

Meeting Title	TBC		
Meeting Date	TBC	Agenda No	
Report Title	MID ESSEX Hospitals Trust- Gender Pay Gap Report 2020		
Lead Executive Director	Danny Hariram, Chief People & OD Director		
Lead SLT or Exec Sponsor	<p>Danny Hariram, Chief People & OD Director</p> <p>Tom Abell, Deputy Chief Executive and Chief Transformation Officer</p> <p>Thenji Ndiweni- Group Director of HR: HR Operations and Experience</p> <p>Jennifer Canham- Associate Director, MEHT</p>		
Lead and Report Author	Rob Brunger, Head of Inclusion and Engagement (Author)		
Lead Specialist	Rob Brunger, Head of Inclusion and Engagement		
Action Required	Decision <input type="checkbox"/> Discussion <input checked="" type="checkbox"/> Monitoring <input type="checkbox"/> (<i>please tick</i>)		
Background / Context	<p>From 7 April 2017 all employers with over 250 staff are required by law to publish figures annually on the difference between the average (mean or median) earnings of men and women they employ. Variably, for public sector bodies in particular, this was effective from 31 March 2018.</p> <p>The deadline for annual reporting is set as the 30 March. All organisations are required to publish data on this date for the designated date of 31 March for the previous year.</p> <p>This report therefore focuses on data for the 31 March 2019.</p> <p>The Gender Pay Gap is not to be confused with equal pay; equal pay relates to the differences in pay between men and women who carry out same jobs, similar jobs or work of equal value while the gender pay gap strictly refers to the average earning of men and women in an organisation.</p>		
Report	This paper provides the Gender Pay Gap data which has been submitted on behalf of the Trust and provides analysis around this		

	<p>information.</p> <p>Also included within this document is a reflection on how the Trust looked to reduce the Gender Pay Gap for the previous year and a further Action Plan for the forthcoming year in order to address the Gender Pay Gap which currently exists within the Trust and society in general terms.</p>
Assessment of Implications	
Financial implications	N/A
Risk	There is the potential for discriminatory claims to be made which are linked to appropriate legislation such as the Equality Act 2010.
Equality and Diversity	This paper obviously carries equality and diversity implications owing to its very nature.
Freedom of Information	No exemptions apply
Other Implications Identified	N/A
Recommendation	<p>The Group is asked to:</p> <ul style="list-style-type: none"> • Note the contents of this paper • Support the associated Action Plan
Appendices	<p>Appendix A- Statistical Explanation</p> <p>Appendix B- Gender Pay Gap Action Plan</p>

Gender Pay Gap Report

1. Situation

This paper sets out to provide the Gender Pay Gap Information for Mid Essex Hospital Trust for 31 March 2019. This paper provides the Gender Pay Gap data which will be submitted on behalf of the Trust during March 2020 and provides analysis around this information.

Also included within this document is an Action Plan for the forthcoming year, in order to address the Gender Pay Gap which currently exists within the Trust, Mid and South Essex Hospitals Group and reflects our current society in general terms.

The data, action plan and supporting statement are to be uploaded onto the Government website and also the Trust Intranet site, in line with current legislative requirements.

2. Background

From 7 April 2017, all employers with over 250 staff were required by law to publish figures annually expressing the difference between the average (mean or median) earnings of men and women that they employ. For public sector bodies in particular, this was effective from 31st March 2018, with the deadline for reporting being 30th March 2018.

This paper provides the Gender Pay Gap data which has been submitted on behalf of the Trust for 2020 and provides analysis around this information for the previous year.

Also included within this document is a reflection on how the Trust looked to reduce the Gender Pay Gap for the previous year and a further Action Plan for the forthcoming year in order to address the Gender Pay Gap which currently exists within the Trust and society, in general terms.

3. Approach

The gender pay data has been obtained from our Electronic Staff Record System (ESR) for all staff employed and paid in March 2019. Where anomalies with the data were identified, these have been queried and amended as appropriate.

The data and calculations have been derived from hourly rates of pay of:

- all employees (male/female) employed on the snapshot date (31st March 2019) – these are referred to as ‘relevant employees’.
- all employees (male / female) who were paid their usual full pay in their pay period that included the snapshot date - these are referred to as ‘full-pay relevant employees’ (whether full time or part time they would have earned their usual pay in the pay period of the snapshot date).

The pay in consideration of the gender pay analysis is:

- basic pay
- allowances (such as payments for extra responsibilities, location-related payments, car allowances, recruitment or retention incentives)
- pay for piecework

- pay for leave
- shift premium pay

Bonuses are considered separately and, as per national guidance, include any rewards related to:

- profit-sharing
- productivity
- performance
- incentive
- commission

These are considered over a 12 month period to March 2019 as per guidance.

An explanation of the calculations used to determine percentages for the various categories are provided in appendix A.

4. Findings

The findings from the analysis of the various categories are provided below:

4.1 Mean Pay Gap (%)

Gender	Mean (Average) Hourly Rate
Male	£22.00
Female	£15.74
Pay Gap %	28.49%

The mean pay refers to the average hourly rate for the Trust workforce on the 31 March 2019.

For reference, the male and female headcount split for the Trust is 77.18% female and 22.82% male.

The statistic above indicates that, in general terms, more males earn a higher hourly rate when compared to females. Further analysis of the detail indicates that the higher hourly rates which are driving the percentages in favour of the males are within the Medical & Dental staff groups where 60.99% of the workforce are males with an average hourly rate of £36.29 compared to 39.01% of the female workforce with an average hourly rate of £30.79. There is also slight disparity within the Administrative and Clerical groups. For all other staff groups the hourly rates for males and females are comparable. See table below:

Staff Group	Female	Female %	Female Average	Male	Male %	Male Average	Total
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			Hourly Rate £			Hourly Rate £	
Add Prof Scientific and Technic	88	67.18%	£20.15	43	32.82%	£18.83	131
Additional Clinical Services	692	83.78%	£10.97	134	16.22%	£10.67	826
Administrative and Clerical	755	80.49%	£12.48	183	19.51%	£15.10	938
Allied Health Professionals	158	84.04%	£18.77	30	15.96%	£17.78	188
Estates and Ancillary	343	68.74%	£11.14	156	31.26%	£10.68	499
Healthcare Scientists	73	66.97%	£18.02	36	33.03%	£16.99	109
Medical and Dental	205	36.87%	£31.98	351	63.13%	£37.04	556
Nursing and Midwifery Registered	1,210	90.64%	£17.75	125	9.36%	£17.57	1,335
Total	3,524	76.91%	£15.59	1,058	23.09%	£21.75	4,582

4.2 Median Pay Gap%

Gender	Median Hourly Rate
Male	£15.17
Female	£13.89
Pay Gap %	8.42%

The table above reinforces the Mean Pay data in 3.1. (For median values hourly rates are sorted by increasing value and the middle value(s) used to determine the pay gap). In effect, more males earn a higher hourly rate as compared to females in general which is again driven by the Medical workforce data as described in 3.1.

4.3 Mean Average Bonus Pay Gap %

Gender	Mean Average Bonus Pay
Male	£9,888.45
Female	£5,939.72
Bonus Pay Gap %	39.93%

The mean average bonus pay refers to the average bonus rate for the eligible Trust workforce on 31 March 2019. 235 staff were employed on 31 March 2019 in Consultant roles.

As per the guidance this takes into account Clinical Excellence Awards (CEAs) for Consultants paid in the 2018/19 financial year. The male to female average bonus pay differential is similar to the hourly rate pay gap. The male to female comparison of consultants who received CEAs shows a higher proportion of the male consultant workforce (74.49%) in the Trust receiving CEAs in comparison to their female counterparts (20.51%).

Gender	Consultant Paid Bonus	Consultant Paid Bonus %	Total Consultants	Total Consultants %
Female	24	20.51%	75	30.00%
Male	93	79.49%	175	70.00%
Total	117	100.00%	250	100.00%

4.4 Median Average Bonus Pay Gap %

Gender	Median Average Bonus Pay
Male	£6,032.04
Female	£3,015.96
Bonus Pay Gap %	50.00%

The median average bonus pay gap reinforces the trend from the average hourly pay gap and the average bonus pay gap; female consultants receive less values in CEAs compared to their male counterparts.

4.5 Proportion of Males to Females receiving a bonus payment

Gender	Employees Paid Bonus	Total Relevant Employees	Total Consultants %
Female	24	3,524	0.68%
Male	93	1,058	8.79%
Total	117	4582	2.55%

The above shows the proportion of all bonuses paid (CEA's) compared to total staff numbers. This would indicate that many more males received a bonus. This is in line with the male to female ratio of the Medical and Dental consultant workforce.

4.6 The proportion of males and females in each quartile pay band

Quartile	Female	Male	Female %	Male %	Description
1(Lowest Paid)	976	271	78.27%	21.73%	Includes all employees whose standard hourly rate places them at, or below, the lower quartile
2	1016	233	81.35%	18.65%	Includes all employees whose standard hourly rate places them above the lower quartile, but at, or below, the median
3	1063	185	85.18%	14.82%	Includes all employees whose standard hourly rate places them above the median, but at, or below, the upper quartile
4 (Highest Paid)	804	444	64.42%	35.58%	Includes all employees whose standard hourly rate places them above the upper quartile

This shows the proportions of male and female full-pay relevant employees in four quartile pay bands from smallest to the largest.

This shows the proportions of male and female full-pay relevant employees in four quartile pay bands from smallest to the largest with Quartile 1 being the lowest 25% of salaries within the Trust and Quartile 4 being the top 25% of salaries.

Typical job roles that are included in each quartile are:-

- Q1 – Job roles include Apprentices, Domestics, Clinical Support Workers and clerical workers
- Q2 – Job roles include Staff Nurses, Technicians
- Q3 – Job roles include Administration Managers, F1/F2 Doctors, and Specialist Nurse Practitioners
- Q4 – Job roles include Nursing Managers, Radiographers, Core Training Doctors, and Directors

5. Challenges

5.1 Data

The national requirement is for high level data (Trust totals) and therefore this is the focus of this report, however further drill down could be provided to further understand the data.

5.2 Recruitment

The data would suggest that there is a potential barrier to female staff securing senior posts in the medical and dental, administrative, senior nurse and radiography workforce, however further drill down would be required to fully explore this.

5.3 Career progression

The data would suggest that there is a potential barrier to female staff in the medical and dental workforce progressing to senior levels within the organisation and receiving bonus payments (CEA's).

5.4 Working hours/patterns including flexible working

Research reports that it is predominantly female staff that work part time or flexibly which may impact on their ability to obtain a post, or progress further within their organisation.

Flexible working is not centrally recorded and it is therefore difficult to monitor and analyse. The data for the report did not include information on whether staff were full or part time as the focus was on hourly rate which is the same regardless of the hours worked.

5.5 Turnover/ exit information

Historically the Trust has struggled to obtain exit information from leavers so analysis has been limited. This process is being explored as an improvement initiative post-merger.

5.6 Retention

Retention is a longstanding challenge for the Trust. The work that is currently in process to understand the challenges will support analysis of the data within this report. Further initiatives are being explored to aid retention post-merger within the new MSE structure.

6. Past

The below table provides a direct comparison with the statistics provided, compared to last years' reported figures. As has already been concluded upon, there has only been limited progress in terms of realigning the gender pay gap across the Trust. Moreover, according to some metrics the gender pay gap has increased. However, it is important to appreciate that the alignment of pay will only be achieved after a measured and sustained approach over a number of years and by delivering upon the action plan contained within the appendix. It is important to also appreciate that the Gender Pay Gap is a matter to be addressed by the Trust, MSE Hospitals Group and society in general terms. More detailed analysis will be provided in the Mid and South Essex Foundation Group Gender Pay Gap report, including comparisons with other Trusts.

METRIC	Mid Essex Comparisons	
	2018	2019
Mean Pay Gap	28.80%	28.49%
Median Pay Gap	6.62%	8.42%
Mean Average Bonus Gap	30.88%	39.93%
Median Average Bonus Gap	49.98%	50.00%
Proportion of Males to Females receiving a bonus payment - Female	0.64%	0.68%
Proportion of Males to Females receiving a bonus payment - Male	8.33%	8.79%

Proportion of Males to Females receiving a bonus payment - Total	2.39%	2.55%
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7. Future

A detailed Action Plan has been provided within the appendices of this document. However, it is important to be mindful that with the imminent merger of the three Trusts a joint Action plan is provided this year which is consistent with our approach for 2019- 2020.

Each of the Three Trusts have variable figures in terms of the Gender Pay Gap. A supplementary MSE Gender Pay Gap has therefore been drafted which will present an overview for the Group and will also draw comparisons, contrasts and inconsistencies which exist between the three hospitals.

From next year only one report will be provided, post merger in the spirit of collaborative working.

The Inclusion and Engagement Team will monitor the progress of the Gender Pay Gap action plans during 2020 and support with initiatives to further reduce the Gender Pay Gap.

8. Conclusion / Recommendations

This report outlines the gender pay gap information for the Trust. On-going it is recommended that this is a standing agenda item at the Equality, Diversity and Inclusion Group (EDIG) and the action plan which will be developed is monitored and audited through that Group to ensure equality of opportunity in the workforce.

Quarterly reports from EDIG to the Quality Assurance Committee will incorporate an update on progress achieved and escalate any concerns relating to the Gender Pay Gap.

The senior leadership team is asked to consider this report and agree the forward actions outlined in the Forward actions and Action Plan.

Appendix A

1 Mean / Median Pay Gap

This looks at the pay gap as an average of male to female hourly rate of pay. For mean values, a common average value is used. To determine median values hourly rates are sorted by increasing value and the middle value (s) used to determine the pay gap.

$$(A-B) / A \times 100$$

A: mean/median hourly rate of pay for all male full pay relevant employees

B: is the mean/median hourly rate of pay for all male full pay relevant employees

2 Mean / Median Bonus Pay Gap

This looks at pay gap as an average of male to female bonus pay. For mean values, a common average value is used. To determine median values bonus pay is sorted by increasing value and the middle value (s) used to determine the pay gap.

$$(A-B) / A \times 100$$

A: mean/ median bonus pay of all male relevant employees who were paid bonus pay during the 12 month period ending with the snapshot date.

B: mean/median bonus pay of all female relevant employees who were paid bonus pay during the 12 month period ending with the snapshot date.

3 Proportion of males and females receiving a bonus payment

$$A / B \times 100$$

A: number of male relevant employees paid bonus pay in 12 month period ending with the snapshot date (March 2018)

B: Number of male relevant employees

$$C / D \times 100$$

C: number of female relevant employees paid bonus pay in 12 month period ending with the snapshot date (March 2018)

D: Number of female relevant employees

4 Proportion of males and females in each quartile

- All employees listed and sorted by hourly rate of pay
- List is split into four equal quarters
- Express the proportion of male and female employees in each quartile as a %.

Appendix B- Proposed Action Plan (to eliminate the Gender Pay Gap across MSE)

AIM	ACTIONS	PROPOSALS
Implement and support a range of flexible working opportunities and career pathways to encourage more female applicants into posts	Review the job adverts for posts and include information such as flexible working for each role to improve attraction for candidates.	<p>Owing to the Covid-19 pandemic the Gender Pay Gap Action Plan will be updated in due course with due timescales and activity which will be progressed.</p> <p>However, the Trust wanted to demonstrate that Actions and Aims are being considered and will be delivered upon in order to progress the Gender Pay Gap initiative ensuring future parity of pay between male and female employees.</p>
	Survey staff on flexible working practices via focus groups, online survey	
Recruitment of more female employees	Review of recruitment and marketing materials, events, professional development and support offerings to improve attraction of female applicants to MSE as an employer	
	Revisit training for managers to reinforce fairness and equity in recruitment	

AIM	ACTIONS	PROPOSALS
	<p>processes</p> <p>Launch of Diversity Champions in Recruitment process</p> <p>Conduct Unconscious Bias Training across the Group</p>	
<p>Retention of female employees, Reducing Staff Turnover</p>	<p>Establish a mentor programme for aspiring and new female employees</p> <p>Conduct a review of Exit Interview process including potential to conduct stay interviews</p>	
	<p>Establish a vibrant women's network to promote Equality and Inclusion</p> <p>Annual Celebrations for International Women's Day</p>	
<p>To improve the gender balance of Clinical Excellence Award applicants and successful recipients</p>	<p>Develop and monitor action plan to increase the number of female applicants for CEAs</p>	
<p>Overall Strategic Approach</p>	<p>As advised by Paul Deemer of NHS Employers, Conduct further analysis around outlying areas and identify patterns and trends</p> <p>Work with Dr Penny Newman and others to look at best practice in the UK and build these into the action plan</p>	