



Gender Pay Gap Report

as of 31st March 2022

Foreword

I am pleased that the duty to comply with gender pay gap reporting continues to apply despite all the national and political upheaval of late. In some ways, addressing gender inequalities in all its forms seem even more pertinent and urgent than ever.

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 2021 and 31st March 2022.

This report contains additional information for 2017, 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 Government's 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 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.

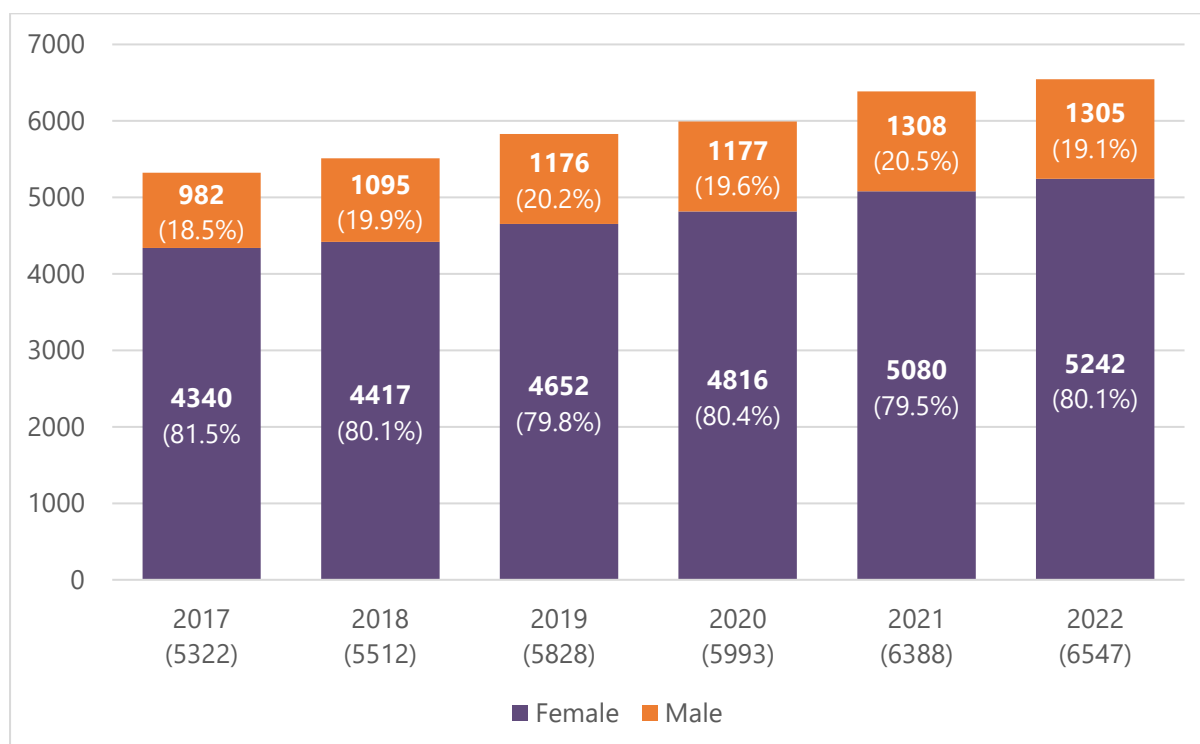
A Median involves listing all the numbers in numerical order. If there is an odd number of results, the Median is the middle number. If there is an even number of results, the Median will be the Mean of the two central numbers.

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



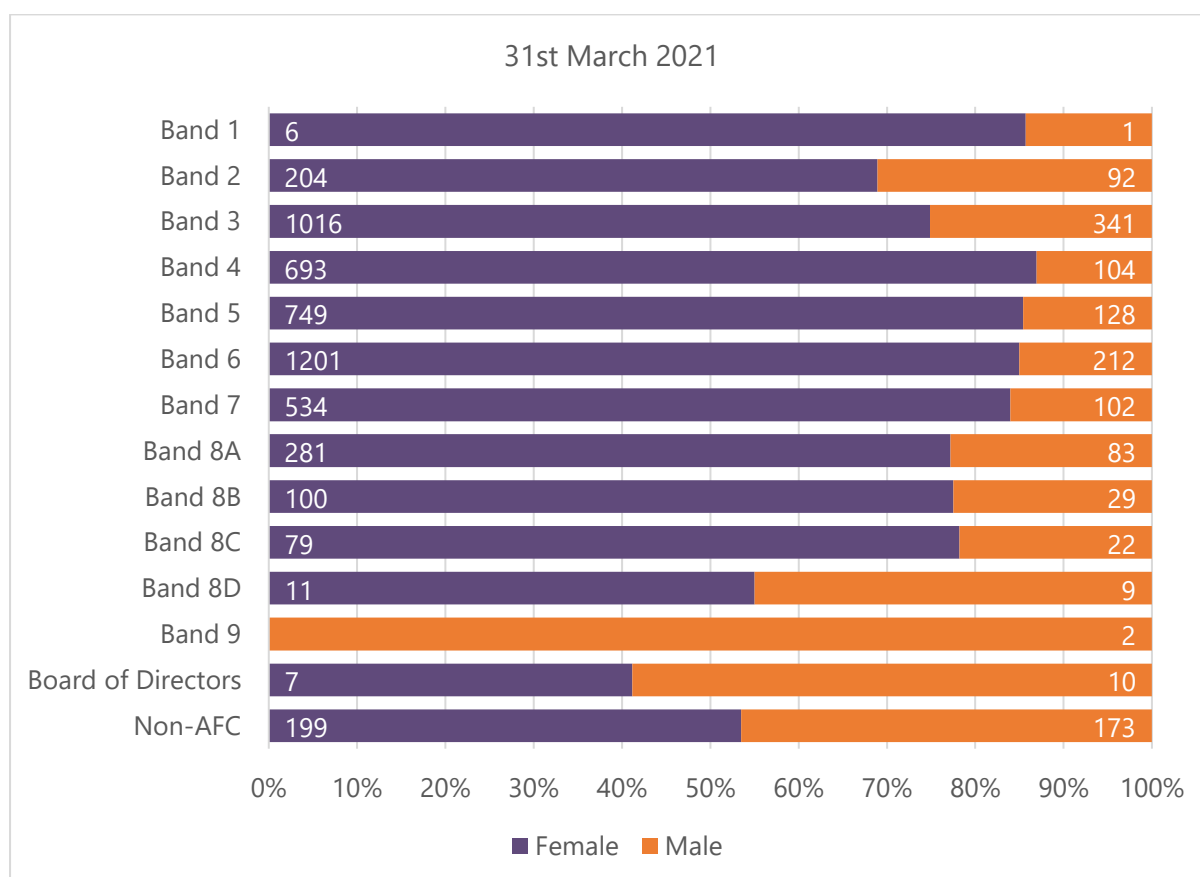
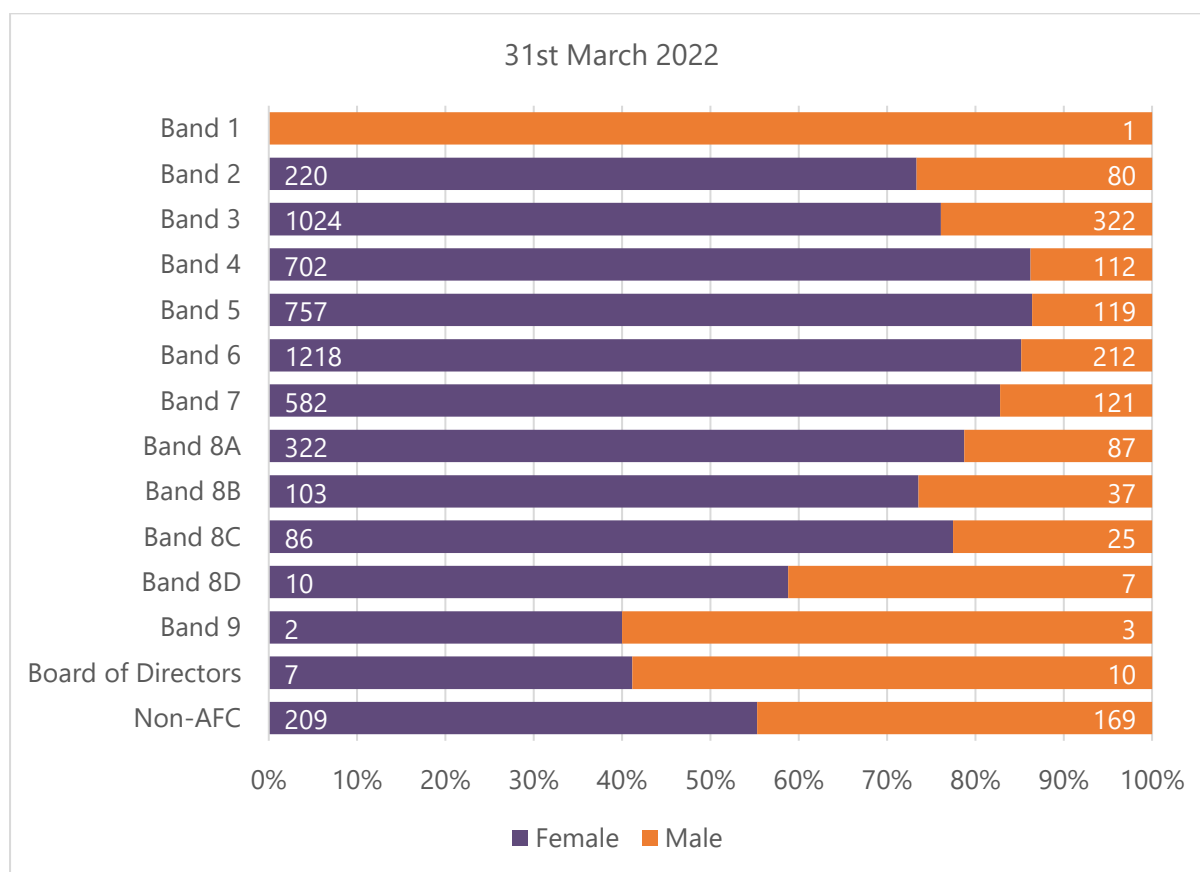
As of 31st March 2022, 6547 employees were employed at Oxford Health NHS FT. This is an increase of 159 employees from 2021, and a cumulative increase of 1,225 from 2017.

There were 162 more female staff in 2022 compared to 2021.

Numbers of male staff had been increasing year-on-year, however, there was a reduction of 3 male staff in this reporting period.

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 2022 data compared to 2021

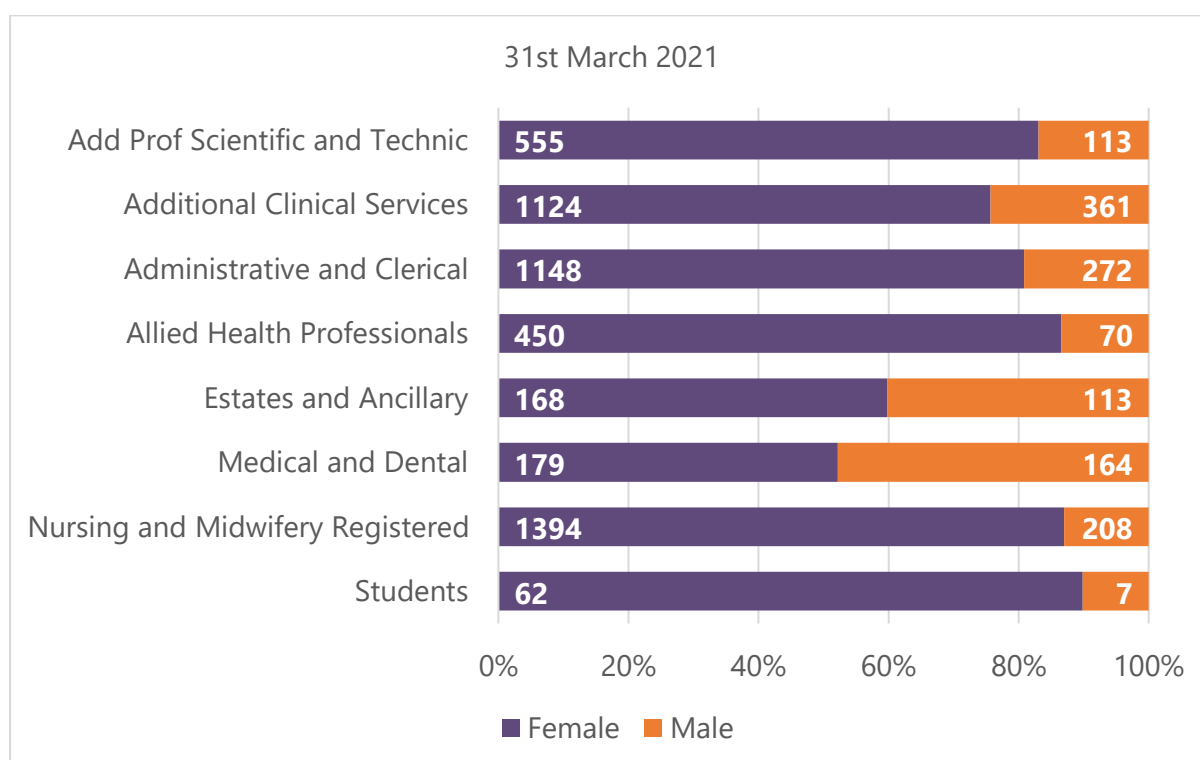
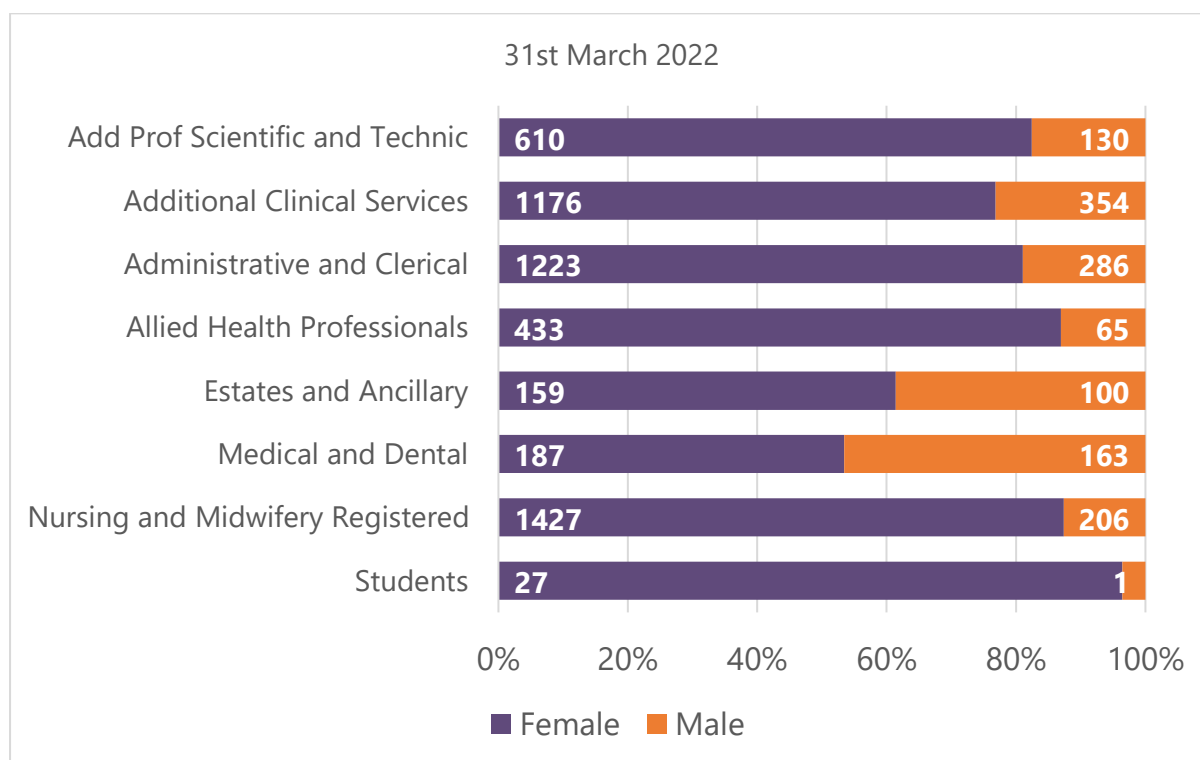
Female Staff:

- There has been an increase of female staff across all Bands except Bands 1 and 8d
- There has been no change at Board of Directors
- The largest increase of female staff is at Band 7, followed by Bands 8A and 6

Male Staff:

- There has been an increase of male staff at Bands 4, 7, 8A, 8B, 8C, and 9
- There has been a decrease of male staff at Bands 2, 3, 5, 8D and Non AfC
- There has been no change at Bands 1, 6, and Board of Directors

Gender Profile of OHFT Workforce by Occupational Groups



Gender Profile of OHFT Workforce by Occupational Groups

Analysis of 2022 data compared to 2021

Female Staff:

- The largest increases in female staff are in the following occupational groups respectively:
 - Administration and Clerical = +75
 - Add Prof Scientific and Technical = +55
 - Additional Clinical Services = +52

Male Staff:

- The largest increases in male staff are in the following occupational groups respectively:
 - Add Prof Scientific and Technical = +17
 - Administration and Clerical = +14
- There have been decreases in all other occupational groups

Gender Pay Gap – As of 31st March 2022

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

	Men	Women
Upper hourly pay quarter	27.5%	72.5%
Upper middle hourly pay quarter	16.4%	83.6%
Lower middle hourly pay quarter	20.9%	79.1%
Lower hourly pay quarter	14.9%	85.1%

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

The difference in average (Mean) hourly pay	20.7%
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Question 2b. *Median gender pay gap using hourly pay*

The difference in Median hourly pay	5.9%
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Question 3a. *Percentage of men and women who were paid a bonus*

Percentage of men who were paid a bonus	1.7%
Percentage of women who were paid a bonus	0.4%

Question 3b. *Bonus pay*

The average (Mean) gender pay gap using bonus pay	53.4%
The Median gender pay gap using bonus pay	50.0%

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	2022
Male	£19.36	£21.71	£22.13	£23.45	£23.26	£23.80
Female	£16.10	£16.93	£17.46	£17.87	£18.25	£18.87
Difference	£3.26	£4.78	£4.67	£5.58	£5.01	£4.94
Pay Gap %	16.8%	22.0%	21.1%	23.8%	21.5%	20.7%

The Mean Gender Pay Gap decreased by 0.8% from 21.5% in 2021, to 20.7% in 2022.

From 2017 to 2022, the Mean Hourly Rate has gone up by £4.44 for male staff and by £2.77 for female staff – an increase difference of £1.67 in favour of male staff.

	Median Hourly Rate					
	2017	2018	2019	2020	2021	2022
Male	£15.11	£15.64	£16.52	£16.94	£17.00	£17.56
Female	£14.58	£14.80	£15.36	£15.61	£16.04	£16.52
Difference	£0.52	£0.84	£1.15	£1.33	£0.96	£1.03
Pay Gap %	3.5%	5.4%	7.0%	7.9%	5.6%	5.9%

The Median Gender Pay Gap increased by 0.3% from 5.6% in 2021, to 5.9% in 2022.

From 2017 to 2022, the Median Hourly Rate has gone up by £2.45 for male staff and by £1.94 for female staff – an increase difference of £0.51 in favour of male staff.

Bonus Pay

	Bonus Mean Pay			
	2019	2020	2021	2022
Male	£16,069.39	£16,199.92	£15,942.86	£14,758.97
Female	£6,709.92	£7,473.00	£7,456.36	£6,884.19
Difference	£9,359.46	£8,726.93	£8,486.50	£7,874.78
Pay Gap %	58.2%	53.9%	53.2%	53.4%

In 2022, the difference in the Bonus Mean Pay between male and female staff went down by £611.72. However, the pay gap has increased by 0.2% to 53.4% in 2022.

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

	Bonus Median Pay			
	2019	2020	2021	2022
Male	£11,756.50	£12,063.96	£12,063.96	£12,063.96
Female	£5,093.96	£5,845.30	£5,653.84	£6,032.04
Difference	£6,662.54	£6,218.66	£6,410.12	£6,031.92
Pay Gap %	56.7%	51.5%	53.1%	50.0%

In 2022, the difference in the Bonus Median Pay between male and female staff decreased by £378.20. The pay gap has decreased by 3.1% to 50.0% in 2022.

Male staff continue to earn 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 2021

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

Although the Mean bonus gender pay gap saw a reduction of 0.7% to 53.2%, there was 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.

Gender Pay Gap 2022

In 2022, the Mean Gender Pay Gap decreased by 0.8% to 20.7%, and the Median gender pay gap increased by 0.3% to 5.9%.

There has been a 0.2% increase in the Mean bonus gender pay gap to 53.4%, and a 3.1% decrease in the Median gender bonus pay gap. 35% of eligible women received a bonus compared with 40% of eligible men. 0.4% of the total female workforce received a bonus payment compared to 1.7% of the male workforce. Bonus payments are mostly Clinical Excellence Awards.

Over the previous five 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 inclusive 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, to redress gender imbalance across the workforce.
- Facilitate career development opportunities and programmes targeting potential women leaders.
- Monitor and review promotion policies to identify and remove any barriers for women.
- 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 and the associated Support Groups for Women, Men, Trans and Non-Binary Staff, and the Menopause.
- 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, safety, and security for all staff.

Submission

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 2022 which will be submitted to the Government Equalities Office by 30th March 2023.