

Oxford Health NHS Foundation
Trust

Board Report - Gender Pay Gap Report

2017 – 2018

(Published March 2019)

Introduction

The Trust is required to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. There are 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 30th March 2019.

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 should not be confused with 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.

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

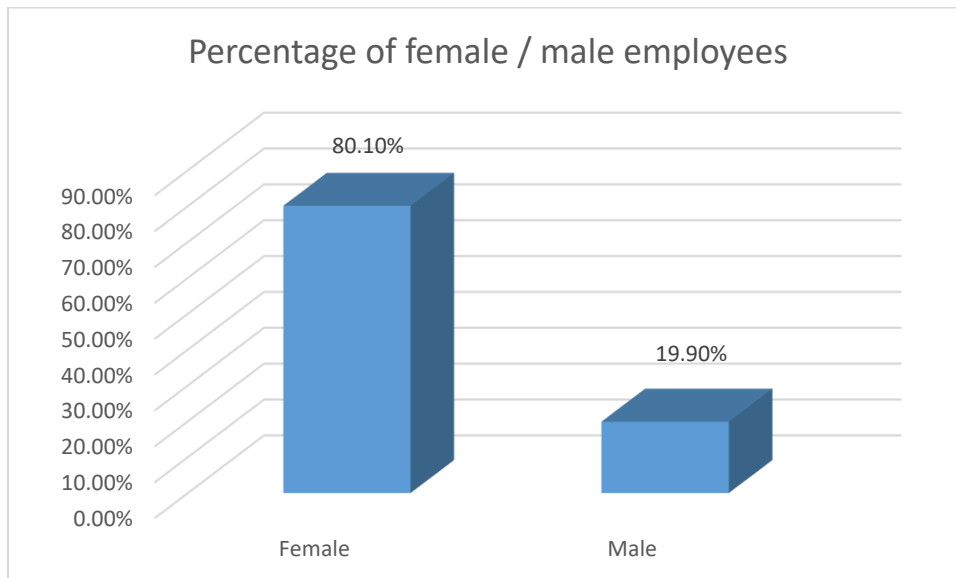
www.acas.org.uk/genderpay

Gender Profile

On the snapshot date (31st March 2018), the Trust employed 5512 people. Of these 4417 (80.1%) were female, 1095 (19.9%) were male.

The gender profile is virtually unchanged from the previous report.

This is shown graphically below:



Gender Pay Gap Report

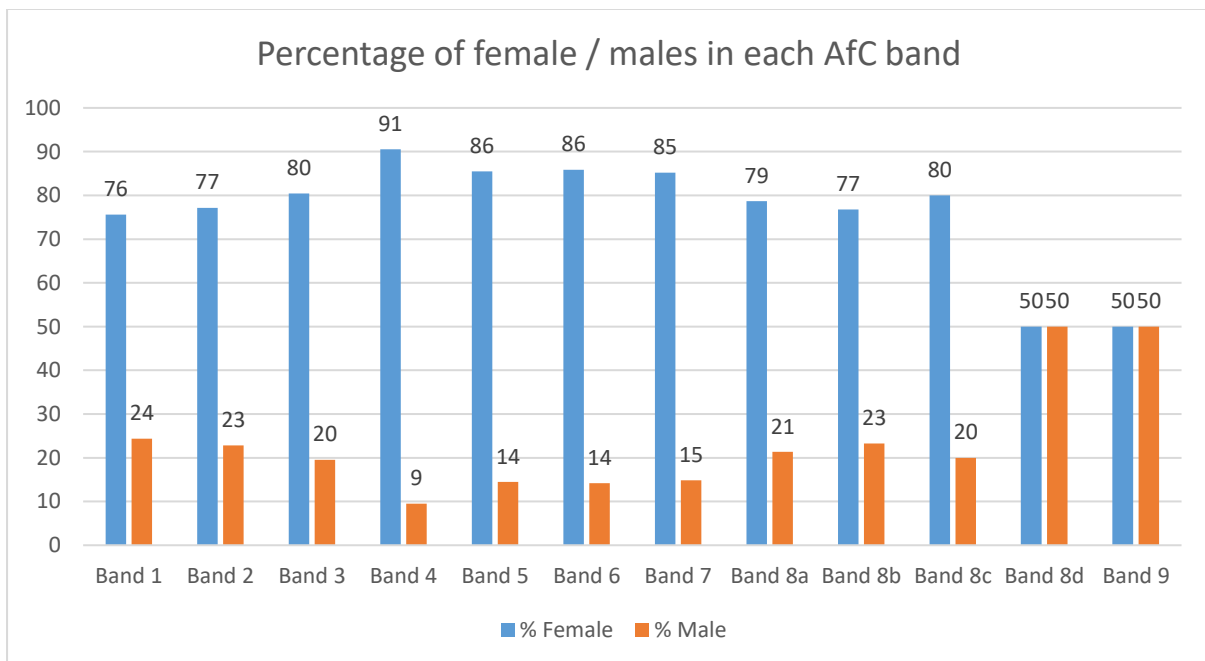
Hourly Pay

Mean and Median

	Mean	Median
Gender Pay Gap	22%	5.4%

When comparing mean hourly wages, women’s mean hourly wage is 22% lower than mens.

Looking at the median, the median hourly rate for females is 5.4% lower than men. Therefore females in the Trust earn 95p for every £1 that men earn when comparing median hourly wages.



Bonus Gender Pay Gap

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

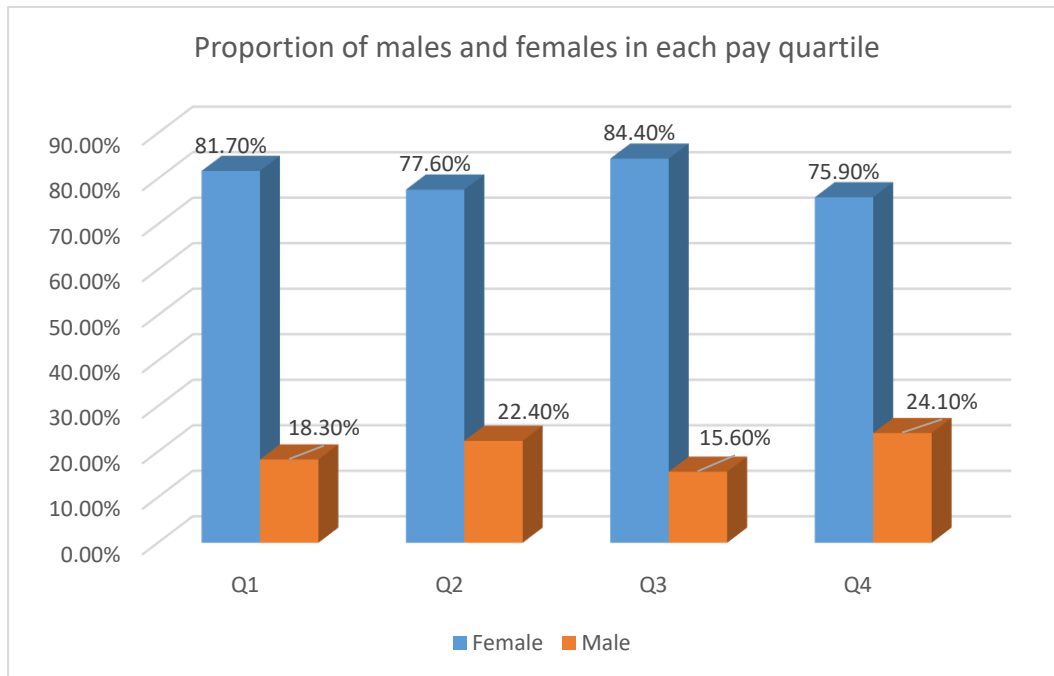
Proportion of Males & Females Receiving Bonus

Gender	Employees Paid Bonus	%age
Female	41	52.6%
Male	37	47.4%

Mean & Median - Bonus

	Bonus – Mean	Bonus – Median
Gender Pay Gap	61.5%	68.8%

Proportion of Males and Females in Each Pay Quartile



Action Plan

The Trust will:

- Continue to monitor and review the gender pay gap.
- 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.
- 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.