

Gender Pay Gap Report

As at 31st March 2020



Introduction



Royal Papworth Hospital
NHS Foundation Trust

- Government legislation means employers with 250 or more employees are required to publish their figures comparing men and women's average pay across the organisation.
- The gender pay gap is the difference between the average earnings of men and women.
- The first report was published in March 2018, which provided gender pay data as at 31st March 2017
- The gender pay gap report must include:
 - Mean gender pay gap
 - Median gender pay gap
 - Mean bonus gender pay gap
 - Median bonus gender pay gap
 - Proportion of men in the organisation receiving a bonus payment
 - Proportion of women the organisation receiving a bonus payment
 - Proportion of men and women in each quartile pay band
- This year we are reporting on gender pay data as at 31st March 2020

Definitions and Scope



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- **Mean**

The mean hourly rate is the average hourly wage across the entire organisation so the mean gender pay gap is a measure of the difference between women's mean hourly wage and men's mean hourly wage.

- **Median**

The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle; so the median gender pay gap is the difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man).

- **Pay Quartiles**

Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of women in each quartile gives an indication of women's representation at different levels of the organisation.

- This report is based on pay rates as at 31st March 2020 and covers any bonuses paid within the year 1st April 2019 to 31st March 2020.
- It covers all employees under contract to Royal Papworth Hospital, including Agenda for Change and Medical terms and conditions. It includes those employed under Temporary Staffing, but does not include Non-Exec Directors or staff working in hosted organisations (e.g. HEE and EAHSN).
- All data has been collated from the Electronic Staff Record (ESR) system.

Mean and Median Gender Pay Gap 19/20

MEDIAN GENDER PAY GAP AT RPH

- The median hourly wage for men is £16.63.
- The median hourly wage for women is £15.40.
- This equates to a £1.23 difference.
- The median hourly rate is 7.4% lower for women than it is for men.
- This means that for every £1 earned by men, women earn 92.6p.



MEAN GENDER PAY GAP AT RPH

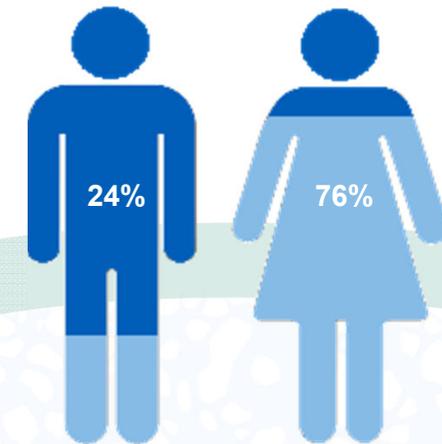
- The mean hourly rate for men is £22.62.
- The mean hourly rate for women is £16.96.
- When comparing mean hourly wages, women's mean hourly wage is 25% lower than men's.
- This is a difference of £5.66 in the average hourly rates between men and women.



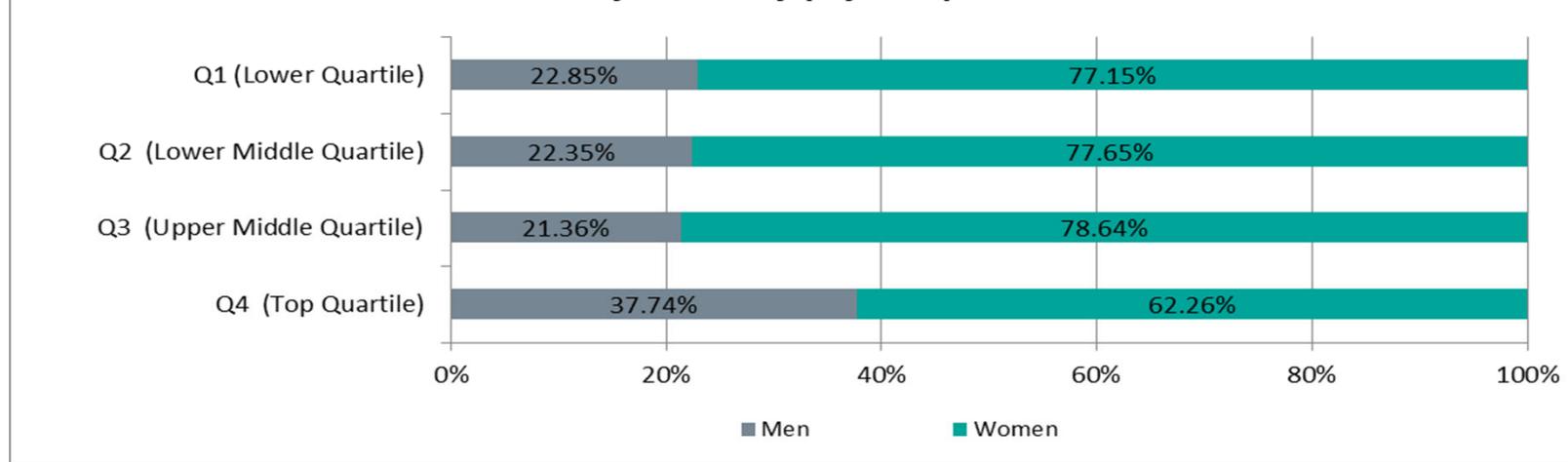
Pay Quartiles

- The gender profile of Royal Papworth is 74% female to 26% male, which is a common workforce profile across NHS Trusts.
- The Trust employ significantly more women in Quartiles 1, 2 and 3, (accounting for 77-79% of the total), however there is a smaller proportion within the top quartile (4) at 62%.
- Consultant medical staff (104 headcount) which are in quartile 4 have a gender split of 35.6% are female and 64.4% male
- Junior doctors (100 headcount) are 61% male and 39% female.

Trust Gender Profile



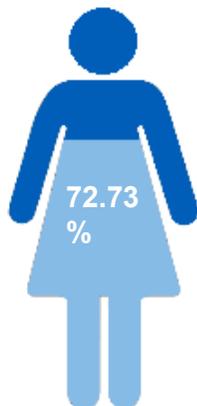
Gender Pay- Ordinary pay comparison 2020



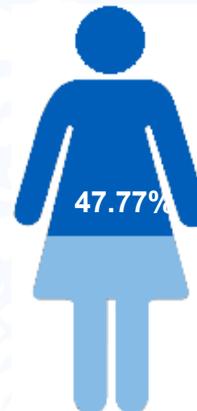
Gender Pay Gap Bonus Pay

- For the purposes of the gender pay gap, bonus pay is classed as any rewards that related to profit-sharing, productivity, performance, incentive and commission that were actually paid within the reporting period. In RPH the only payment that qualifies as a bonus payment is the Clinical Excellence Award that applies to substantive consultant medical staff with more than 12 months service.
- At Royal Papworth Hospital, the women's median bonus pay is 72.73% lower than men's. This means that women earn 27p for every £1 that men earn when comparing median bonus pay.
- When comparing the mean bonus pay gap, women's mean bonus pay is 47.8% lower than men's.

Median Bonus Gender Pay Gap



Mean Bonus Gender Pay Gap



Who received bonus pay at Royal Papworth Hospital:

- 0.76% of women
- 7.41% of men

Comparison to Previous Years



ORDINARY PAY			
MEAN		MEDIAN	
Year	Pay Gap %	Year	Pay Gap %
2017	28.79%	2017	9.94%
2018	25.96%	2018	10.25%
2019	25.02%	2019	7.84%
2020	25.03%	2020	7.42%

BONUS PAY			
MEAN		MEDIAN	
Year	Pay Gap %	Year	Pay Gap %
2017	45.01%	2017	67.96%
2018	46.21%	2018	78.86%
2019	42.51%	2019	66.67%
2020	47.77%	2020	72.72%

- The mean pay gap changed marginally from 2019.
- The Trusts gender pay and bonus pay gap is primarily driven by the gender split in the consultant body which is compared to 64% male and 36% female for the non-medical staff group. Consultant medical staff are the highest paid staff group in the Trust.
- The mean gender pay gap has reduced by 3.76% since 2017 but has remained broadly static for the last three years with no improvement.
- Since 2017 we have seen a decrease in the median gender pay gap of 2.52%
- There was an increase in the gap of mean bonus pay of 5.2% from 2019, and of median bonus pay of 6%.
- The biannual increase in the gaps for bonus pay may be linked to staff only being able to apply biannually for a Clinical Excellence Award.
- Based on the comparisons to previous years, the trends would suggest that overall as a Trust we are slowly reducing our Gender Pay Gap but are not making progress with the Gender Bonus Gap. However given the gender profile of the consultant workforce there is limited progress that we will be able to make.

Reducing the Gender Pay Gap



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Proposed actions for 21/22 to reduce the Gender Pay Gap?

- There has not been the opportunity to progress meaningful work on this area of inequality over the last year as a result of the Covid-19 emergency.
- Whilst the key area of focus for our EDI work programme is race discrimination/racism we propose the following areas of work in addressing the gender pay gap:
 - Explore a mix of positive actions to increase successful female applicants into consultant and senior leadership roles. This will include ensuring recruitment training for panel members, interview panels with an equal gender split and diversity and actively promoting flexible working opportunities/ shared parental leave in the advertising of these roles, consider other career/talent initiatives specifically designed for medical staff .
 - Undertake an annual review of gender split across all pay bands and take action on outcomes. Address any gender inequalities within our talent pipeline and actively promote participation in the High Potential Scheme which will identify talented individuals progressing into leadership roles.
 - Resumption and promotion of career coaching/career development opportunities within the Trust and externally.
 - Ensure Trust People Policies when due for review consider the needs of carers to enable agile working and contributing to a good work life balance
 - Unpaid caring responsibilities-increase declarations by actively promoting what the Trust can do to support staff with these responsibilities.