

1.0 GENDER PAY GAP REPORT

1.1 What is the Gender Pay Gap Report?

- 1.1.1 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. There are two sets of regulations.
- 1.1.2 The first regulation is mainly for the private and voluntary sectors (taking effect from 5 April 2017) and the second is mainly for the public sector (taking effect from 31 March 2017). Employers will have up to 12 months to publish their gender pay gaps.
- 1.1.3 The results must be published on the employer's website and a government website. They must, where applicable, be confirmed in a written statement by an appropriate person, such as a Chief Executive. While employers may already be taking steps to improve gender equality and reduce or eliminate their gender pay gap, this process will support and encourage action.
- 1.1.4 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 (Equality Act 2010 – sex is a protected characteristic).
- 1.1.5 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.
- 1.1.6 The NHS terms and conditions of service handbook contain the national agreements on pay and conditions of service for NHS staff other than very senior managers and medical staff.
- 1.1.7 Job evaluation enables jobs to be matched to national job profiles or allows Trusts to evaluate jobs locally to determine in which Agenda for Change pay band a post should sit.

1.2 The Gender Pay Gap indicators

- 1.2.1 An employer must publish six calculations showing their:
- Average gender pay gap as a mean average
 - Average gender pay gap as a median average
 - Average bonus gender pay gap as a mean average
 - Average bonus gender pay gap as a median average
 - Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
 - Proportion of males and females when divided into four groups ordered from lowest to highest pay

1.2.2 The current gender split within the overall workforce at MTW is 76% female and 24% male. The breakdown of proportion of females and males in each banding.

| Band | Male % | Female % |
|-------------|--------|----------|
| Apprentice | 38.63% | 61.37% |
| Band 1 | 26.19% | 73.81% |
| Band 2 | 11.96% | 88.04% |
| Band 3 | 11.96% | 88.04% |
| Band 4 | 14.43% | 85.57% |
| Band 5 | 12.49% | 87.51% |
| Band 6 | 15.47% | 84.53% |
| Band 7 | 32.42% | 67.58% |
| Band 8a | 42.00% | 58.00% |
| Band 8b | 46.15% | 53.85% |
| Band 8c | 50.00% | 50.00% |
| Band 8d | 16.67% | 83.33% |
| Medical | 55.29% | 44.71% |
| Trust Board | 55.56% | 44.44% |

1.3 Snapshot of MTW data taken 31 March 2017

1.3.1 Average gender pay gap as a mean average

| Average gender pay gap as a mean average | | | |
|--|---------|----------|--------------|
| Overall | Male £ | Female £ | % difference |
| Mean hourly rate | £ 20.08 | £ 15.12 | 24.69% |
| Agenda for Change | Male £ | Female £ | % difference |
| Mean hourly rate | £ 14.00 | £ 14.17 | -1.23% |
| Medical | Male £ | Female £ | % difference |
| Mean hourly rate | £ 35.52 | £ 28.72 | 19.13% |

1.3.2 Average gender pay gap as a median average

| Average gender pay gap as a median average | | | |
|--|---------|---------|--------------|
| Overall | Male | Female | % difference |
| Median hourly rate | £ 14.56 | £ 13.67 | 6.09% |
| Agenda for Change | Male | Female | % |

| | £ | £ | difference |
|--------------------|-------|--------|--------------|
| Median hourly rate | 11.95 | 13.19 | -9.80% |
| Medical | Male | Female | % difference |
| | £ | £ | |
| Median hourly rate | 34.27 | 25.24 | 26.34% |

1.3.3 Average bonus gender pay gap as a mean average

| Average bonus gender pay gap as a mean average | | | |
|--|-----------|----------|--------------|
| Medical | Male | Female | % difference |
| | £ | £ | |
| Mean bonus payment | 13,044.00 | 8,130.54 | 37.67% |

1.3.4 Average bonus gender pay gap as a median average

| Average bonus gender pay gap as a mean average | | | |
|--|----------|----------|--------------|
| Medical | Male | Female | % difference |
| | £ | £ | |
| Median bonus payment | 8,950.75 | 4,773.70 | 46.67% |

1.3.5 Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment

| Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment | |
|---|---------|
| Male proportion overall | 76.09% |
| Male medical staff overall | 55.29% |
| % difference | 20.80% |
| Female proportion receiving bonus | 23.91% |
| Female medical staff overall | 44.71% |
| % difference | -20.80% |

1.3.6 Proportion of males and females when divided into four groups ordered from lowest to highest pay

| Proportion of males and females when divided into four groups ordered from lowest to highest pay |
|--|
| |

| | Male | Female |
|--------------|--------|--------|
| Lower | 24.02% | 75.98% |
| Lower middle | 21.57% | 78.43% |
| Upper middle | 16.02% | 83.98% |
| Upper | 36.76% | 63.24% |

1.4 Summary of results and actions

| Metric | Result | Action |
|---|--|---|
| Average gender pay gap as a mean average | There is an overall difference of 24.6% but the AfC mean hourly rate difference is minimal. However there is a difference in the medical workforce with females being paid 19% less mean hourly rate than males. | Review of the invitation to eligible Consultants to apply for CEAs and offer support to all in submitting applications. |
| Average gender pay gap as a median average | Female median pay is less than male median pay (6%) | |
| Average bonus gender pay gap as a mean average | Female CEA pay is less than the male CEA pay (37.6%) | |
| Average bonus gender pay gap as a median average | Female CEA pay is less than the male CEA pay (46.6%) | |
| Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment | A higher proportion of males receive CEA pay than females (20%) | |
| Proportion of males and females when divided into four groups ordered from lowest to highest pay | Female proportion higher in Upper and Upper middle pay groups Female proportion in Lower and Lower middle pay groups | Discuss with and encourage lower pay band roles (such as facilities staff) to take up CSW and other apprenticeships |