



## **Yeovil Hospital NHS Trust Gender Pay Gap – our results explained.**

### **Introduction to how we pay our staff**

Yeovil Hospital employs over 2000 staff in a range of roles, including nursing, administrative, medical, allied health and managerial roles.

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. Agenda for change provides provision for annual progression through a series of pay points within each pay band; the longer period of time that someone has been in a grade the higher their salary is likely to be, irrespective of their gender.

### **What does this report outline?**

Gender Pay Gap legislation requires all employers of 250 or more employees to publish their gender pay gap as at 31st March 2017 on the online .GOV portal and on our own website.

This report includes the statutory requirements of the Gender Pay Gap legislation but also provides further context to demonstrate our commitment to equality.

The report sets out our commitment to changing our gender pay gap and confirms the actions we have committed to as a Trust.

### **What is the gender pay gap and how does it differ to equal pay?**

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 because of the numbers of males and females employed in different pay scales.

The reportable Gender pay gap data:

The Gender profile at YDH

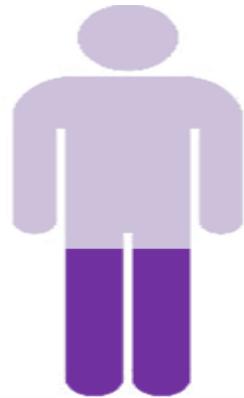


25%



75%

The mean gender pay gap



31%

£6.79 per hour.

The median gender pay gap



4.6%

£0.62 per hour.

Males are paid more than females as an average across the organisation.

## The proportion of males and females in each pay quartile

When breaking down the total workforce into equal parts based on pay the data shows that there are more females in every quartile:



The lower quartile represents the lowest salaries in the Trust and the upper quartile represents the highest salaries.

## Bonus payments

We pay bonuses for a number of reasons, these include for bank work, working on additional theatre lists, and for Clinical Excellence awards (CEA's); a national bonus scheme paid to Consultants. The following data shows the differences between these payments for males and females. The marked difference between the pay for males and females is due to the low number of males receiving payments for bank and theatre lists which are lower payments, in comparison to the high number of males receiving high payments for CEA's.

### Proportion of males and females receiving a bonus



### Mean bonus pay gap



### Median bonus pay gap



85%

47%

### Additional analysis of our pay data

In addition to the statutory requirements, we have also analysed our gender pay gap by banding to understand the differences at each band. As can be seen there are a number of bands in which females are paid more, these are mainly agenda for change bands.

In medical roles males are paid more.

In the following bands on a mean average females earn more than males:



In the following bands on a mean average males earn more than females:



### Pay Gap Comparison

The mean gender pay gap for the whole of the Public Sector economy (according to the October 2017 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 17.7%.

At 31% the Trust's mean gender pay gap is therefore, above that for the wider public sector. This is reflective of the pattern from the wider UK healthcare economy; traditionally the NHS has had a higher female workforce due to the range of caring roles in the workforce, which tend to be in the lower bandings, and a predominantly male workforce in the higher banded Medical & Dental professions.

### Reducing the Gender Pay Gap

We are committed to ensuring an equitable workforce and we will continue to work towards achieving the following actions:

- Continue to support employees to progress through our leadership programmes.
- Take account of gender in recruitment for leadership opportunities.

- Explore how we can attract more males into the organisation particularly in nursing and HCA roles, to create a more even gender balance.
- Explore how we can attract more females into the organisation particularly in medical roles.
- Raise awareness of shared parental leave entitlements and flexible working opportunities through our HR training and communications.
- 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.
- Work towards a 50/50 gender split at Board level.
- Continue to offer workshop sessions to Consultants to encourage CEA applications from across the workforce.