

Gender Pay Gap Report 2020

1.0 Introduction

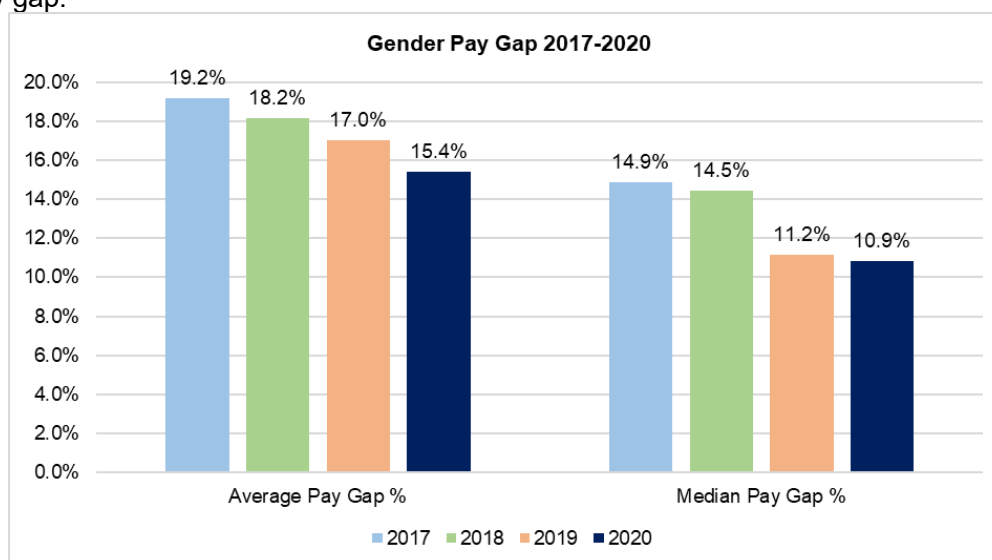
1.1 All other employers with more than 250 staff are required to report data relating to the Gender Pay Gap. The data reported in this paper shows the pay gap as at 31st March 2020, as required by the Regulations. Although the statutory reporting requirement was suspended in 2020 due to the onset of COVID, the Trust submitted its 2019 data ahead of that suspension. The deadline for the 2020 submission has been extended to October 2021.

1.2 Whilst both equal pay and the gender gap deal with the disparity of pay women receive in the workplace, they are two different issues:

- Equal pay means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010.
- The gender pay gap is a measure of the difference between men’s and women’s average earnings across an organisation. It is expressed as a percentage of earnings and represents the difference between the mean hourly rate of ordinary pay of male and female employees, and the difference between the median hourly rate of ordinary pay of male and female employees

2.0 Gender Pay Gap

2.1 In common with many NHS Trusts GOSH has a gender pay gap. In 2020 the average pay for a male employee was £4.06 per hour (15.4%) higher than the average female hourly rate. The median hourly rate gap was lower at £2.37 per hour (10.9%). Both % and £ value are slightly lower than the previous year, and represent a continuation of the trend of a decreasing gender pay gap.

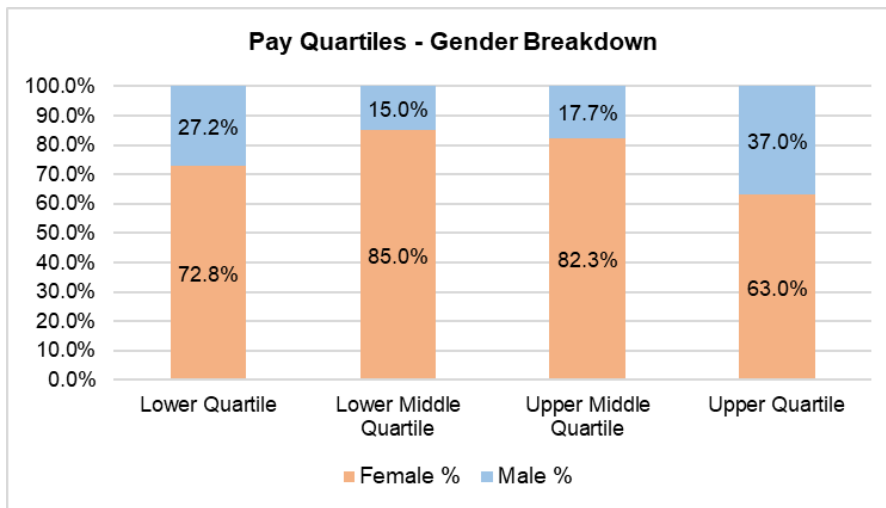


2.2 Reasons for the pay gap are complex and driven by the traditional demographics of the healthcare workforce. For example the Nursing and Administrative & Clerical professions are predominately female, and women make up 77% of the overall Trust workforce.

	Female Headcount	Male Headcount	Total Headcount	Female %	Male %
Add Prof Scientific & Technic	259	70	329	79%	21%
Additional Clinical Services	430	93	523	82%	18%
Administrative & Clerical	758	373	1131	67%	33%
Allied Health Professionals	259	25	284	91%	9%

Estates and Ancillary	67	100	167	40%	60%
Healthcare Scientists	224	82	306	73%	27%
Medical and Dental	426	343	769	55%	45%
Nursing	1509	87	1596	95%	5%
Total	3932	1173	5105	77%	23%





2.3 Whilst the GOSH pay quartile data shows that the highest percentage of staff across all pay quartiles are females, the highest proportion (relatively) of male staff are to be found in the highest pay quartile:



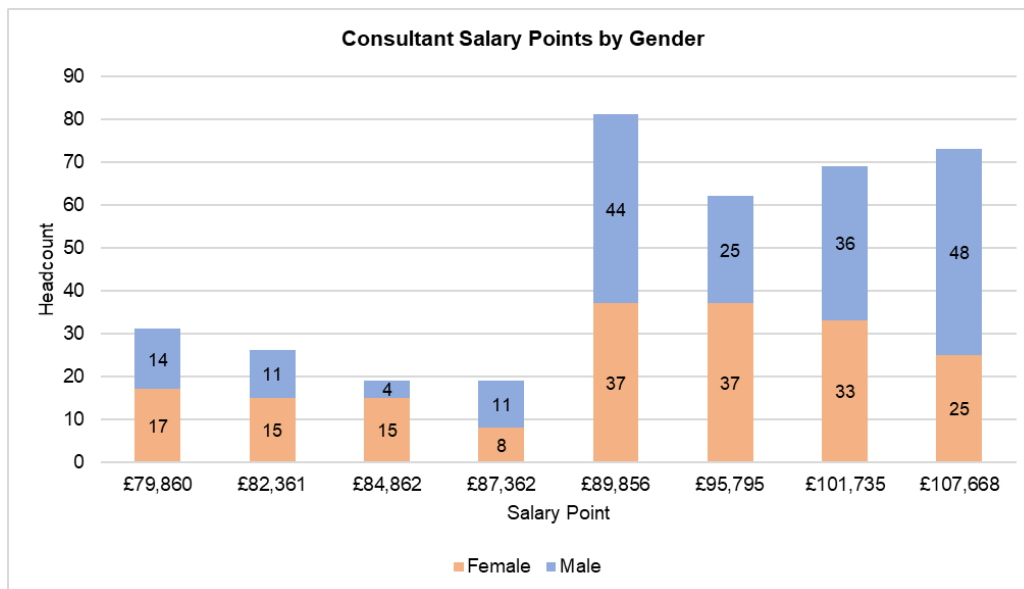
3.0 Medical vs. Non-Medical Gender Pay Gap

3.1 When considering the data at a more granular level it is clear one of the main drivers for the gap at GOSH is the difference our consultant workforce makes on pay levels across the organisation.

3.2 Whilst we have a fairly equal number of men and women consultants (51% and 49% respectively), female consultants form part of a much larger population of women when looking at the gap at the organisational level (as the Trust is 77% female). Consequently their effect on female average pay is less than male consultant pay is on male average pay:

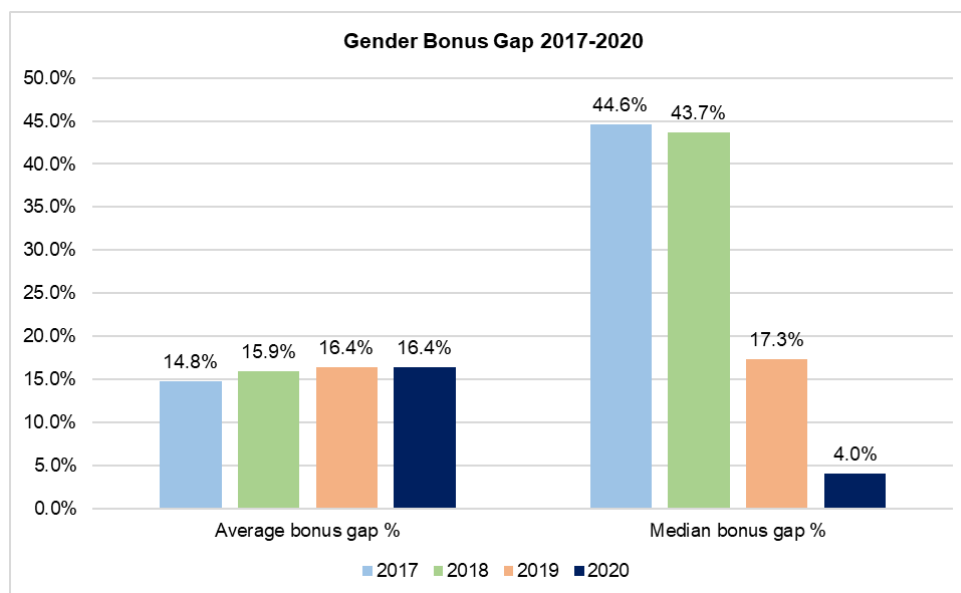
Gender pay gap (non-medical)		Gender pay gap (medical/dental)	
Mean	Median	Mean	Median
			
Women on a mean average earn 3p per hour more than men.	Women on a median average earn 14p per hour more than men.	Men on a mean average earn £2.93 per hour more than women.	Men on a median average earn £5.76 per hour more than women.
-0.14%	-0.75%	7.07%	13.45%

3.3 Within the consultant workforce the distribution of men and women along the consultant payscale broadly represents the traditional demographic of the medical workforce (i.e. predominately male). Over time, as the demographic shift within the trainee medical workforce filters through to the consultant workforce, and female consultants' progress up the payscale, the ratio of female consultants at higher points of scale will increase and contribute to a reduction in gender pay gap at GOSH.



4.0 Bonus Gender Pay Gap

4.1 Earnings in the calculation for bonus payments relate to consultant Clinical Excellence Awards (CEAs). The average gender bonus gap currently stands at £2,279 per annum (16.4%), and the median £252 per annum (4.0%). It should be noted that while there has been a small increase in the average bonus payment, the median gap has reduced significantly since 2018.



4.2 The proportion of staff receiving bonus pay was 7.25% (male) and 1.53% (female) – based on the total workforce at GOSH. It should be noted only Consultant medical staff are eligible to receive CEAs – 40% of the consultant workforce hold a CEA. This breaks down to 33% of female consultants and 47% of male consultants holding a CEA.

	Consultant Headcount	Award Holders	%
Female	187	62	33%
Male	193	90	47%
Total	380	152	40%

4.2 Local clinical excellence awards are decided by a GOSH panel which consists of a diverse range of participants, representing the diversity the consultant workforce at GOSH including ethnicities,

gender and specialities. Applications and allocation of awards are monitored against a range of protected characteristics including Gender.

5.0 Addressing the Gender Pay Gap

1.3 The GOSH People Strategy had the creation of an integrated Diversity and Inclusion (D&I) Framework as a key output in the first year of delivery. The D&I framework “Seen and Heard” was launched in September 2020 and includes commitments to deliver activity built around the four themes below, which will support addressing the issues which contribute to the existence of a Gender Pay Gap:

- Opening-up external recruitment – promoting GOSH as a creative, diverse and inclusive employer of choice
- Creating internal career paths and opportunities for progression and ensure fair and transparent access to jobs, training and education
- Creating a more inclusive work culture for all to build understanding and connectivity and support value-based people management practice
- Creating channels and safe spaces which amplify the employee voice, ensuring that we listen, hear and take action as a consequence.