



Royal Papworth Hospital  
NHS Foundation Trust

# Gender Pay Gap Report

As at 31<sup>st</sup> March 2021



# Introduction



- 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 31<sup>st</sup> 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 31<sup>st</sup> March 2021

# 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 2021 and covers any bonuses paid within the year 1st April 2020- to 31st March 2021.
- 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 at March 2021

### MEDIAN GENDER PAY GAP AT RPH

- The median hourly wage for men is £17.52.
- The median hourly wage for women is £15.77.
- This equates to a £1.75 difference.
- The median hourly rate is 10.01% lower for women than it is for men.
- This means that for every £1 earned by men, women earn 91p.



### MEAN GENDER PAY GAP AT RPH

- The mean hourly rate for men is £22.66.
- The mean hourly rate for women is £17.33.
- When comparing mean hourly wages, women's mean hourly wage is 23.5% lower than men's.
- This is a difference of £5.33 in the average hourly rates between men and women.



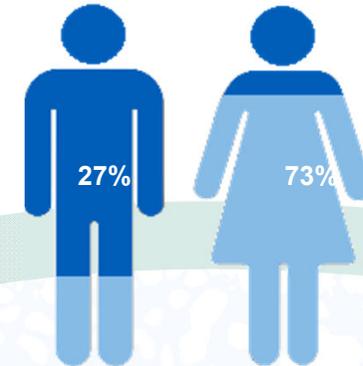
# Pay Quartiles



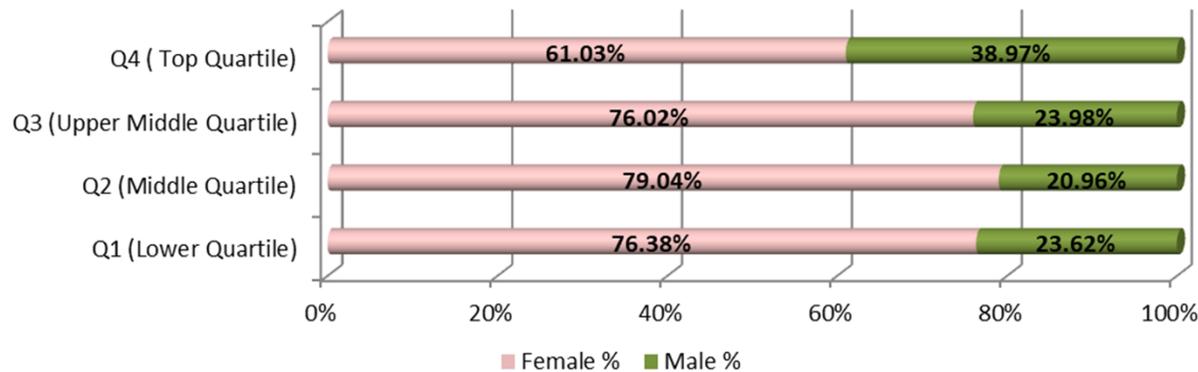
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- The gender profile of Royal Papworth is 73% female to 27% male, which is a common workforce profile across NHS Trusts.
- The Trust employ significantly more women in Quartiles 1, 2 and 3, (accounting for 76-79% of the total), however there is a smaller proportion within the top quartile (4) at 62%.
- Within the report consultant medical staff account for 114 of which 40 (35.1%) are female and 74 (64.9%) male all consultants in Q4
- Doctors in training and other grades comprised a total of 106, with 68 male (64%), 38 female (36%)

## Trust Gender Profile



## Gender Pay- Ordinary pay comparison 2021



- First quartile: the lowest 25% of numbers.
- Second quartile: between 0% and 50% (up to the median)
- Third quartile: 0% to 75%
- Fourth quartile: the highest 25% of numbers.

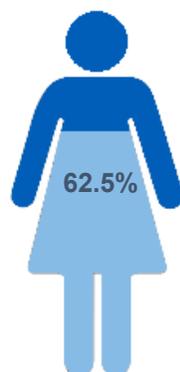
# Gender Pay Gap Bonus Pay



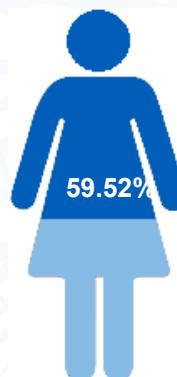
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- For the purposes of the gender pay gap, bonus pay is classed as any rewards that related to profit-sharing, productivity, performance, incentive and commission that were actually paid within the reporting period. In RPH the only payment that qualifies as a bonus payment is the Clinical Excellence Award that applies to substantive consultant medical staff with more than 12 months service.
- The awards recognise the high quality of clinical practice, leadership, research and innovation, and teaching undertaken by eligible doctors and dentists in the NHS in England and Wales. They specifically recognise the dissemination and implementation of that work and its impact on the wider NHS and on public health.
- Local CEA schemes- are managed by individual employers in England.
- The national scheme rewards people who deliver more than the standards expected of a consultant or academic GP fulfilling the requirements of their role. Applicants need to give local, regional, national or international evidence across the following five areas: Delivering a high-quality service, Developing a high-quality service, Leading and managing a high-quality service, Research and innovation and Teaching and training.
- At Royal Papworth Hospital, the women's median bonus pay is 62.5% lower than men's.
- When comparing the mean bonus pay gap, women's mean bonus pay is 59.5% lower than men's

## Median Bonus Gender Pay Gap



## Mean Bonus Gender Pay Gap



## Who received bonus pay at Royal Papworth Hospital:

- 0.73% of women
- 7.11% of men

# Comparison to Previous Years



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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%
2021	23.52%	2021	10.01%

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%
2021	59.52%	2021	62.50%

- The mean pay gap for ordinary pay has shown a slow but continuous improvement, with the gap reducing by over 5% since 2017.
- The Trusts gender pay and bonus pay gap is primarily driven by the gender split in the consultants. Consultant medical staff are the highest paid staff group in the Trust.
- At RPH as of 9 March 2022 we have 108 substantive consultants.
  - Of these 108 consultants 37 (34%) identify as female, 71 (66%) as male.
  - Of these 108 consultants 31 (28%) hold pre-2020 Local Clinical Excellence Awards.
  - Of the 37 female consultants 10 (27%) hold a Local CE Award.
  - Of the 71 male consultants 21 (29%) hold a Local CE Award.
  - Of these 108 consultants 22 (20%) consultants hold National CE Awards.
  - Of the 37 female consultants 1 (3%) holds a National CE Award.
  - Of the 71 male consultants 21 (29%) hold a National CE Award.

# Our plan of action for 22/23

## Communications – Raising awareness and knowledge across the board

### Flexible working

- Update the Flexible Working Policy to ensure that it meets the needs of carers, supports agile working and contributes to staff achieving good work life balance.
- Linking in with [NHSFlex movement](#) to support innovative and inclusive ways to spread the opportunities for flexible working.
- Increase declarations for carers by actively promoting what the Trust can do to support staff with these responsibilities.
- To use learning from across the NHS and other sectors on how to successfully reduce the gender pay gap aligning with NHS People Promise.

### Career Progression

- Resumption and promotion of career coaching/career development opportunities within the Trust and externally.
- Address any gender inequalities within our talent pipeline and actively promote participation in the NHS LA High Potential Scheme which will identify talented individuals and support their progression into leadership roles.
- Explore positive actions to increase successful female applicants at all levels into senior leadership and consultant roles e.g. the use of flexible and/or part-time working to enable those with caring responsibilities to progress their careers
- 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 staff.

### Clinical Excellence Awards

- Provide peer to peer support through application process.
- Review the local CEA process to ensure that is equitable and inclusive in its approach
- Encourage and support women consultants to apply for national CEAs

## Intersectionality – Linking the Gender Pay Gap with the Ethnicity Pay Gap