



**Sussex Community**  
NHS Foundation Trust

# Gender Pay Report 2017

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*Excellent care at the  
heart of the community*

Reader Box	
<b>Description</b>	The report about the performance of Sussex Community NHS Foundation Trust (the “Trust”) as at March 31 2017 and progress addressing the Gender Pay Gap (GPG). The report is part of the Trust’s ongoing commitment to promote gender equality, as expressed within the Trust’s Equality Strategy
<b>Date published</b>	30/03/2018
<b>Date due for review</b>	n/a
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<b>Primary audience</b>	Public
<b>Secondary audience(s)</b>	Staff, Commissioners, Regulators
<b>Notes</b>	This report will be combined with the Annual Equality Report in subsequent reporting periods.
<b>Accessibility</b>	If you require this report in another format, such as large print or electronically, or in a different language please contact sc-tr.equality@nhs.net or ring 01273 666460

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## Introduction

This is the first gender pay report by the Inclusion Lead for Sussex Community NHS Foundation Trust (SCFT or the “Trust”). It follows new regulations<sup>1</sup> that came into force in March 2017. The gender pay gap was discussed at a board seminar in January 2018.

The report aims to support performance through greater transparency on gender pay differences and by providing the data needed to target action more effectively.

The report demonstrates our workforce commitment to promote an inclusive culture.

## Background

The gender pay gap is a measurement of the difference between men and women’s average salaries. It is not men and women being paid differently for the same job.

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 introduced new gender pay gap reporting requirements for most public authorities.

We are committed to being an equitable business grounded in our diverse communities<sup>2</sup> and to continuously improve equality, diversity and inclusion for our staff in order to recruit and retain the best talent<sup>3</sup>.

<sup>1</sup> Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017

<sup>2</sup> Equality Strategy 2017 update

<sup>3</sup> Workforce Strategy 2017-2020

*‘The Trust recognised the importance of valuing the diversity of its staff’*

*(CQC, 2018)*

**Figure 1 Workforce gender breakdown**

The workforce was 88% (n. 4,206) women and 12% (n. 588) men at the “snapshot date” of the 31 March 2017.

Gender by pay band	Women	Men
Band 1	61.9%	38.1%
Band 2	88.4%	11.6%
Band 3	91.0%	9.0%
Band 4	88.7%	11.3%
Band 5	90.0%	10.0%
Band 6	91.0%	9.0%
Band 7	88.5%	11.5%
Band 8a	75.8%	24.2%
Band 8b	79.4%	20.6%
Band 8c	66.7%	33.3%
Band 8d-9	75.0%	25.0%
Junior Doctors	66.7%	33.3%
Non-Consultant Career Grade Doctors	58.3%	41.7%
Medical Consultants	75.9%	24.1%
Other	64.9%	35.1%

The NHS terms and conditions of service handbook contain the national agreements on pay for NHS staff other than very senior managers and medical staff.

## Performance

Salary data used for this report is based on employee pay on the ‘snapshot’ date of 31 March 2017 as well as bonus pay between 1 April 2016 and 31 March 2017.

### Gender pay gap

The gender pay gap is the difference between average hourly earnings (excluding overtime) of men and women as a proportion of average hourly earnings (excluding overtime) of men’s earnings.

Figure 2 Hourly rates

	Median	Mean Average
Men	£13.99	£16.17
Women	£14.53	£14.89
Difference	-£0.54	£1.28
Gender Pay Gap	-3.8%	7.8%

The median gender pay gap is less impacted by the relatively smaller numbers of higher or lower earners.

The median gender pay gap is more typical of the gap between most men and women.

The mean gender pay gap gives equal weight to the salaries of all people, including for those earning the most and the least, despite most employees not earning these amounts.

The highest and the lowest earning men were relatively over-represented compared to their proportion within the workforce in certain service areas and staff groups. There are also less men in middle (median) income roles compared to the workforce overall.

We will use this information to take targeted action to close the gender pay gap.

Women’s hourly rate of pay is...

**3.8% higher** *(median); or*

**7.8% lower** *(mean)*

## Gender bonus gap

The gender bonus gap is the difference between average bonuses paid to men and women over the period of 12 months ending with the 'snapshot' date.

	Median	Mean Average
Men	£8,951	£8,951
Women	£5,348	£8,410
Difference	£3,603	£541
Gender Bonus Gap	40.3%	6.0%

## Women's bonus pay is...

**6.0% lower** (mean); or

**40.3% lower** (median)

- There were 20 employees who received a bonus between 1 April 2016 and 31 March 2017
- 18 women and two men received bonuses. The median average bonus gap is skewed by these small cohorts
- All bonuses were doctors receiving Clinical Excellence Awards (CEA)
- Of the top five highest bonuses paid, the four highest all went to women.

## Employees receiving a bonus

Figure 3 Bonuses for men

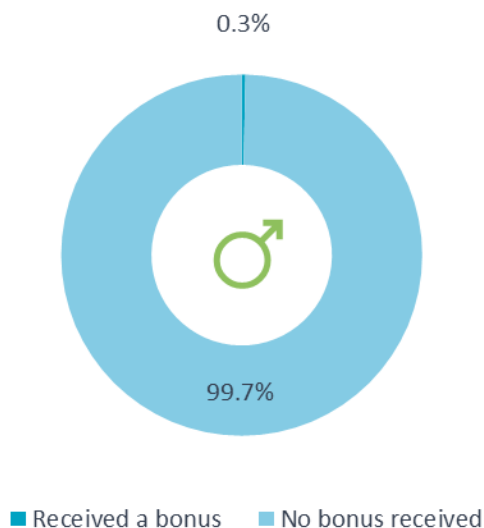
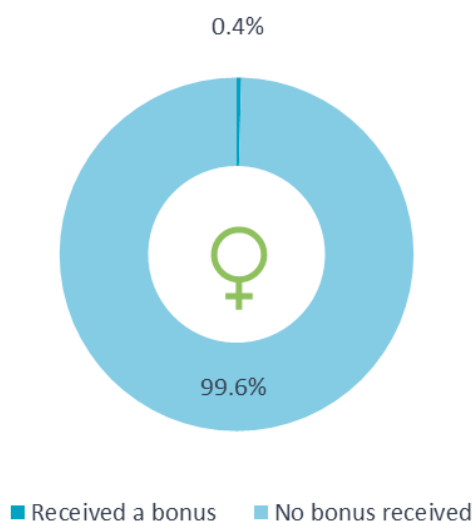
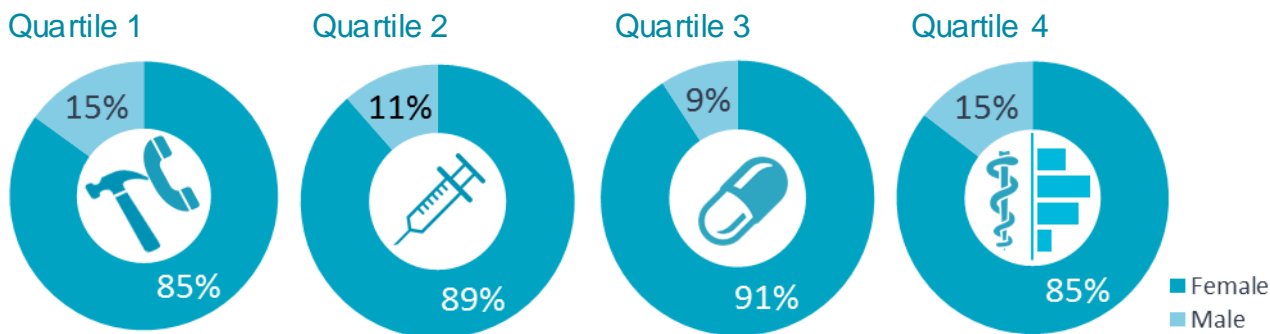


Figure 4 Bonuses for women



## Pay quartiles

The proportion of men and women in each pay quartile. Quartile 1 is low and Quartile 4 is high.



There are more men (15%) in the top and the bottom quartiles than in the workforce overall (12%)

## An inclusive workplace for all

We support all of our staff in many ways to ensure they are included and valued:



Our flexible working policy supports staff balance work and home lives:

- Part time working
- Term-time working
- Annualised hours
- Job sharing



Our staff get time off to deal with an emergency; career breaks; maternity, adoption and shared parental leave



Affordable workplace nurseries and “Drop ‘N’ Go” childcare for children under-5 is available on our major sites



Job applications have names removed to reduce the potential for bias at shortlisting



Non-discriminatory job adverts and job evaluations to ensure equal pay



Career break returner initiatives, benefiting all people, particularly women

*‘58% of staff satisfied with the opportunities for flexible working’* (NHS Staff Survey 2016)

## Closing the gap

At Sussex Community NHS Foundation Trust we are pressing for progress on the gender pay gap.

Over 2018-19 we propose to take the following actions:

### Developing our talent

#### Women Leaders Network

Constitute and support a women leaders network to tap into diversity of thinking and promote an inclusive and representative workforce, for example through promoting mentoring, shadowing, coaching, development programmes and career progression opportunities.

#### Positive action

Target men and women for training and development opportunities and for jobs within areas of the workforce where there is under-representation.

### Family friendly

#### Default flexible-working

Every job designed as flexible. Where a vacancy manager considers a role not suited to job sharing, they must justify this in the business case for approval.



#### Job Share Finder

Develop an online database for existing staff that are looking for prospective job share partners to help find potential matches.

### Parental leave

#### Shared parental leave pay

Extending our proud tradition as a Living Wage Employer, we will scope enhancing pay for shared parental leave.

## Conclusion

This report demonstrates transparency in reporting gender pay differences. We have positive and solid foundations for the women and men in our workforce but we recognise the challenges that remain and we are committed to closing the gender pay gap.

## Next steps

The Trust's equality plan will be updated with a new objective to reflect the actions. Progress will be delivered by Human Resources, Workforce Education and Training and a new Women Leaders Network. Performance will be monitored by the Equality, Diversity and Inclusion Group and reported quarterly to the Workforce Committee.