

1.0 GENDER PAY GAP REPORT 2019

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 data is a snapshot of MTW taken 31 March 2018.

1.2.3 The current gender split within the overall workforce at MTW is 76% female and 24% male which remains unchanged from 2017.

1.2.4 The breakdown of proportion of females and males in each banding.

Gender Split per band			
Band	Male %	Female %	
Band 1	40.17%	59.83%	
Band 2	28.46%	71.54%	
Band 3	13.11%	86.89%	
Band 4	14.19%	85.81%	
Band 5	14.84%	85.16%	
Band 6	14.44%	85.56%	
Band 7	15.81%	84.19%	
Band 8A	29.53%	70.47%	
Band 8B	36.36%	63.64%	
Band 8C	36.00%	64.00%	
Band 8D	41.18%	58.82%	
Band 9	22.22%	77.78%	
Senior Trust Manager	45.45%	54.55%	
Medical	54.71%	45.29%	
Grand Total	24.04%	75.96%	

1.3 Hourly Rate

1.3.1 Average gender pay gap as a mean average

The difference in the mean hourly rate of pay is 24.9% compared to 24.6% in 2018.

Average gender pay gap as a mean average				
Overall	Male £	Female £	% difference	Pay Gap %
Mean hourly rate	20.4394	15.3453	5.0941	24.9230

1.3.2 Average gender pay gap as a median average

The difference in the median hourly rate of pay is 7% compared to 6% in 2018.

Average gender pay gap as a median average				
Overall	Male	Female	% difference	Pay Gap %
Median hourly rate	14.7763	13.652	1.1243	7.609

1.4 Bonus Pay

1.4.1 Percentage of employees who received bonus pay

Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment	
Male proportion overall	5.57%
Female proportion overall	0.61%

1.4.2 Average bonus gender pay gap as a mean average

The difference in mean bonus pay is 36.9% compared to 37.6% in 2018. 37.6% represented our medical workforce in 2018. This year 36.9% represents the overall workforce although a brief review of bonus payments shows all payments made to medical staff.

Average bonus gender pay gap as a mean average			
Overall	Male	Female	% difference
Mean bonus payment	£12,880	£8,125	36.9%

1.4.3 Average bonus gender pay gap as a median average

The difference in median bonus pay is 49.8% compared to 46.6% in 2018. 49.8% represented our medical workforce in 2018. This year 46.6% represents the overall workforce although a brief review of bonus payments shows all payments made to medical staff.

Average bonus gender pay gap as a median average			
Overall	Male	Female	% difference
Median bonus payment	£9,040	£4,536	49.8%

1.5 Employees by pay quartile

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

This remains largely the same as data submitted in 2018.

	Proportion of males and females when divided into four groups ordered from lowest to highest pay	
	Male	Female
Lower	25%	75%
Lower middle	20%	80%
Upper middle	16%	84%
Upper	38%	62%

1.6 Summary

- 1.6.1 The gender split of the workforce at MTW and proportion of males and females divided into the four groups ordered from lowest to highest remains relatively and unsurprisingly unchanged.

- 1.6.2 The difference in the mean bonus pay has risen slightly compared to last year. The Clinical Excellence Awards can account for the majority of the bonus pay gap. Any changes to the number of females applying for and being awarded CEAs will not be reported until 2020. We will continue to provide support to those applying for CEAs and in particular encourage female clinicians to do so.