust as at 31 March 2021:



The workforce gender profile has remained relatively static since 2017. In terms of headcount this equates to 1510 women and 201 men.

3.3 Measuring the Gender Pay

We have measured both the mean and median hourly rates of pay for males and females in our workforce. The gender pay gap is expressed as a % of male earnings.

Gender	Mean Hourly Rate	Median Hourly Rate
Male	£17.7764	£15.5572
Female	£16.2706	£15.6570
Difference	£1.5057	-£0.0997
Pay Gap %	8.4705	-0.6412

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<p>Mean Gender Pay Gap = 8.47%</p> <p>Median Gender Pay Gap = - 0.64%</p>



This demonstrates that as at 31st March 2021, the **mean** hourly pay for males is 8.47% more than females. In March 2020 there was a 10.47% difference so we have seen a reduction of 2%. The **median** hourly pay for females is 0.64% more than males.

These figures are based on hourly rates of pay not final salary.



3.4 Pay Quartiles

The information below illustrates the gender profile of Pay Quartiles (blocks of 25%) for 31 March 2021:



Lower Pay Quartile

 <p>85.68% (Headcount = 371)</p>	 <p>14.32% (Headcount = 62)</p>
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Lower Middle Pay Quartile

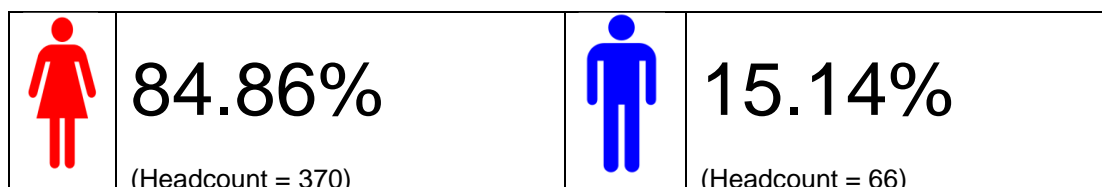
 <p>89.70% (Headcount = 392)</p>	 <p>10.30% (Headcount = 45)</p>
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Upper Middle Pay Quartile

 <p>92.87% (Headcount = 404)</p>	 <p>7.13% (Headcount = 31)</p>
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Upper Pay Quartile



This is based on actual pay per hour, split into quartiles.

As a reminder, our organisational gender profile as at 31 March 2021 was female: 88% and male: 12%.

We can see that when we compare the Pay Quartile gender split to our organisational gender profile, there were proportionally more males in lower pay upper pay quartiles.

3.5 Bonus Pay

Only 3 people in the Trust received a bonus payment between 1 April 2020 to 31 March 2021. As this equates to less than 5 individuals in each gender category individual employees could be identifiable, therefore, the gender breakdown has not been included but is available.

Bonus pay for SCHAT consists only of the Consultant Clinical Excellence Awards (CEA). CEA's are awarded as a result of recognition of excellent practice over and above contractual requirements to Consultants – we can see that **as at 31st March 2021, there was a median and mean pay gap of 68.39% in favour of males. This is a reduction in the gap of 4.61% (as at 31 March 2020 there was a gap of 73%).**

The process for awarding Clinical Excellence Awards is carried out in accordance with national guidelines and supported by a local policy.

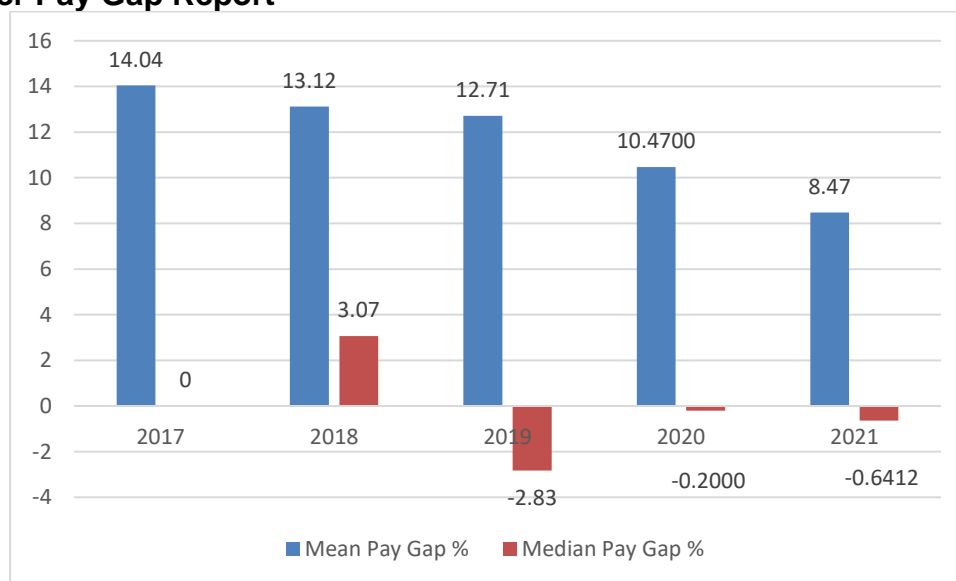
4.0 COMPARISON BETWEEN OF OUR GENDER PAY DATA (2017-2021)

4.1 The information contained within this section provides a comparison of our gender pay data since 2017.

4.2 Measuring the Gender Pay - Comparison between the 5 years of data

In relation to the mean and median pay gap over the last 5 years the mean pay gap has decreased and the median reversed in favour of women in 2019 which has continued in 2021 but at a lower %:

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Having compared the data the mean pay gap between men and women has continued to decrease from **14.04% in 2017 to 8.47% in 2021. A reduction of 5.57% over the 5 years of reporting.** The median pay gap has increased from **0% in 2017 to 3.07% in 2018 but in 2019 reversed to be in favour of women by 2.83% which changed to 0.64% in favour of women in 2021.**

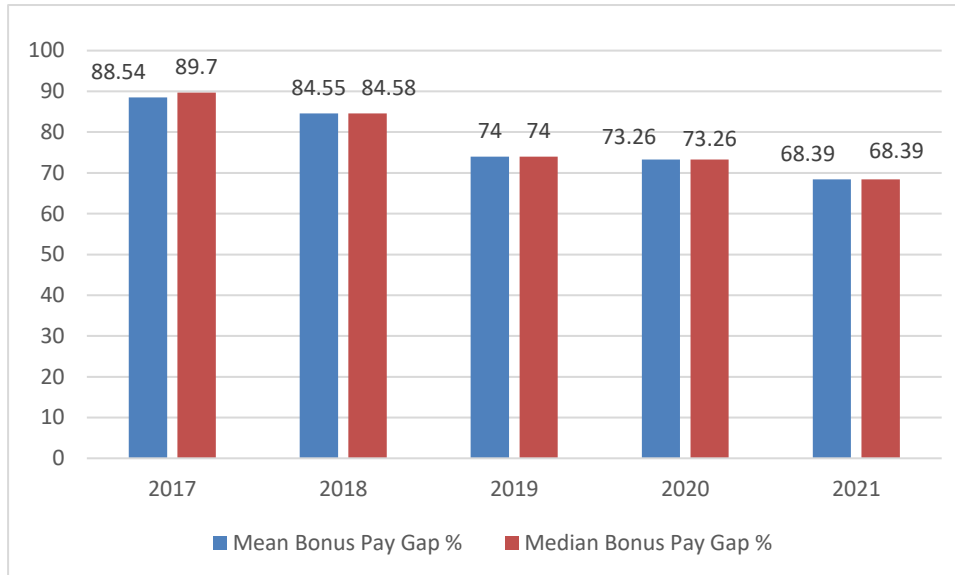
4.3 Measuring the Pay Quartiles - Comparison between 5 years of data

In the last five years of reporting there have been proportionately more males in Quartile 1 and Quartile 4. When comparing the Quartiles there are only small changes in the percentage.

The most noticeable change from 2020 to 2021 is in the lower middle quartile where % of males has increased (from 8.47% in 2020 to 10.30% in 2021) and the % of females has decreased (from 91.53% in 2020 to 89.70% in 2021).

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4.4 Measuring the Bonus Pay - Comparison between 31 March 2017 to 31 March 2021 data



When comparing the bonus pay from 2017 to 2021 the mean and median bonus pay gap has been gradually decreasing. Over 5 years the **mean** bonus pay gap has decreased by 20.15% and the **median** bonus pay gap has decreased by 21.31%.

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5.0 Additional Information

5.1 The quartile figures in section 3 show that there is a higher percentage of males in both the upper and the lower quartile than in the others, it is helpful to look at the gender composition and pay gaps in each individual band. This is set out in the table below (for ease of reference highlighted in green are where females on average (hourly rate of pay) earn more than males):

Pay Band/Category	No of Female Staff	No of Male Staff	Total Staff	Female Average Hourly Pay (mean)	Male Average Hourly Pay (mean)	Difference* in average hourly pay between male and females
Band 2	274	42	316	9.6	9.66	-0.06
Band 3	174	27	201	10.65	10.71	-0.06
Band 4	138	7	145	12.03	11.86	0.17
Band 5	285	27	312	14.69	14.43	0.26
Band 6	391	34	425	18.32	18.37	-0.05
Band 7	153	21	174	21.98	21.81	0.17
Band 8 and VSM**	58	26	84	29.03	27.49	1.54
Medical and Dental Staff****	37	17	54	42.66	44.36	-1.7

* the negative values mean that the difference and gap are favourable to females

** band 8's and VSM have been categorised together due to the small numbers as individuals could be identified this excludes our Non-Executive Directors (the information for these categories is available broken down).

**** the payments for bed fund are not included in the medical and dental element due to these not being an hourly rate of pay but for numbers of beds managed

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The above table shows that in 4 pay categories females earn more than males and in 4 pay categories males earn more than females.

6.0 BENCHMARKING INFORMATION FOR GENDER PAY

- 6.1 These statistics relate to the pay period that includes 21 April 2021, at which time approximately 3.7 million employees were on furlough under the Coronavirus Job Retention Scheme (CJRS), this is fewer than during the period covered by 2020 when approximately 8.8 million employees were furloughed.
- 6.2 The gender pay gap has been declining slowly over time; over the last decade it has fallen by approximately a quarter among both full-time employees and all employees.
- 6.3 In 2021, the gap among full-time employees was 7.9%, up from 7.0% in 2020. This is still below the gap of 9.0% before the coronavirus (COVID-19) pandemic in 2019, and so the downward trend is continuing. Among all employees, the gender pay gap increased to 15.4%, from 14.9% in 2020, but is still down from 17.4% in 2019.

Source of information above is the Office of National Statistics 26 October 2021

As a reminder our overall median pay gap was -0.64%, which is in favour of women.

7.0 What have we done to date?

- Offered apprenticeship programmes to a range of staff
- Trained an individual to be a Cultural Ambassador for recruitment
- Offered additional unconscious bias training
- Where possible, ensured our selection panels are not gender biased

8.0 Next steps

- Continue to grow and expand our leadership offer internally and as an Integrated Care System
- Continue to review our recruitment methods and literature e.g. adverts and management information