

Oxford Health NHS Foundation  
Trust

# Board Report - Gender Pay Gap Report

2016 – 2017

(Published March 2018)

# Contents

	Page Number
Introduction	3
Gender Profile	4
Gender Pay Gap Report:	
Hourly Pay	5
Bonus Pay	7
Proportion of Male and Female in each Pay Quartile	8
Comparison with other NHS trusts	9
Action Plan	10

# Introduction

The UK Government introduced legislation making it a statutory requirement for organisations employing 250 or more employees to report annually on gender pay gap.

As an employer Oxford Health NHS Foundation Trust is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee data.

We are required to publish the results on our own website and a government website. We will do this by 30<sup>th</sup> March 2018.

We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap.

The gender pay gap is different from equal pay. Equal pay deals with the pay differences between male and females who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because of their gender.

Oxford Health NHS Foundation Trust supports the fair treatment and reward of all staff irrespective of gender or any other protected characteristic.

This report fulfils the reporting requirements and sets out an action plan.

Further details about how we intend to tackle our gender pay gap are contained at the end of this report.

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We will establish this by using existing Electronic Staff Records (ESR).

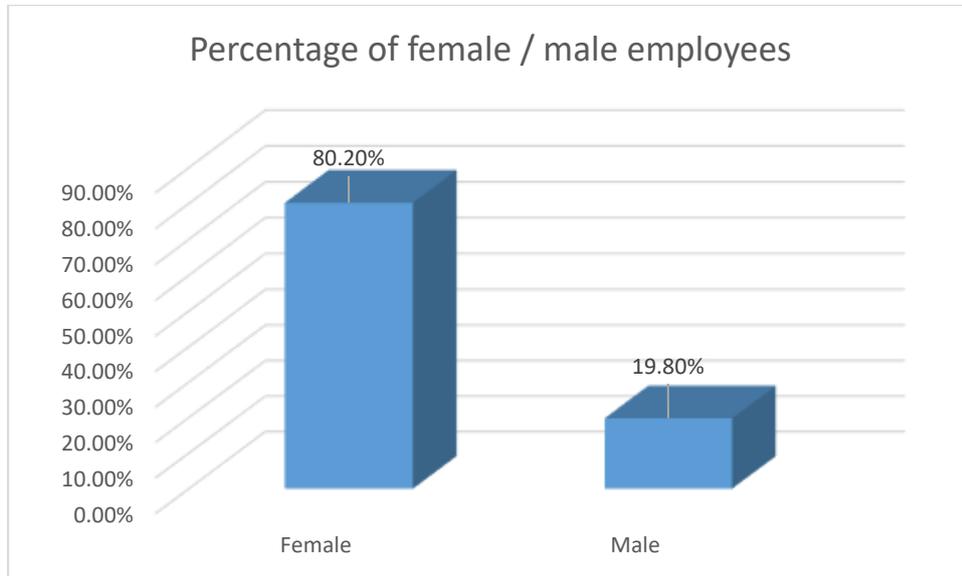
Further details about Gender Pay Gap reporting can be found online:

[www.acas.org.uk/genderpay](http://www.acas.org.uk/genderpay)

# Gender Profile

On the snapshot date (31<sup>st</sup> March 2017), the Trust employed 6843 people. Of these 5491 (80.2%) were female, 1352 (19.8%) were male.

This is shown graphically below:



# Gender Pay Gap Report

## Hourly Pay

### Mean and Median

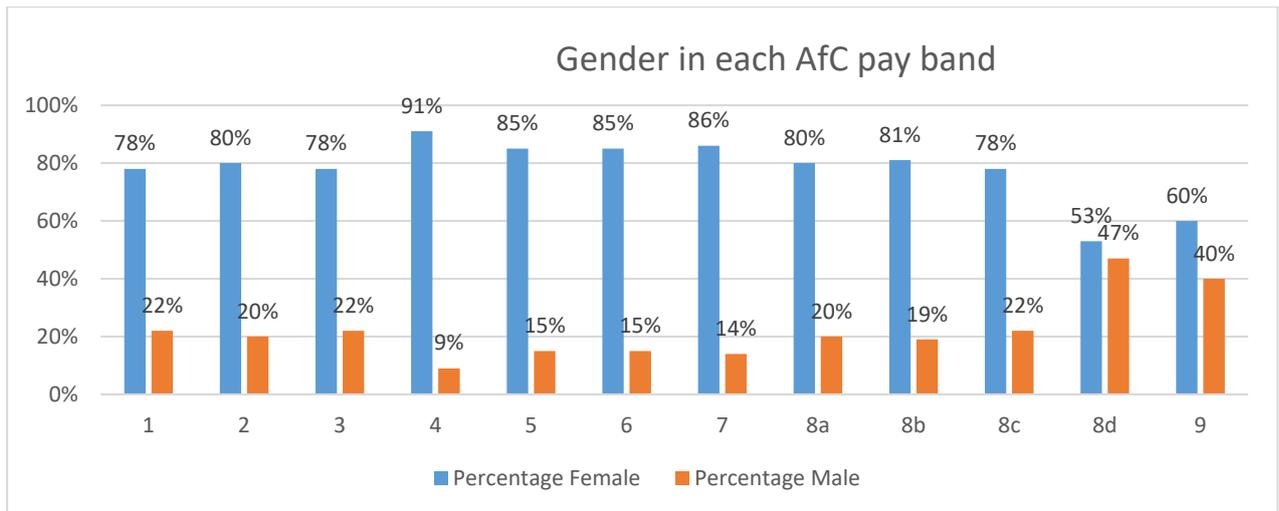
<b>Gender</b>	<b>Mean Hourly Rate</b>	<b>Median Hourly Rate</b>
Female	£15.84	£14.56
Male	£18.34	£14.17
Difference	£2.50	-£0.39
Gender Pay Gap	13.62%	-2.77%

The headline Gender Pay Gap figure is 13.62%. However, if the calculation is run including only staff employed on Agenda for Change terms & conditions of service, the gender pay gap is 2.08%. (Note: The majority of staff in Oxford Health NHS Foundation Trust are employed on Agenda for Change terms & conditions of Service. 4752 people out of a headcount of 6843).

If we look at a dataset including only staff employed of Agenda for Change terms & conditions, the mean gender pay gap is 2.08%. The median hourly rates for female and male staff are £14.56 and £13.99 respectively. This constitutes a difference of £0.57 and a median gender pay gap of -4%.

Further analysis shows the gender pay gap results show that the Gender Pay Gap can be attributed to:

- A high proportion of males in the Very Senior Manager population. (9 females, 14 males). The mean Gender Pay Gap for this group is 9.18%;
- A disproportionate percentage of males in the highest AfC pay bands. Whilst approximately 20% of total Trust employees are male, 47.4% of the staff in AfC Band 8d are males; 40% of the staff in AfC Band 9 are male. The chart below shows the percentage of male / female staff in each of the AfC pay bands:



- A small number of staff (22 in total) are employed on "Other" terms & conditions. These include people who have TUPE transferred from other employers, apprentices and former Whitley Council employees. This group includes 10 relatively highly paid Pharmacists who TUPE transferred from other organisations (all of which are male) and a number of Apprentices and Support Workers (predominately female). The Gender Pay Gap for this small group is 51%.

# Bonus Gender Pay Gap

In Oxford Health NHS Foundation Trust, the only bonus payments are Clinical Excellence Awards. These apply to staff employed on Medical & Dental terms & conditions of employment.

## Proportion of Males & Females Receiving Bonus

<b>Gender</b>	<b>Employees Paid Bonus</b>	<b>%age</b>
Female	38	54.88%
Male	27	45.12%

## Mean & Median - Bonus

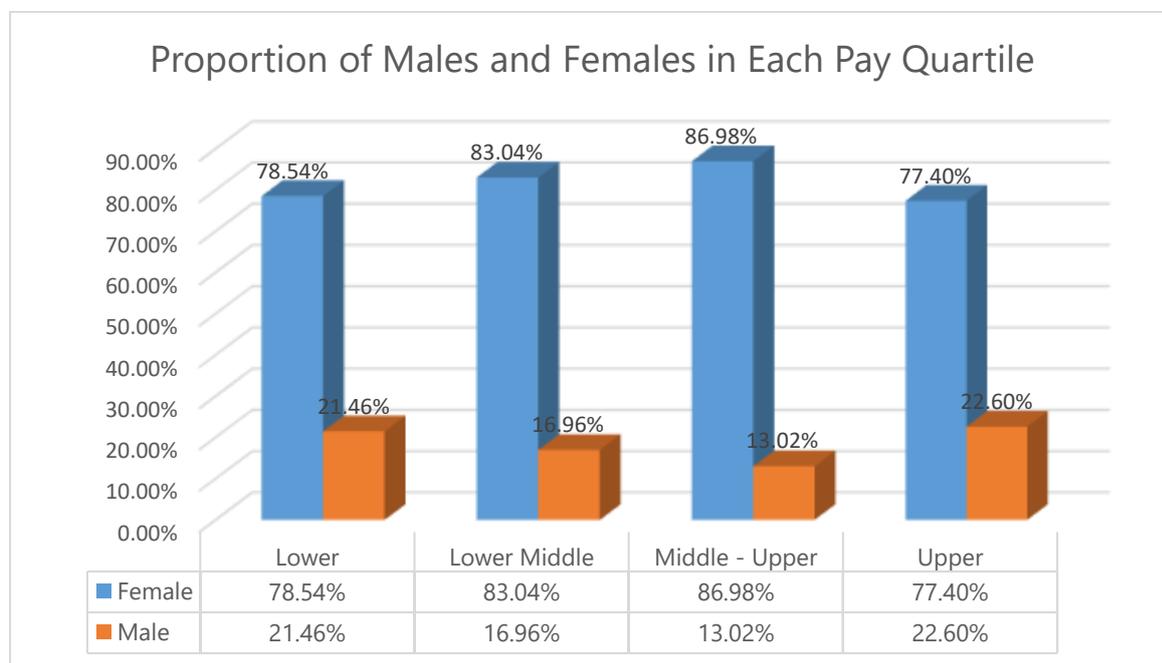
<b>Gender</b>	<b>Bonus – Mean</b>	<b>Bonus – Median</b>
Female	£8,133.04	£4,167.93
Male	£17,613.63	£11,934.30
Difference	£9,480.59	£7,766.38
Gender Pay Gap	53.83%	65.08%

The mean bonus paid to females is 53.83% lower than that paid to males.

The median bonus paid to females is 65.08% lower than that paid to males.

Further analysis shows that the gap results from 7 out of 10 of the highest level Clinical Excellence Awards being made to male staff. There is an external verification process for these awards.

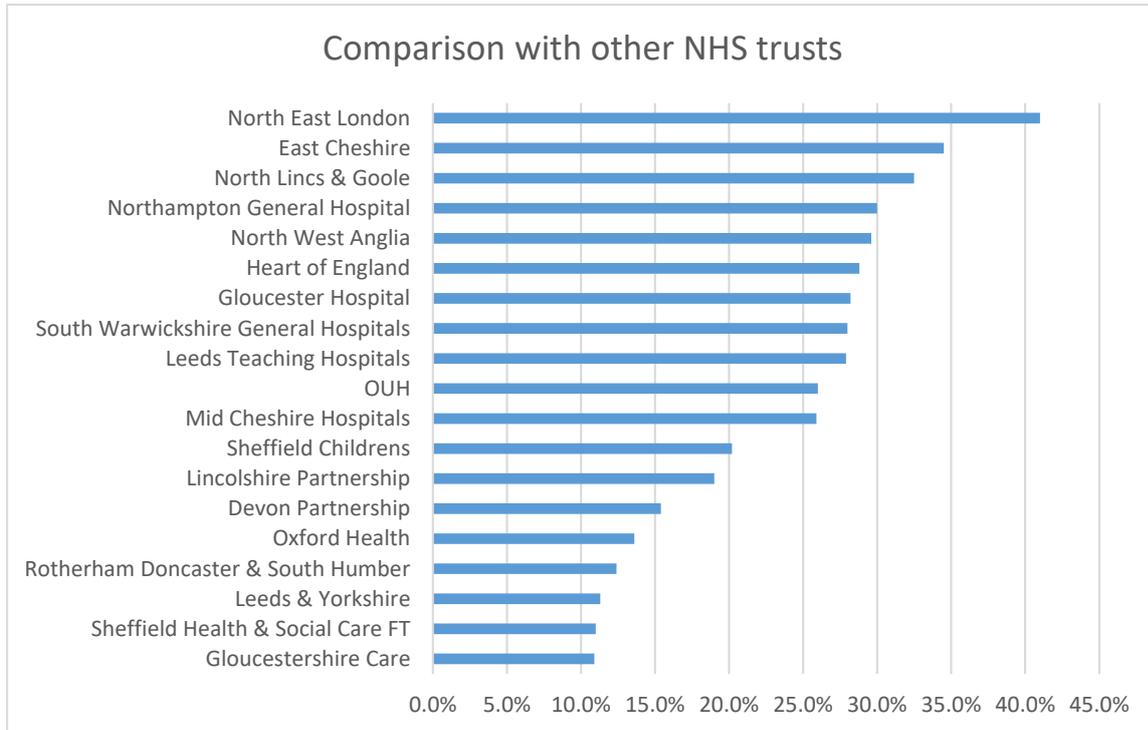
# Proportion of Males and Females in Each Pay Quartile



80.2% of Trust employees are female, 19.8% male. The proportion of males in the upper quartile of pay rises to 22.6% due to disproportionately high numbers of males with long periods of NHS service in the highest Agenda for Change and VSM pay bands.

# Comparison with other NHS trusts

At the time of preparing this report 17 NHS trusts had published their gender pay gap details on the mandatory government website. The table below shows Oxford Health NHS FT's mean hourly rate gender pay gap in comparison with the other NHS trusts that we have data about:



# Action Plan

The Trust will:

- Continue to monitor and review the gender pay gap. The Gender Pay Gap report has been shared with the Trust's Executive Board, recognised trade unions and staff.
- Continue to monitor and review recruitment and promotion policies and processes to ensure any barriers to recruitment or promotion are identified and removed. We will consider "Positive Action" measures where necessary and appropriate. We will pay particular attention to senior appointments.
- Continue to develop flexible working options and workforce strategies to improve recruitment and retention of staff, including supporting female staff to return to work following maternity or adoption leave.
- Encourage female medics to apply for Clinical Excellence Awards.
- Produce and examine pay gap reports for the other protected characteristics.
- Review whether the data is impacted by the operation of salary sacrifice schemes. As these result in reduced pay in return for some other benefit (such as lease cars) the Trust will conduct further analysis of the pay data to ascertain, for example, whether salary sacrifice arrangements have impacted on the calculations of the gender pay gap.
- Share this data with the Trust's Equality & Diversity Steering Group, chaired by the Chief Executive, which will consider any further actions to include in this plan.
- Monitor its situation in relation to other NHS Foundation Trusts, the wider NHS workforce and the general workforce in the geographic areas in which it operates.