

Oxford Health NHS FT

Gender Pay Gap Reporting



As of 31 March 2019
Data to be published March 2020

The purpose of a gender pay gap audit is to focus on comparing the pay of male and female employees and shows the difference in the average earnings.

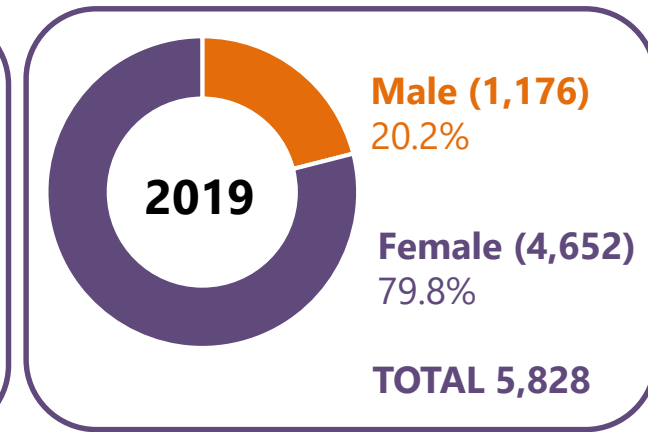
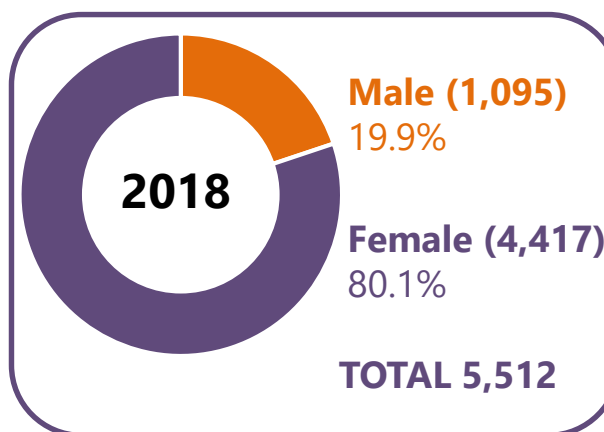
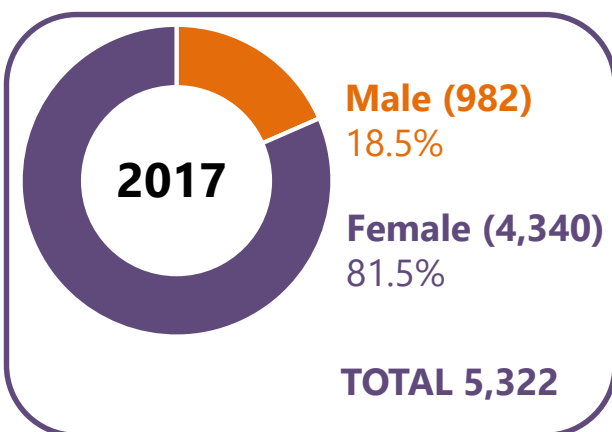
- Mean gender pay gap in hourly pay
- Median gender pay gap in hourly pay
- Mean bonus gender pay gap
- Median bonus gender pay gap
- Proportion of males and females receiving a bonus payment
- Proportion of males and females in each pay quartile



As of 31st March 2019, the gender pay gap reporting analysis included 5,828 staff members. The gender split is as follows:

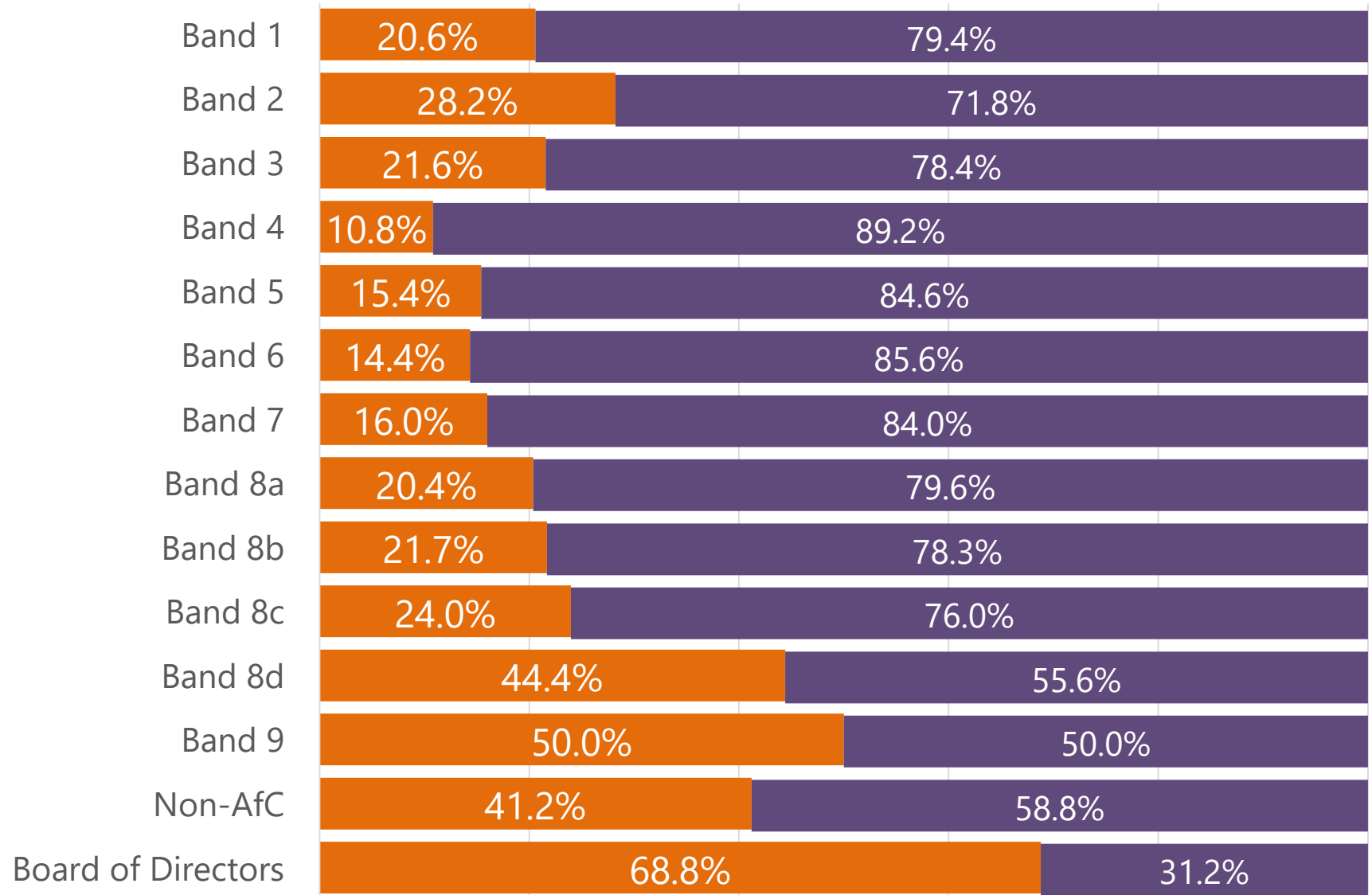
Gender	Headcount	Proportion of Workforce
Male	1176	20.2%
Female	4652	79.8%

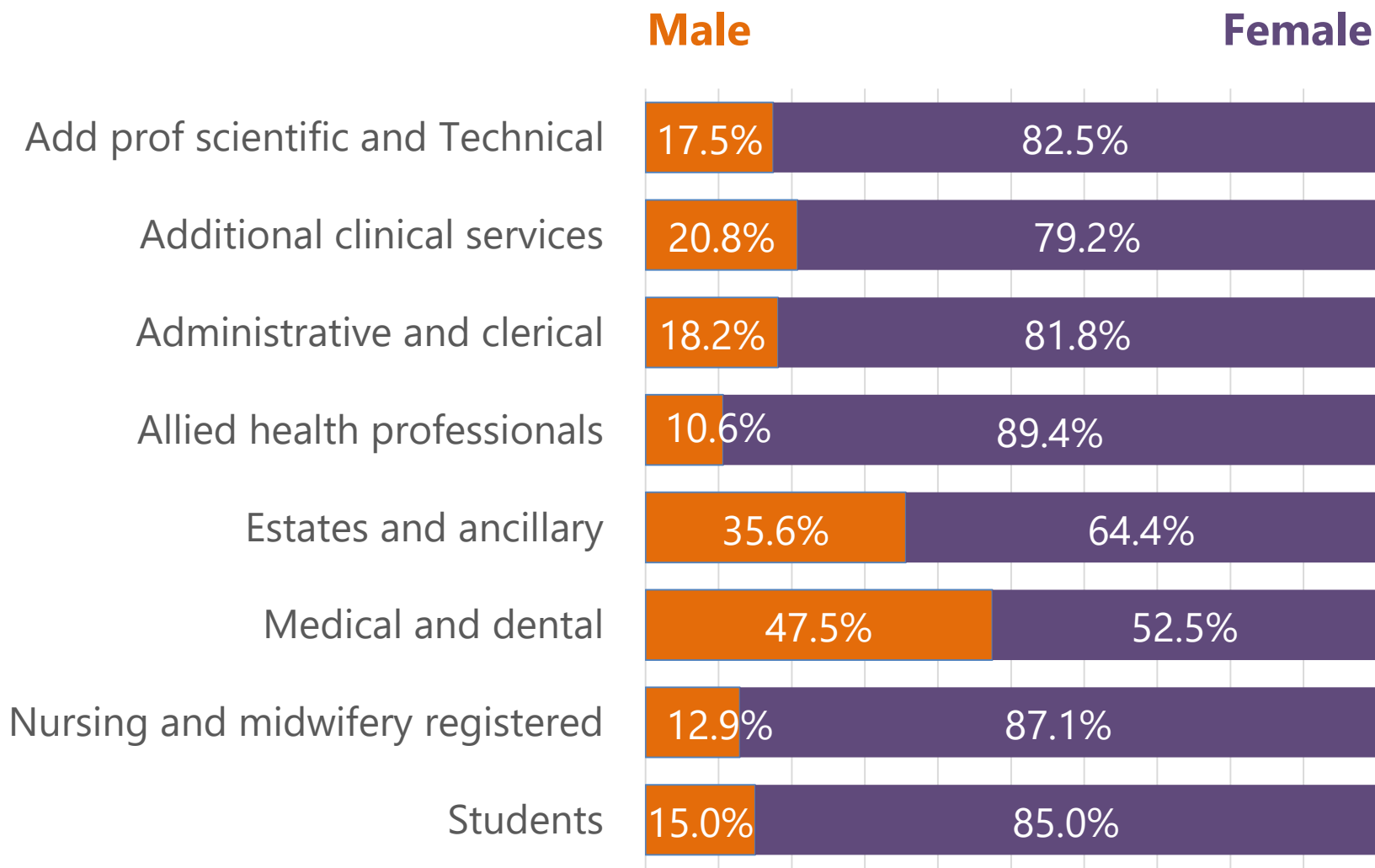
In comparison to previous years:



Male 19%

Female 81%





For the measures:

- Mean gender pay gap in hourly pay
- Median gender pay gap in hourly pay

We are required to include 'Full Pay Relevant Employees' only. A 'Full Pay Relevant Employee' is any employee who is employed on the snapshot date and who is paid their usual full basic pay (or pay for piecework) during the relevant pay period.

If employees are being paid less than their usual basic pay or piecework rate, or nil, during the relevant pay period as a result of being on leave, then they are not a 'full pay relevant employee'.

How is this calculated?

The mean gender pay gap is the difference between the hourly pay of all male and all female employees when added up separately and divided respectively by the total number of males, and the total number of females in the workforce.

	Mean Hourly Rate			Difference (between 2018 and 2019)
	Year to 31/3/17*	Year to 31/3/18	Year to 31/3/19	
Male	£19.36	£21.71	£22.13	+£0.42
Female	£16.10	£16.93	£17.46	+£0.53
Difference	£3.26	£4.78	£4.67	+£0.11
Pay Gap %	16.83%	22%	21.1%	-0.9%

Our Mean Hourly Pay Gap has decreased slightly


*Due to the more defined clarification on which staff groups should be included in this calculation our 2017 data has been revised, and therefore differs from the published figures.

How is this calculated?

The median pay gap is the difference between the pay of the middle male and the middle female, when all male employees and then all female employees are listed from the highest to the lowest paid.

	Median Hourly Rate			
	Year to 31/3/17*	Year to 31/3/18	Year to 31/3/19	Difference (between 2018 and 2019)
Male	£15.11	£15.64	£16.52	+£0.88
Female	£14.58	£14.80	£15.36	+£0.56
Difference	£0.52	£0.84	£1.15	+£0.31
Pay Gap %	3.46%	5.4%	7.0%	+1.6%

Our Median Hourly Pay Gap has increased slightly



*Due to the more defined clarification on which staff groups should be included in this calculation our 2017 data has been revised, and therefore differs from the published figures.

It is crucial to emphasise this does not mean that a male and a female staff member doing equal work receive different levels of pay.

The headline Gender Pay Gap figures are:

Mean: 21.1%

Median: 7.0%

However if we look at contract type it is easy to identify that this figure is skewed by Directors and Flexible Workers. Excluding the 108 people in these groups (which represents 1.9% of the Trust workforce) we see a reduction in the Gender Pay Gap to 14.7%.

If we look at data only for staff employed under the Agenda for Change terms & conditions, the mean gender pay gaps is 3.7% and for Medics is 4.3%

As part of the Gender Pay Gap, we are required to report on the mean and median bonus pay gap.

Bonus pay is defined as any remuneration that is in the form of money, vouchers, securities or options and relates to profit sharing, productivity, performance, incentive or commission. Within the NHS, Bonus Pay in the context of the GPG refers to these payments:

✓ Local Clinical Excellence Awards	✓ Workplace vouchers – in addition to salary
✓ National Clinical Excellence Awards	✓ Recruitment bonus – one off
✓ VSM earn-back and performance related pay	✓ Relocation costs in excess of expenses
✓ Long service award – monetary or voucher	

However, Clinical Excellence Awards account for all bonus payments recorded within OHFT. Please see next page for summary of these payments.

How is this calculated?

Total males and females receiving a bonus payment divided by the number of relevant employees

	Gender	Employees Paid Bonus	Total eligible Employees (Permanent Medical Consultants)	% of eligible employees receiving bonus	Total number of Employees in Workforce	% of total workforce receiving bonus
Year to 31/3/17	Female	38	65	58.5%	4,340	0.88%
	Male	27	50	54%	982	2.74%
Year to 31/3/18	Female	41	62	66.1%	4,417	0.93%
	Male	37	55	67.3%	1,095	3.38%
Year to 31/3/19	Female	28	55	51.0%	4,652	0.60%
	Male	32	56	57.1%	1,176	2.72%

Mean and Median Bonus Pay Gap

	Mean Bonus Pay			
	Year to 31/3/17	Year to 31/3/18	Year to 31/3/19	Difference (between 2018 and 2019)
Male	£17,613.63	£16,745.90	£16,069.39	-£676.51
Female	£8,133.04	£6,452.39	£6,709.92	£257.53
Difference	£9,480.59	£10,293.51	£9,359.46	-£934.05
Pay Gap %	53.83%	61.5%	58.24%	-3.26%

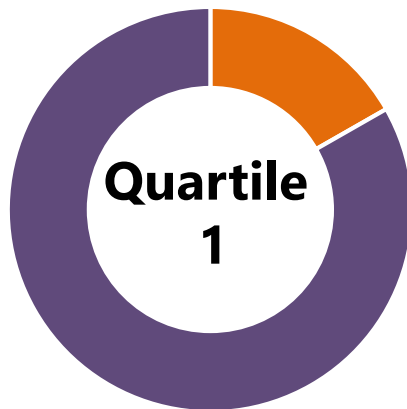
Our Mean Bonus Pay Gap has decreased

	Median Bonus Pay			
	Year to 31/3/17	Year to 31/3/18	Year to 31/3/19	Difference (between 2018 to 2019)
Male	£11,934.30	£11,764.80	£11,756.50	-£8.30
Female	£4,167.93	£3,666.47	£5,093.96	+£1,427.49
Difference	£7,766.38	£8,098.33	£6,662.54	-£1,435.79
Pay Gap %	65.08%	68.8%	56.67%	-12.1%

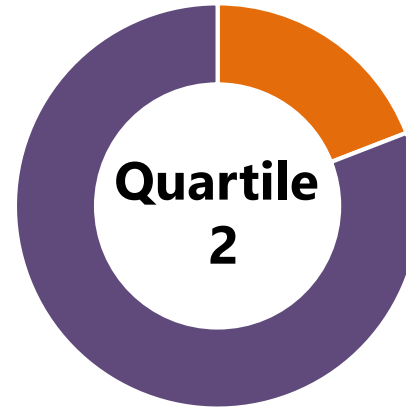
Our Median Bonus Pay Gap has decreased

How is this calculated?

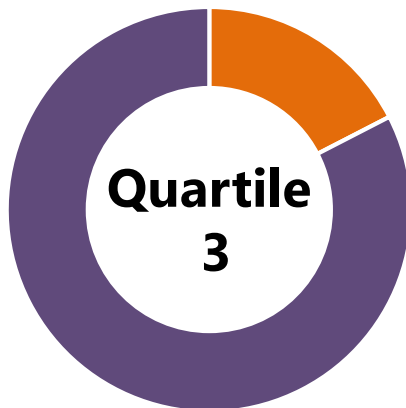
Ranking all of our employees from highest to lowest paid, dividing this into four equal parts (quartiles) and working out the percentage of men and women in each of the four parts. **(Q1=low, Q4=high).**



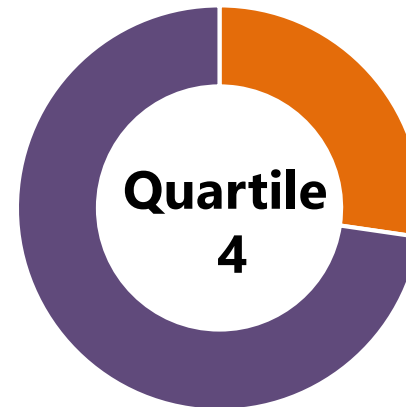
Male
16.74%
Female
83.26%



Male
19.12%
Female
80.88%



Male
17.43%
Female
82.57%



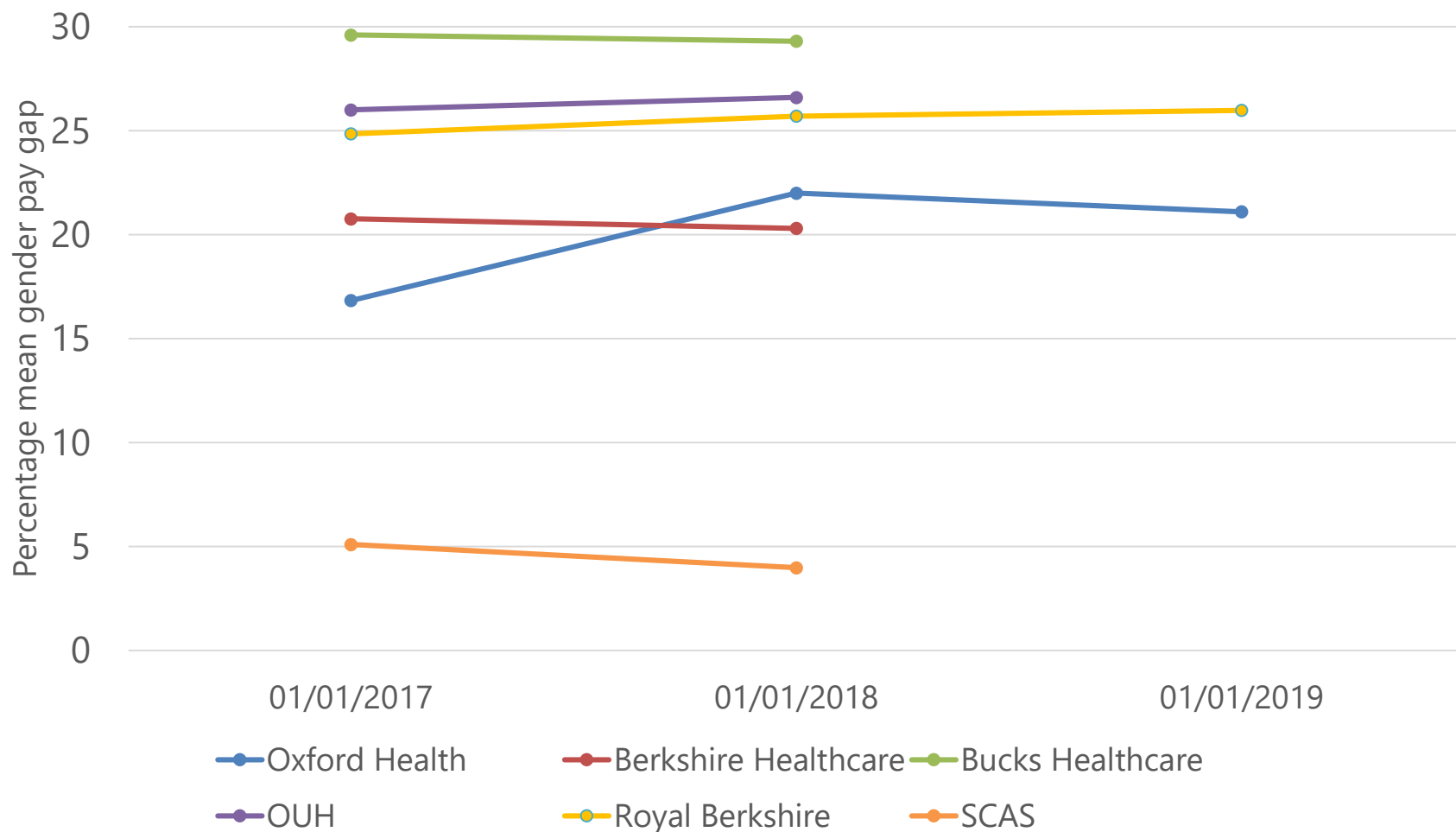
Male
27.30%
Female
72.70%

Please note data for year to 31/3/19 isn't available for the majority of Trusts. This information is to be published by 30 March 2020.

Trust	Mean			Median		
	Year to 31/3/17	Year to 31/3/18	Year to 31/3/19	Year to 31/3/17	Year to 31/3/18	Year to 31/3/19
Oxford Health	16.83%	22%	21.1%	3.46%	5.4%	7.0%
Berkshire Healthcare	20.76%	20.3%	NYP	13.72%	14.17%	NYP
Buckinghamshire Healthcare	29.6%	29.3%	NYP	12.1%	15.0%	NYP
Oxford University Hospitals	26.0%	26.6%	NYP	10.9%	15.2%	NYP
Royal Berkshire	24.85%	25.70%	25.98%	13%	12.63%	9.32%
South Central Ambulance Service	5.1%	3.98%	NYP	2.9%	1.43%	NYP

NYP = Not Yet Published

Please note data for year to 31/3/19 isn't yet available for the majority of Trusts. This information is to be published by 30 March 2020.



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Oxford Health	53.83%	61.5%	58.24%	65.08%	68.8%	56.67%
Berkshire Healthcare	15.36%	43.63%	NYP	20.0%	20.0%	NYP
Buckinghamshire Healthcare	31.2%	87.0%	NYP	0.1%	33.3%	NYP
Oxford University Hospitals	64.3%	76.6%	NYP	75.5%	88.4%	NYP
Royal Berkshire		42.43%	32.87%		55.5%	33.33%
South Central Ambulance Service	2.42%	16.64%	NYP	8.65%	13.8%	NYP

NYP = Not Yet Published

Our first Gender Equality Action plan has been drafted and works to:

- Ensure gender diversity balance on decision making forums
- Ensure our Gender Pay Gap report is published and discussed
- To increase awareness of gender equality to leaders and senior managers
- Establish a Gender Equality Staff Network group for all to work alongside the staff networks on race, disability and LGBT issues.
- To continue and further develop discussions raised from the 2019 Gender Equality Linking Leaders conferences
- Build on the Menopause awareness work started at the Linking Leader programmes in 2019, using the wellbeing champions.
- Embed support for staff relating to other Gender specific issues
- Ensure that recruitment and selection practices are inclusive for all prospective applicants regardless of gender
- Overhaul Flexible working policy to make flexible working absolutely normal and not a privilege to be granted or withheld