



**Birmingham Women's
and Children's**
NHS Foundation Trust

Gender Pay Gap Report

March 2018



By your side

Introduction



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This is the first gender pay gap report for Birmingham Women's and Children's NHS Foundation Trust (BWC).

Gender pay reporting legislation requires employers with 250 or more employees from April 2017 to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

This report presents the following gender pay gap indicators which have been calculated at BWC for: -

- a) Average gender pay gap as a mean average
- b) Average gender pay gap as a median average
- c) Average bonus gender pay gap as a mean average
- d) Average bonus gender pay gap as a median average
- e) Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
- f) Proportion of males and females when divided into four groups ordered from lowest to highest pay

The gender pay gap shows the difference in the average pay between all men and women in a workforce. If a workforce 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.



Context



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The report also provides workforce context and analysis of results and outlines the steps the Trust

Gender pay reporting is different to equal pay. 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 is unlawful to pay people unequally because they are a man or a woman. 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 pay gap between the genders.

This data is based on 5702 staff employed by BWC on the 31 March 2017 of which 82% are female. For the purposes of this report staff who work bank shifts have been included. The information is sourced from the Electronic Staff Record (ESR) system, which holds our employee data. The information has also been submitted to the Governments Gender Pay Gap reporting portal.

As a Trust we use 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.



Overall Trust Results



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(a) Overall Mean Gender Pay Gap



26.86% £6.05

This data shows that on average there is a mean average difference in favour of male employees of 26.86% with men earning on average £6.05 more an hour. These figures include the Clinical Excellence Award payments that are paid to eligible medical staff.

(b) Overall Median Gender Pay Gap



15.8% £2.73

This data shows that on average there is a median average difference in favour of male employees of 15.8% with men earning on average £2.73 more an hour. These figures include the Clinical Excellence Award payments that are paid to eligible medical staff.

Medical Staff



13.99% £5.92

When calculating the average mean difference between medical and non medical employee average earnings both are in favour of men.

Non-Medical Staff



5.4% £0.87

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 26.86% the Trust's mean gender pay gap is therefore above that of 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.

Average Bonus Gender Pay Gap

BWC operates an annual local clinical excellence award round for eligible consultants. 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 Trust employs 294 consultants of which 47% are female. Of the total number of eligible consultants, 138 are in receipt of a local Clinical Excellence Award of which 41% are awarded to female consultants. In the 2017 round of awards the proportion of female recipients was 54%.

(c) Overall Mean Average Gender Bonus Pay Gap



This data shows that on average there is a mean average difference in favour of male employees of 31.20% with men receiving on average £5,301 more per year than female award receipts.

(d) Overall Median Average Gender Bonus Pay Gap

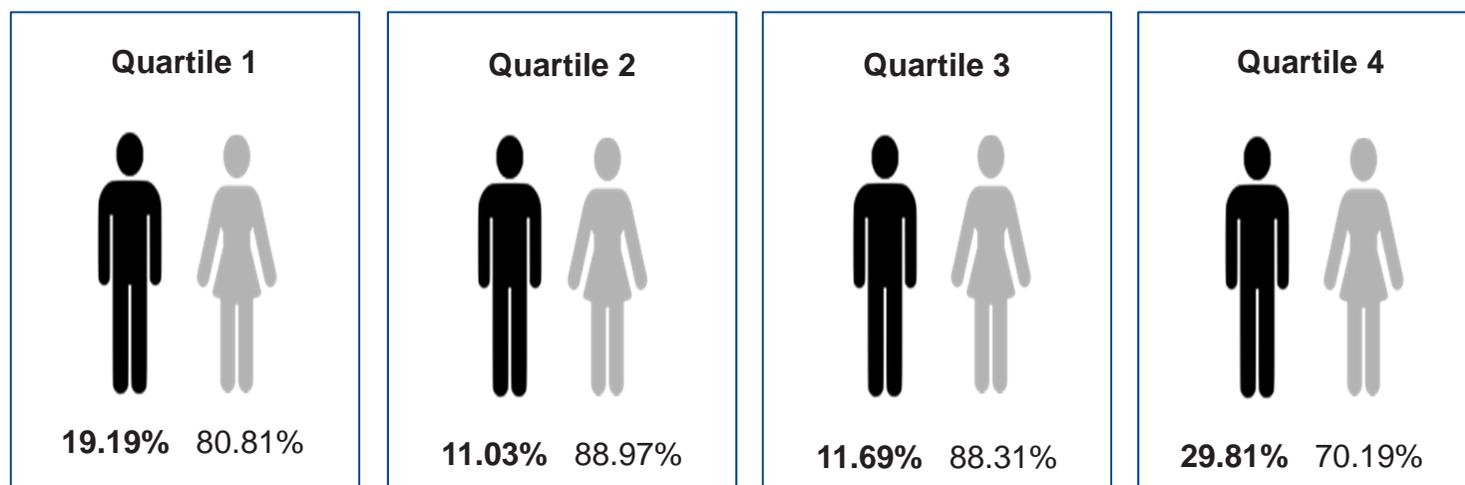


This data shows that on average there is a median average difference in favour of male employees of 13.34% with men receiving on average £1,194 more per year than female award receipts.



Analysis by pay grade

The proportion of males and females when divided into four groups ordered from lowest (Quartile 1) to highest pay (Quartile 4).



When ranking the pay relevant employees as of 31 March 2017 according to their average hourly earnings it is clear that although there are significantly more female employees within the workforce, the gap between average hourly earnings lessens in quartiles 1 and 4.



Analysis by pay grade

In addition to the statutory requirements, we have also analysed our gender pay gap by pay band / grade. On a mean average the data indicates that women earn more than men in the top row of bands displayed below.

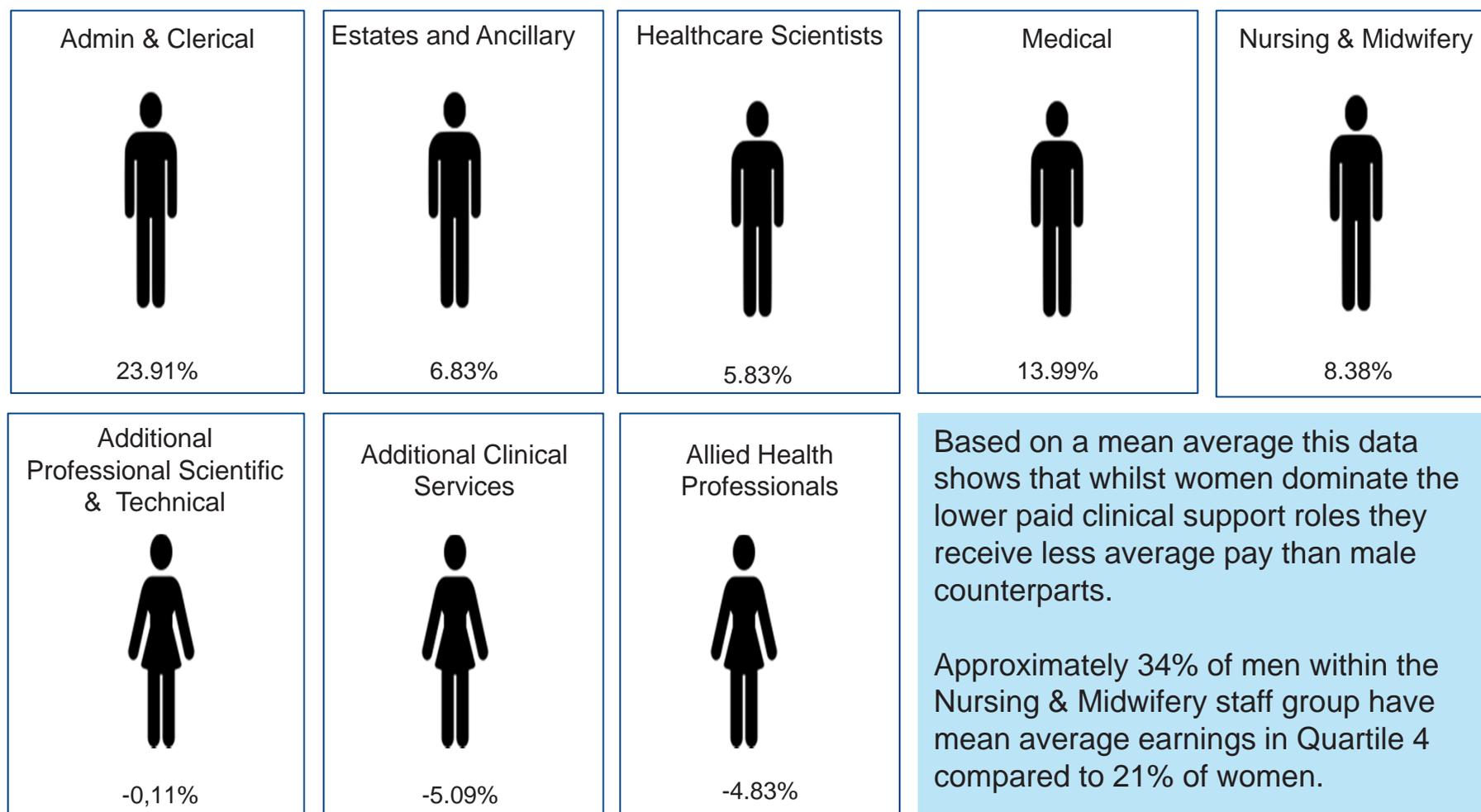
<p>Band 1</p>  <p>-1.35% £0.12</p>	<p>Band 3</p>  <p>-4.19% £0.41</p>	<p>Band 4</p>  <p>-3.42% £0.38</p>	<p>Band 5</p>  <p>-4.51% £0.61</p>	<p>Band 6</p>  <p>-4.79% £0.79</p>	<p>Band 7</p>  <p>-0.04% £0.01</p>	<p>Band 8b</p>  <p>-2.96% £0.82</p>	<p>Band 9 plus</p>  <p>-14.36% £8.07</p>
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<p>Band 2</p>  <p>2.10% £0.20</p>	<p>Band 8a</p>  <p>3.50% £0.85</p>	<p>Band 8c</p>  <p>3.35% £1.16</p>	<p>Band 8d</p>  <p>7.78% £3.28</p>	<p>Consultant</p>  <p>7.42% £3.81</p>	<p>Medic Non Consultant</p>  <p>7.13% £2.01</p>
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Analysis by staff group

In addition to the statutory requirements, we have also analysed our gender pay gap by staff group.



Reducing the Gender Pay Gap



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

- Use our leadership programmes to encourage more women to progress into leadership roles.
- Embedding talent management principles
- Explore how we can attract more men into clinical support roles to create more gender balance.
- Raise awareness of shared parental leave entitlement and flexible working opportunities.
- Explore how the Gender Pay Gap could be addressed through the development of local clinical excellence award application and assessment criteria.

