



Gender Pay Gap Report

FY2020 & FY2021

Foreword

I am pleased that the gender pay gap reporting has been reinstated following the hiatus due to the pandemic and after what has perhaps been one of the most disruptive years in recent memory.

The centrality of addressing the gender pay gap within our wider efforts on gender equality is not lost on us, particularly when increasingly more people are looking at information such as the gender pay gap report to influence their decision to join an organisation or not.

With women making up over 80% of our workforce and the tradition of more men occupying senior leadership positions prevailing throughout public services, there's no quick fix and it is going to take time to reduce the gender pay gap substantially. Essentially, to close the gender pay gap, the gender demographic will need to significantly shift to provide better representation at all levels of the organisation.

Improvements to the gender pay gap will require collaboration and real commitment across the organisation, and I aspire to create an inclusive workplace at Oxford Health NHS FT with opportunities for all.

I am proud of all we're doing to be a diverse and inclusive employer and am committed to doing more as an organisation to close our gender pay gap.

Dr Nick Broughton

Chief Executive

Oxford Health NHS Foundation Trust

Introduction

The gender pay gap is the difference between the average (mean or median) earnings of men and women across the workforce.

From 2017, an employer who has a headcount of 250 or more on the 'snapshot date' must comply with regulations on gender pay gap reporting. Gender pay gap calculations are based on employer payroll data drawn from a specific date each year. This specific date is called the 'snapshot date.'

The 'snapshot dates' for this report for Oxford Health NHS FT are 31st March 2020 and 31st March 2021.

This report contains additional information for 2018, 2019, 2020 and 2021 to aid trend analysis.

The Gender Pay Gap is calculated using a proportion of the total employees. For substantive employees, they must have been on full pay for the whole period in question. So, for example, staff on maternity leave will not be included. Bank workers who have not worked in the last financial year will also be excluded.

Reporting Duties

This report contains the data that will be submitted to the Gender Pay Gap Service.

This report will be uploaded to the Oxford Health NHS FT website and the link will be given in the submission.

The Gender Pay Gap Report is based on legal gender categories. We acknowledge that our staff may identify differently.

Calculating the Mean (average) gender pay gap using hourly pay

The Mean (average) gender pay gap figure uses hourly pay of all full-pay employees to calculate the difference between the Mean (average) hourly pay of men, and the Mean (average) hourly pay of women.

A Mean (average) involves adding up all of the numbers and dividing the result by how many numbers were in the list.

Calculating the Median gender pay gap using hourly pay

The Median gender pay gap figure is the difference between the hourly pay of the Median full-pay relevant man and the hourly pay of the Median full-pay relevant woman. The Median for each is the man or woman who is in the middle of a list of hourly pay ordered from highest to lowest paid.

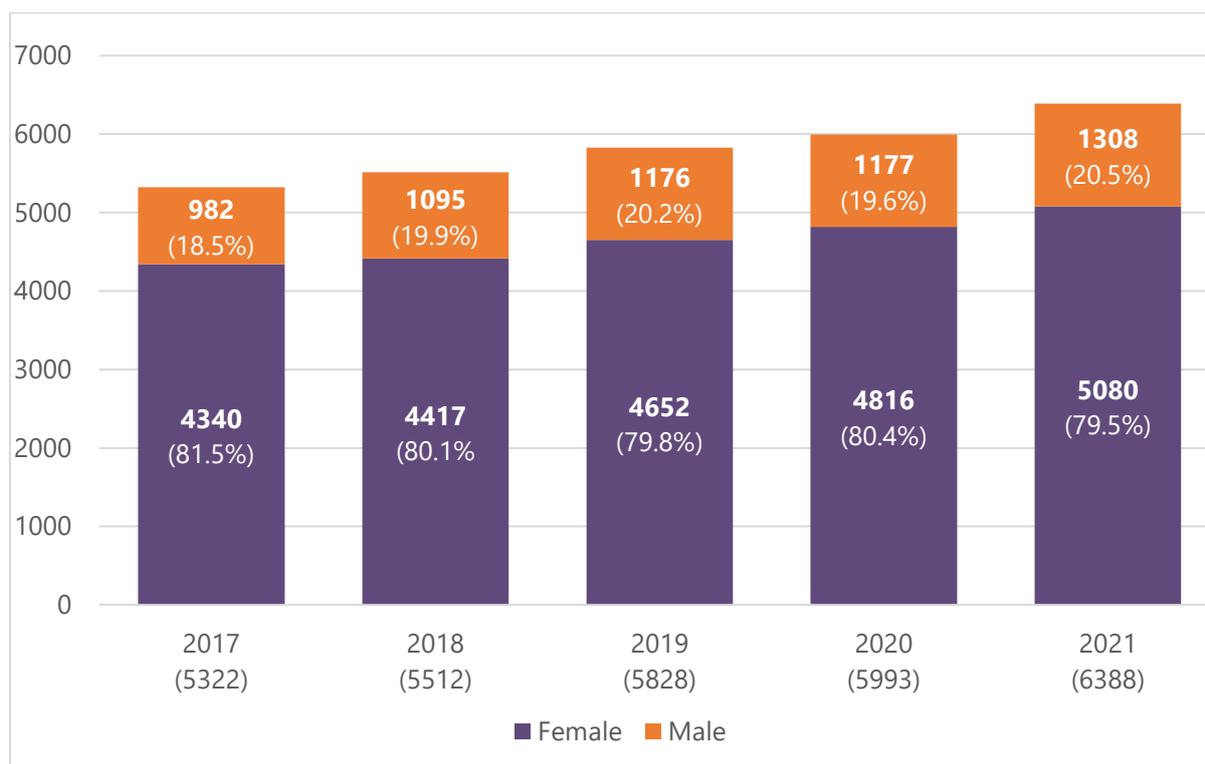
A Median involves listing all of the numbers in numerical order. If there is an odd number of results, the Median is the middle number. If there is an even number of results, the Median will be the Mean of the two central numbers.

Understanding what a positive or negative percentage figure means

- A positive percentage figure reveals that typically, or overall, employees who are women have lower pay or bonuses than employees who are men (which most employers are likely to have)
- A negative percentage figure reveals that typically, or overall, employees who are men have lower pay or bonuses than employees who are women (which some employers may have)
- A zero-percentage figure would reveal no gap between the pay or bonuses of employees who are men, and employees who are women (or there is equal pay and bonuses overall.) This is highly unlikely, but could exist for a Median (midpoint) gender pay gap where a lot of employees are concentrated in the same pay grade)

Source: [Making your gender pay gap calculations - GOV.UK \(www.gov.uk\)](https://www.gov.uk/making-your-gender-pay-gap-calculations)

Gender Profile of Oxford Health's Workforce



As of 31st March 2021, 6388 employees were employed at Oxford Health NHS FT. This is an increase of 395 employees from 2020, and a cumulative increase of 1,066 from 2017.

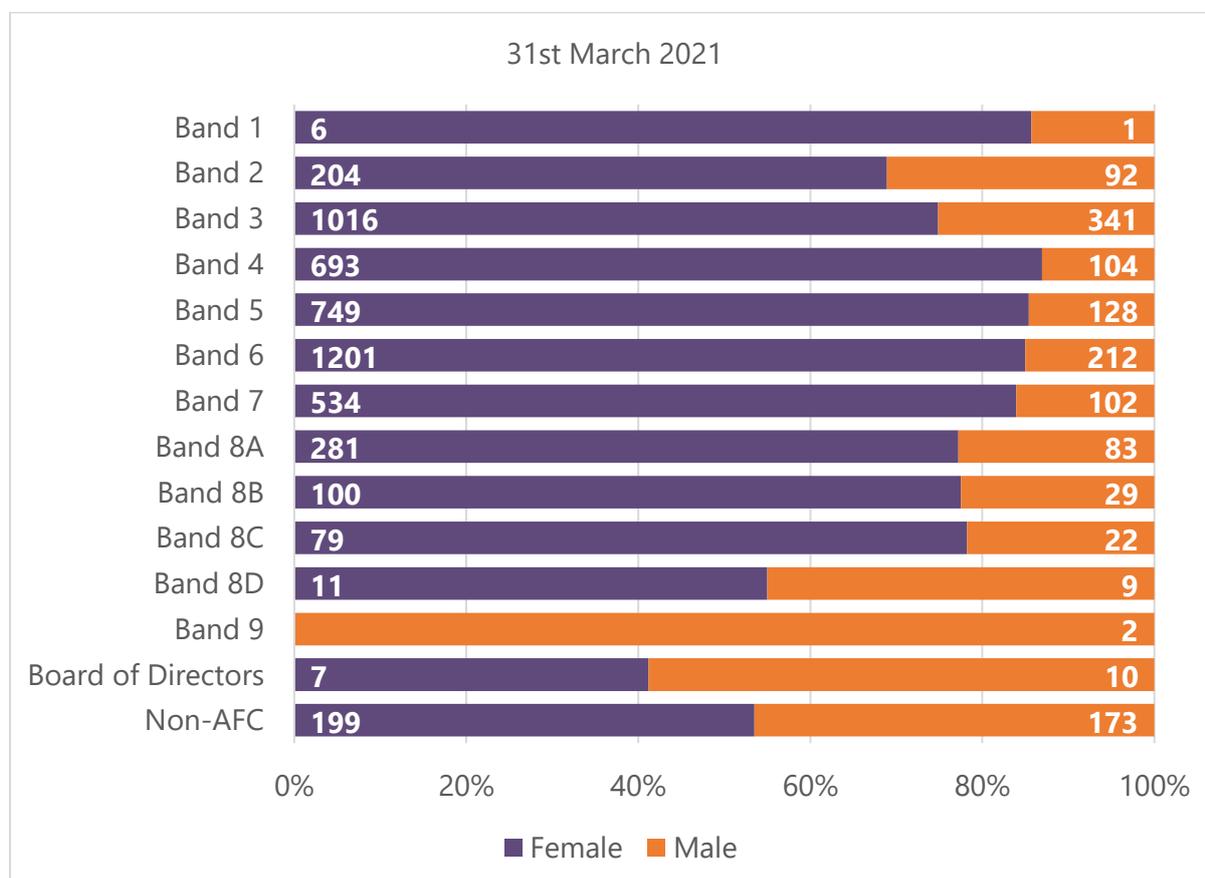
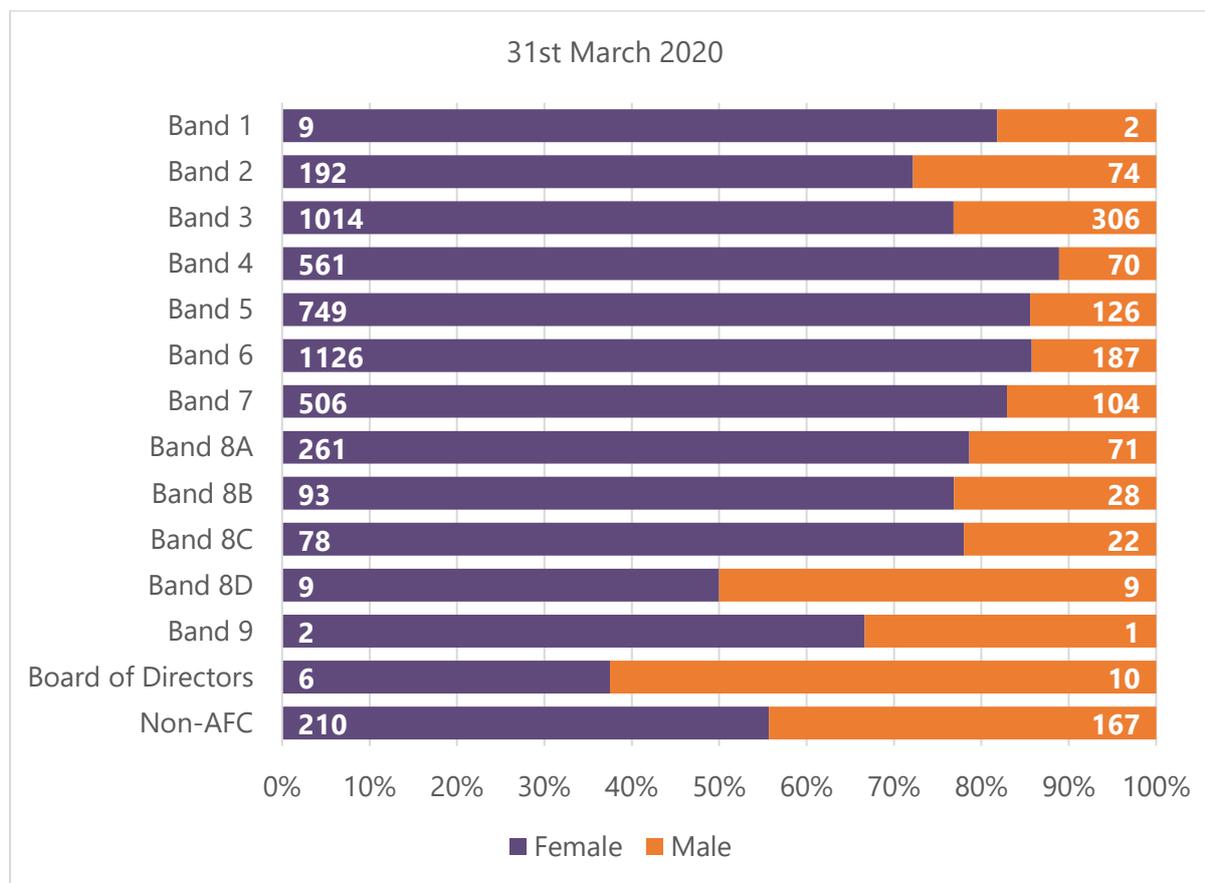
There were 164 more female staff in 2020 compared to 2019.

Although the numbers of male staff had been increasing year-on-year, there was no significant change in 2020.

However, there were 264 more female staff and 131 more male staff in 2021 compared to 2020.

The majority of the workforce remains female at circa 80%.

Gender Profile of OHFT Workforce by Agenda for Change (AfC) Bands



Gender Profile of OHFT Workforce by Agenda for Change (AfC) Bands

Analysis of 2021 data compared to 2020

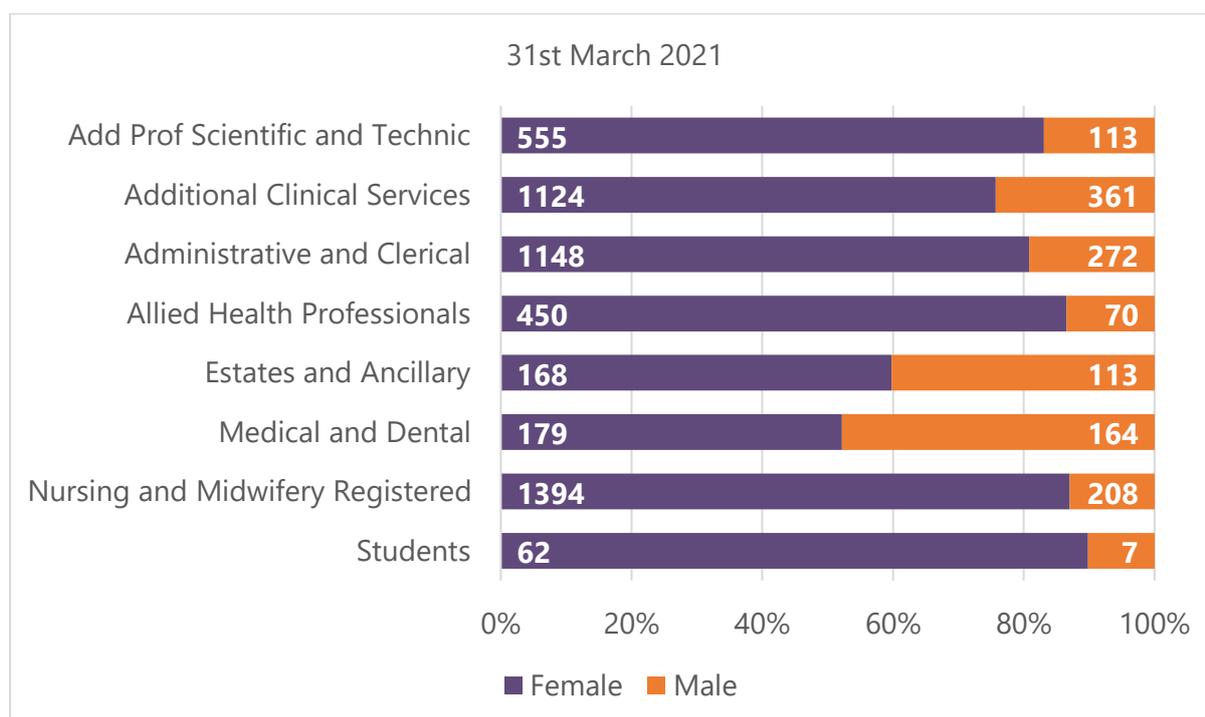
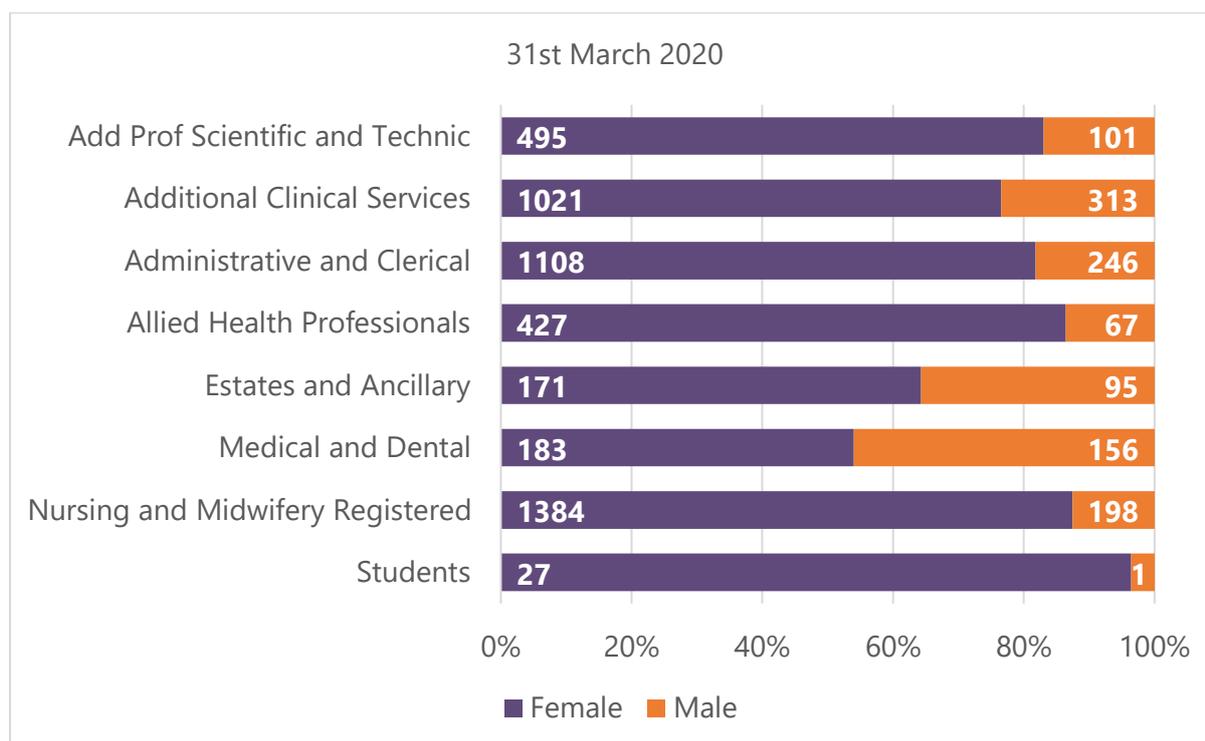
Female Staff:

- There has been an increase of female staff across Bands 2, 3, 4, 6, 7, 8A, 8B, 8C, 8D and Board of Directors
- There has been a decrease in female staff at Bands 1, 9 and Non-AfC level
- There has been no change at Band 5
- The largest increase of female staff is at Band 4, followed by Bands 6 and 7

Male Staff:

- There has been an increase of male staff at all Bands except at Bands 1 and 7
- There has been no change at Bands 8C, 8D and Board of Directors

Gender Profile of OHFT Workforce by Occupational Groups



Gender Profile of OHFT Workforce by Occupational Groups

Analysis of 2021 data compared to 2020

Female Staff:

- The largest increases in female staff are in the following occupational groups respectively:
 - Additional Clinical Services = +103
 - Add Prof Scientific and Technical = +60
 - Administration and Clerical = +40

Male Staff:

- The largest increases in male staff are in the following occupational groups respectively:
 - Additional Clinical Services = +48
 - Administration and Clerical = +26
 - Estates = +18

Gender Pay Gap – As of 31st March 2020

Question 1. *Percentage of men and women in each hourly pay quarter*

	Men	Women
Upper hourly pay quarter	27.1%	72.9%
Upper middle hourly pay quarter	16.6%	83.4%
Lower middle hourly pay quarter	18.6%	81.4%
Lower hourly pay quarter	16.3%	83.7%

Question 2a. *Average (Mean) gender pay gap using hourly pay*

The difference in average (Mean) hourly pay	23.8%
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Question 2b. *Median gender pay gap using hourly pay*

The difference in Median hourly pay	7.9%
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Question 3a. *Percentage of men and women who were paid a bonus*

Percentage of men who were paid a bonus	2.2%
Percentage of women who were paid a bonus	0.5%

Question 3b. *Bonus pay*

The average (Mean) gender pay gap using bonus pay	53.9%
The Median gender pay gap using bonus pay	51.5%

Gender Pay Gap – As of 31st March 2021

Question 1. *Percentage of men and women in each hourly pay quarter*

	Men	Women
Upper hourly pay quarter	27.4%	72.6%
Upper middle hourly pay quarter	17.3%	82.7%
Lower middle hourly pay quarter	19.6%	80.4%
Lower hourly pay quarter	17.2%	82.8%

Question 2a. *Average (Mean) gender pay gap using hourly pay*

The difference in average (Mean) hourly pay	21.5%
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Question 2b. *Median gender pay gap using hourly pay*

The difference in Median hourly pay	5.6%
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Question 3a. *Percentage of men and women who were paid a bonus*

Percentage of men who were paid a bonus	2.0%
Percentage of women who were paid a bonus	0.4%

Question 3b. *Bonus pay*

The average (Mean) gender pay gap using bonus pay	53.2%
The Median gender pay gap using bonus pay	53.1%

Analysis

Hourly Rate

	Mean Hourly Rate				
	2017	2018	2019	2020	2021
Male	£19.36	£21.71	£22.13	£23.45	£23.26
Female	£16.10	£16.93	£17.46	£17.87	£18.25
Difference	£3.26	£4.78	£4.67	£5.58	£5.01
Pay Gap %	16.8%	22.0%	21.1%	23.8%	21.5%

The Mean Gender Pay Gap increased by 2.7% from 21.1% in 2019 to 23.8% in 2020.

The Mean Gender Pay Gap went down by 2.3% to 21.5% in 2021.

From 2017 to 2021, the Mean Hourly Rate has gone up by £3.90 for male staff and by £2.15 for female staff – an increase difference of £1.75 in favour of male staff.

	Median Hourly Rate				
	2017	2018	2019	2020	2021
Male	£15.11	£15.64	£16.52	£16.94	£17.00
Female	£14.58	£14.80	£15.36	£15.61	£16.04
Difference	£0.52	£0.84	£1.15	£1.33	£0.96
Pay Gap %	3.5%	5.4%	7.0%	7.9%	5.6%

The Median Gender Pay Gap increased by 0.9% from 7.0% in 2019 to 7.9% in 2020.

The Median Gender Pay Gap went down by 2.3% to 5.6% in 2021.

From 2017 to 2021, the Median Hourly Rate has gone up by £1.89 for male staff and by £1.46 for female staff – an increase difference of £0.43 in favour of male staff.

Bonus Pay

	Bonus Mean Pay		
	2019	2020	2021
Male	£16,069.39	£16,199.92	£15,942.86
Female	£6,709.92	£7,473.00	£7,456.36
Difference	£9,359.46	£8,726.93	£8,486.50
Pay Gap %	58.2%	53.9%	53.2%

In 2020, the difference in the Bonus Mean Pay between male and female staff went down by £632.53, representing a decrease of 4.3% from 58.2% in 2019.

In 2021, the difference in the Bonus Mean Pay between male and female staff went down by £240.43, representing a decrease of 0.7% from 53.9% in 2020.

However, male staff continue to earn over 50% more than female staff in Bonus Mean Pay.

	Bonus Median Pay		
	2019	2020	2021
Male	£11,756.50	£12,063.96	£12,063.96
Female	£5,093.96	£5,845.30	£5,653.84
Difference	£6,662.54	£6,218.66	£6,410.12
Pay Gap %	56.7%	51.5%	53.1%

In 2020, the difference in the Bonus Median Pay between male and female staff went down by £443.88, representing a decrease of 5.2% from 56.7% in 2019.

In 2021, the difference in the Bonus Median Pay between male and female staff went up by £191.46, representing an increase of 1.6% from 51.5% in 2020.

Male staff continue to earn over 50% more than female staff in Bonus Median Pay.

Oxford Health NHS FT is committed to reducing the gender pay gap and taking action to bring parity between what men and women earn but recognise this is a long-term aspiration.

As of the snapshot dates, women make up around 80% of Oxford Health's workforce compared with 76.9% of NHS England's total female workforce.

The gender pay gap is the difference in average pay for men and women across an organisation. This is different to equal pay which is the right for men and women to be paid the same when doing the same or similar work.

Gender Pay Gap 2020

In 2020, the Mean gender pay gap increased by 2.7% to 23.8% and the Median gender pay gap increased by 0.9% to 7.9% compared to 2019.

Whilst there is a substantial bonus gender pay gap in favour of men (the Mean bonus gender pay gap is 53.9% and Median bonus gender pay gap is 51.5%), these are reductions of 4.3% and 5.2% respectively from 2019. 47% of eligible women received a bonus compared with 54% of eligible men. 0.5% of the total female workforce received a bonus payment compared to 2.2% of the male workforce.

Gender Pay Gap 2021

In 2021, coincidentally, both the Mean and Median gender pay gaps decreased by 2.3% to 21.5% and 5.6% respectively, compared to 2020.

Although the Mean bonus gender pay gap saw a reduction of 0.7% to 53.2%, there has been an increase of 1.6% from 51.5% to 53.1% in the Median gender bonus pay gap in favour of men. 41% of eligible women received a bonus compared with 49% of eligible men. 0.4% of the total female workforce received a bonus payment compared to 2.0% of the male workforce. Bonus payments are mostly Clinical Excellence Awards.

Over the previous four years, since reporting began, the Mean gender pay gap has fluctuated but remains constant at around 20%.

There are many factors which contribute to Oxford Health's persistent gender pay gap, and one contributory cause is the recruitment of more women in lower pay bands. This is consistent with the national statistics that show a preponderance of women entering more junior care roles. While this societal tendency continues, there will inevitably be a gender pay gap in health care provider organisations.

Long term trends are important to observe as any measures to reduce the gender pay gap will take time to impact on the workforce in a manner that significantly reduces the Mean and Median gender pay gaps.

Gender Pay Gap Action Plan

Commitment to action to reduce the gender pay and bonus gaps

Closing the gender pay gap will require a long-term approach, and we are committed to taking the following action:

- Monitor representation of men and women across all levels and functions of the organisation and ensure equality of opportunity through recruitment and selection training.
- As the workforce is predominantly female (and likely to be for a long time), ensure that the occupational support package for women is fit for purpose and includes: supporting women returning to work after maternity or adoption leave; becoming/being a parent or carer; family care support; pregnancy loss policy and support; domestic violence support; menopause support; safety at work; and agile/flexible working.
- Introduce 'Positive Action' training to improve understanding and lawful usage of the provisions set out in Sections 158 & 159 of the Equality Act 2010.
- Facilitate career development opportunities and programmes targeting potential women leaders.
- Monitor and review promotion policies to identify and remove any barriers for women.
- When the scheme re-opens, ensure female medics are supported to apply for the Clinical Excellence Award.
- Run campaigns to recruit and retain more men, particularly at the start of the talent pipeline due to the lack of men entering as students and in junior band roles.
- Institute deeper and broader workforce analysis looking at the age profile of different bands by gender as well as attrition rates to identify any trends as to when and why people leave. Are there any discernible patterns around the timing of becoming a parent, or experiencing the menopause, or assuming caring responsibilities, for example, that could indicate that more could be done to retain people?

Our wider work to promote and advance gender equality includes:

- Establishing and nurturing the newly formed Gender Equality Staff Network which is inclusive of women, men, trans and non-binary staff.
- Completing equality impact assessments to fully embed gender inclusion in policies and practices, such as wellbeing, family leave, and reward schemes.
- Ensuring that recruitment and selection practices are inclusive for all prospective applicants regardless of gender, and working on ways to reduce gender bias by using software for reviewing advertising and job descriptions.
- Establishing diverse and intersectional hiring panels (e.g. women from diverse ethnic communities, trans men, a genderfluid person) for senior vacancies.
- Continue to deliver engagement, education and communications programmes that serve to raise awareness and consciousness of gender-specific themes.
- Delivering menopause workshops and raise greater awareness during World Menopause Day on 18th October every year.
- Inculcating a culture of belonging and giving staff a collective voice by setting up gender-specific support groups for women, men, trans and non-binary staff.

Submission

Due to the impact of Coronavirus (COVID-19), the Equality and Human Rights Commission (EHRC) has announced that enforcement of gender pay gap reporting for the 20/21 reporting year (which uses a snapshot date of 31 March 2020 for most public sector organisations and 5 April 2020 for businesses and charities) will not begin until 5 October 2021. The EHRC is encouraging employers to report ahead of the usual deadlines (30 March 2021 and 4 April 2021) wherever possible, but no enforcement action will be taken providing they report by 5 October 2021.

Subject to approval from Trust Board, the EDI Team will complete the Gender Pay Gap submission for Oxford Health NHS FT.

This report contains data for 2021 which will be submitted to the Government Equality Office in March 2022.