

1.0 GENDER PAY GAP REPORT 2020-2021

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 2020.

1.3 Hourly Rate

1.3.1 Gender pay gap as a mean and median average

	2020-2021
Mean gender pay gap using hourly pay	24.9%
Median gender pay gap using hourly pay	8.1%

1.4 Bonus Pay

1.4.1 Percentage of employees who received bonus pay as a mean and a median

	Men	Women
Percentage of men and women who received bonus pay	5.0%	0.5%

1.4.2. Mean and median gender pay gap using bonus pay

Mean gender pay gap using bonus pay	36.7%
Median gender pay gap using bonus pay	40.6%

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

	Men	Women
Upper hourly pay quarter	36.7%	63.3%
Upper middle hourly pay quarter	16.9%	83.1%
Lower middle hourly pay quarter	23.6%	76.4%
Lower hourly pay quarter	20.0%	80.0%

1.6 Summary

The MTW workforce has a 76% female population.

Looking back to 2017, we can see that the percentage of women in the lower pay quartile has increased whilst the number of men has decreased. In the lower to middle quartile the percentage of women have decreased whilst the percentage of men has increased.

In the upper middle quartile, we can see that the percentages of women have reduced slightly with the percentage of men increasing slightly with no real change in the upper quartile.

1.6.1 Hourly pay gap

The hourly average pay gap between men and women increased between 2019 and 2020 then reduced in 2021.

1.6.2 Bonus payments

Men receiving bonus payments has remained the same since 2018 at 5.6% which reduced to 5.0% in 2021. Women receiving bonus payments have gone from 0.6% in 2018 and 2019, then to 0.5% since.

1.6.3 Bonus pay gap

The average bonus pay gap increased from 2018 to 2019 then reduced in 2021.

The Clinical Excellence Awards were previously cited as the main reason for the bonus pay gap. During 2020 the CEA payments were equally divided between eligible Consultants which is a practice that will continue this year.

The BMA and NHS Employers are working together to review the CEA scheme for next year.