

# Gender Pay Gap Report

As of 31<sup>st</sup> March 2023

# Introduction

The gender pay gap (GPG) 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 date' for this report for Oxford Health NHS FT is 31<sup>st</sup> March 2023.

This report contains additional GPG information from 2017 to 2022 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 be excluded.

# Gender Pay Gap 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/guidance/making-your-gender-pay-gap-calculations)

## The Data *(previously submitted)* as of 31<sup>st</sup> March 2022

### 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%

### Average (Mean) gender pay gap using hourly pay

The difference in average (mean) hourly pay	20.7%
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### Median gender pay gap using hourly pay

The difference in median hourly pay	5.9%
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## The Data for Submission as of 31<sup>st</sup> March 2023

### Percentage of men and women in each hourly pay quarter

	Men	Women
Upper hourly pay quarter	27.3%	72.7%
Upper middle hourly pay quarter	14.8%	85.2%
Lower middle hourly pay quarter	17.9%	82.1%
Lower hourly pay quarter	16.0%	84.0%

### Average (Mean) gender pay gap using hourly pay

The difference in average (mean) hourly pay	20.3%
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### Median gender pay gap using hourly pay

The difference in median hourly pay	8.7%
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## The Data *(previously submitted)* as of 31<sup>st</sup> March 2022

### 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%

### Bonus pay

The average (mean) gender pay gap using bonus pay	53.4%
The median gender pay gap using bonus pay	50.0%

## The Data for Submission as of 31<sup>st</sup> March 2023

### Percentage of men and women who were paid a bonus

Percentage of men who were paid a bonus	3.7%
Percentage of women who were paid a bonus	0.9%

### Bonus pay

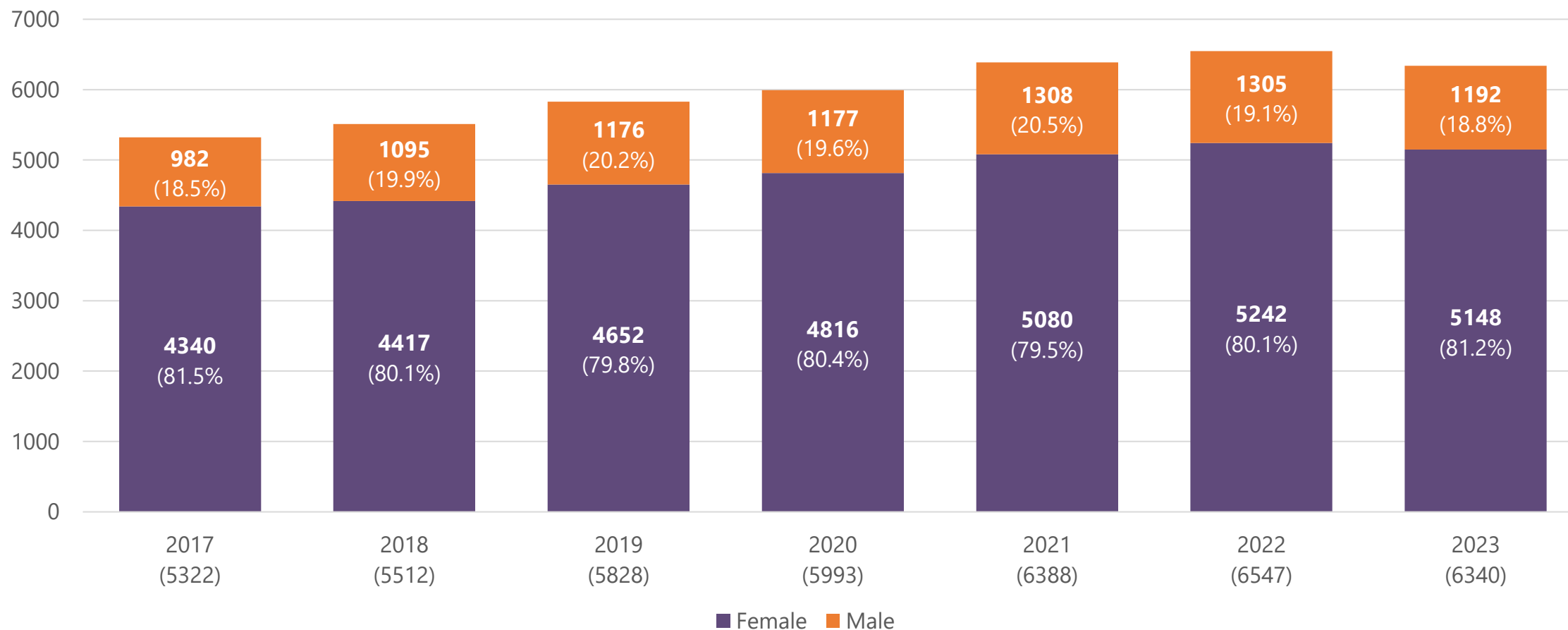
The average (mean) gender pay gap using bonus pay	30.6%
The median gender pay gap using bonus pay	0.0%

# **Gender Pay Gap Report**

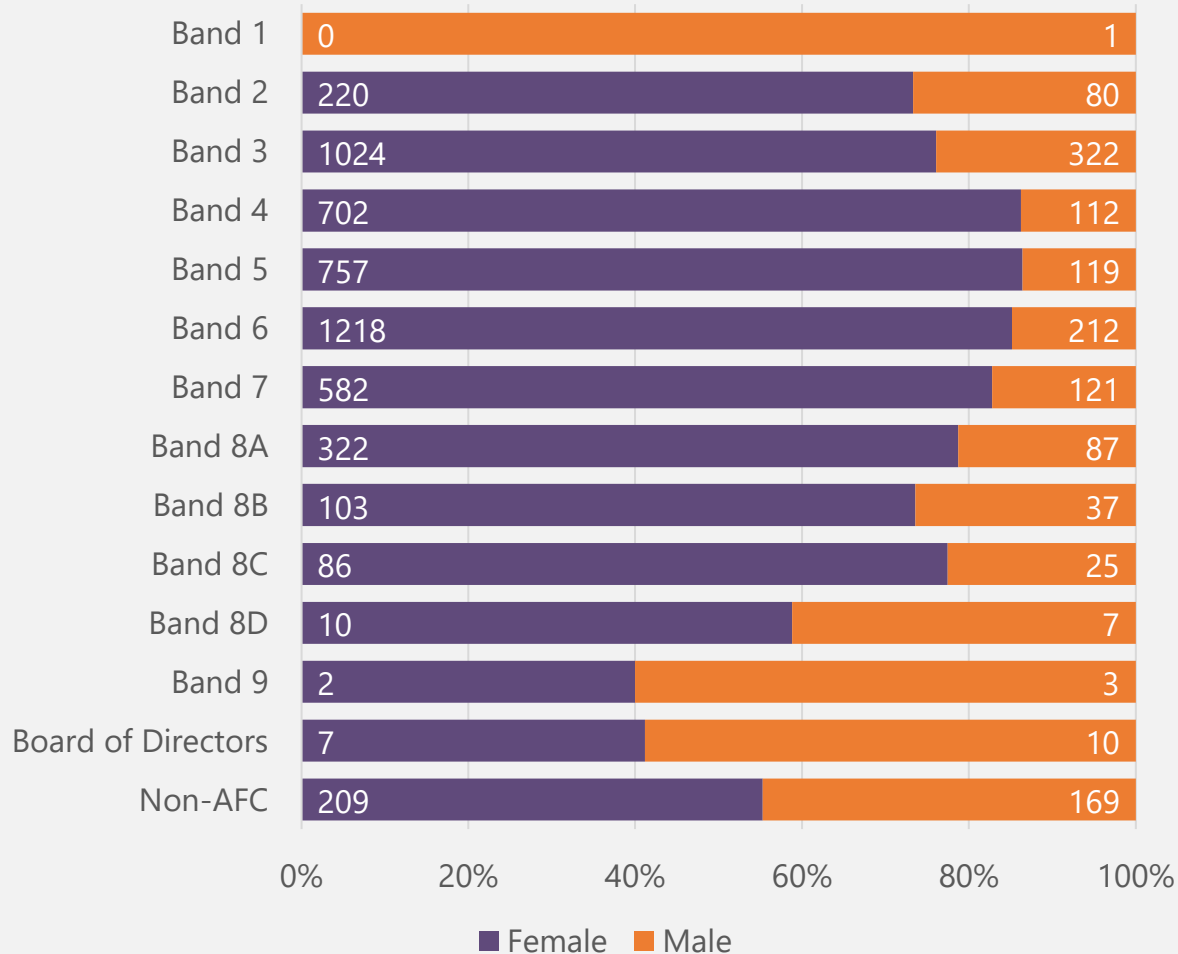
## Analysis for Oxford Health

# Gender Profile of Oxford Health's Workforce

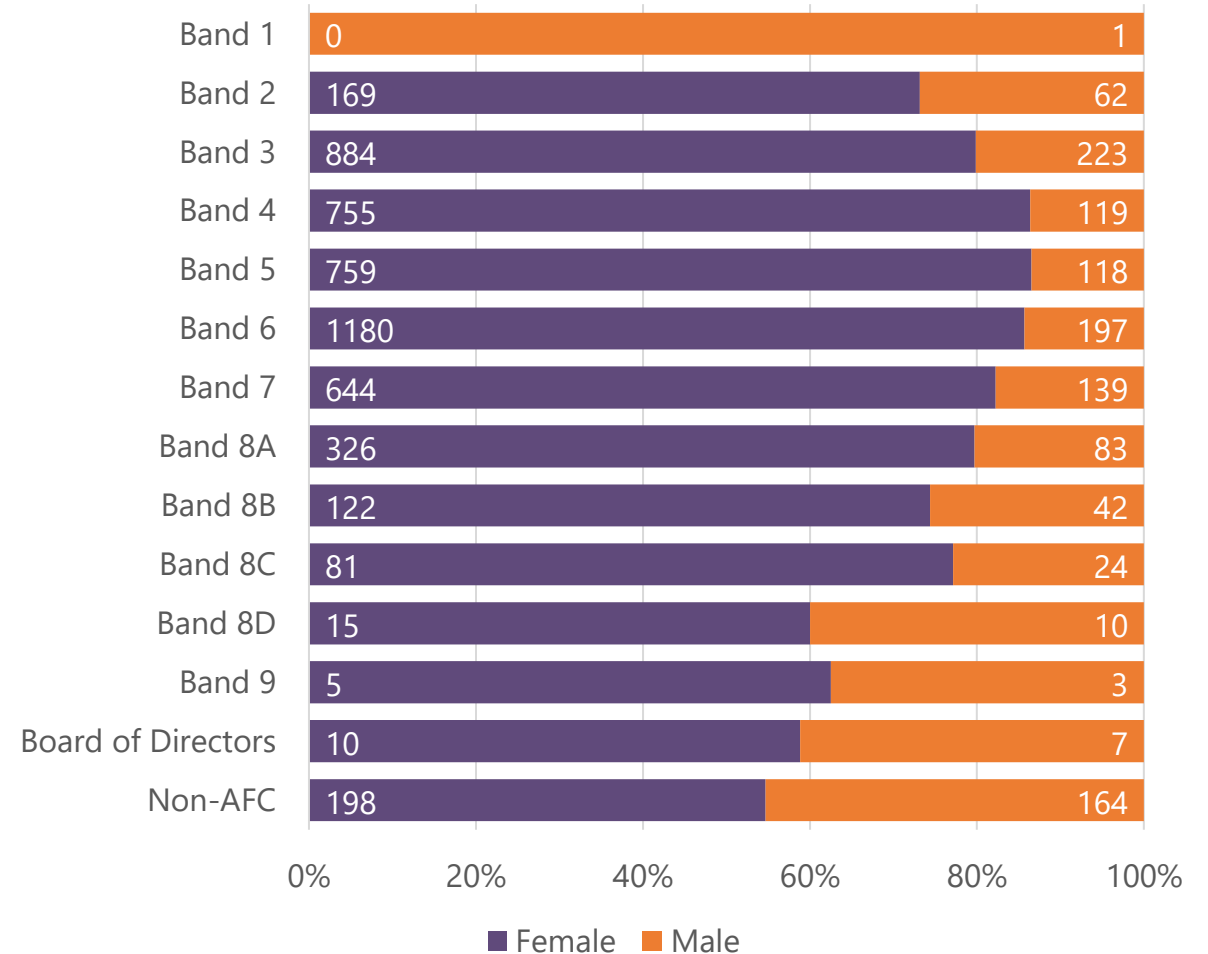
Snapshot of 31<sup>st</sup> March each year



## Gender Profile of OHFT Workforce as of 31<sup>st</sup> March 2022

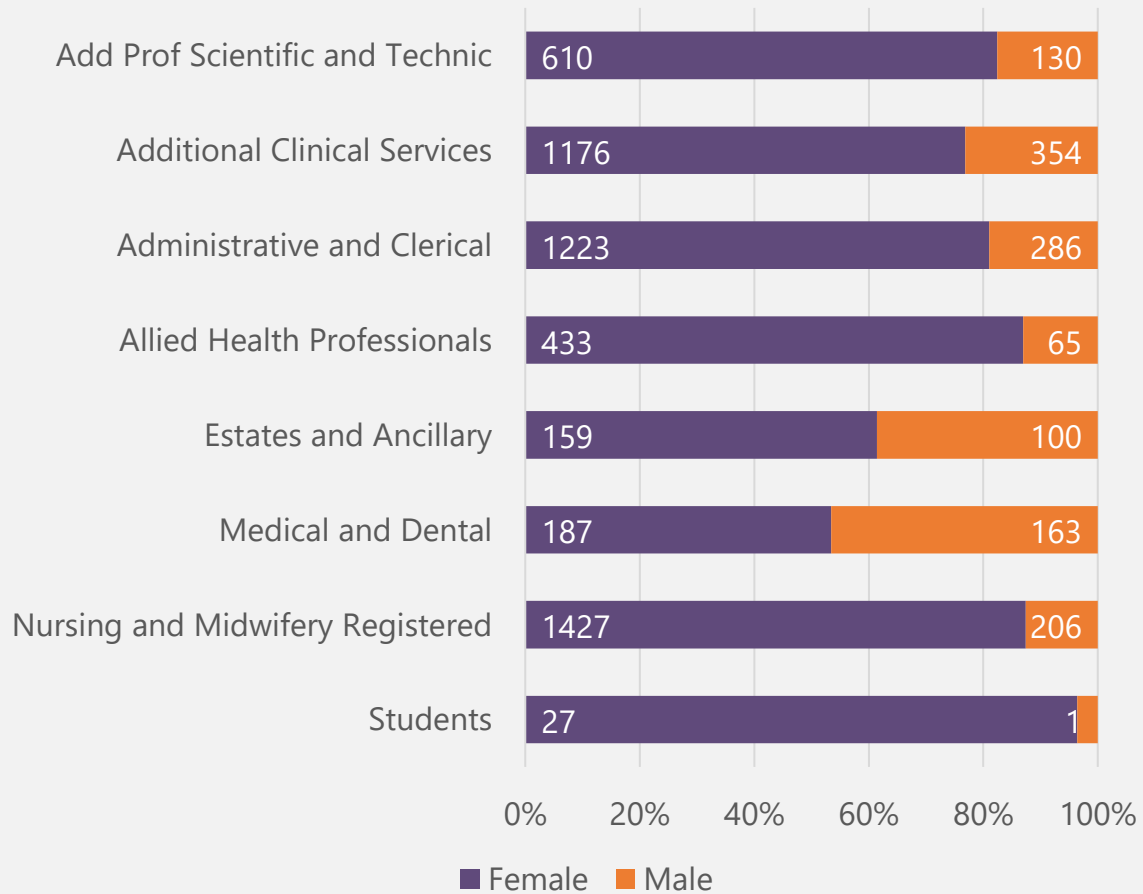


## Gender Profile of OHFT Workforce as of 31<sup>st</sup> March 2023

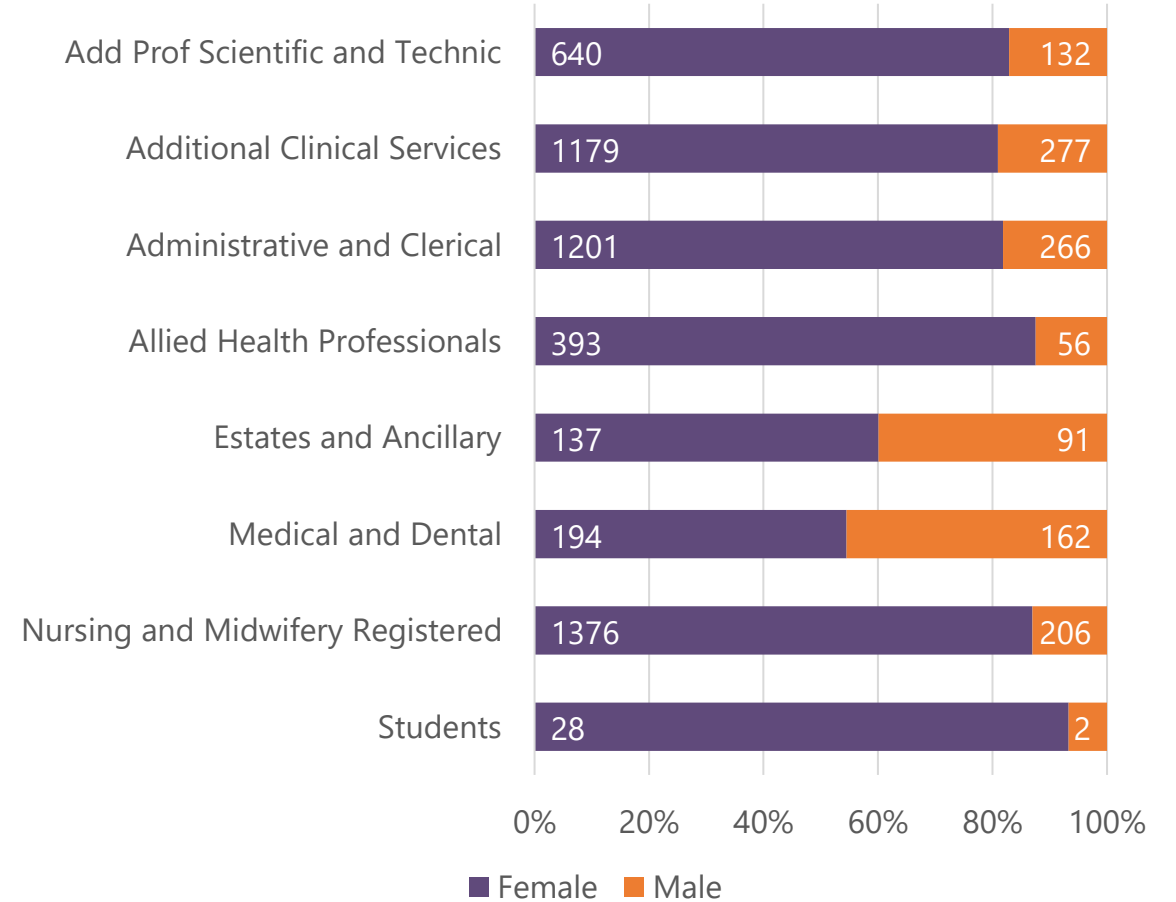




## Gender Profile of OHFT Workforce as of 31<sup>st</sup> March 2022

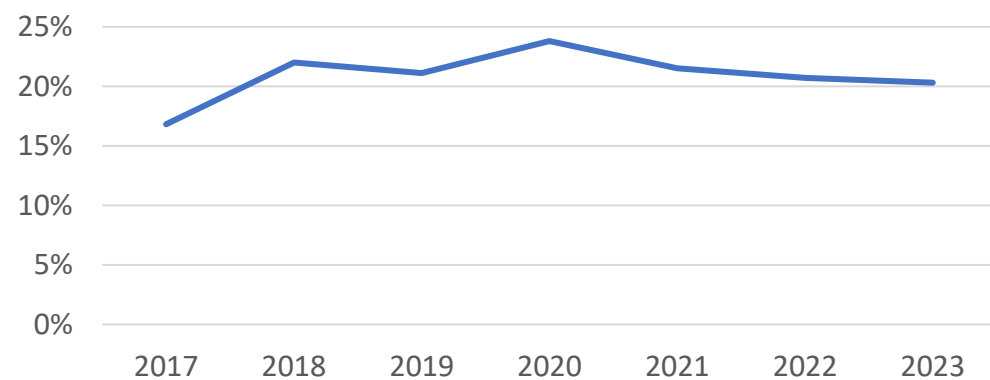


## Gender Profile of OHFT Workforce as of 31<sup>st</sup> March 2023

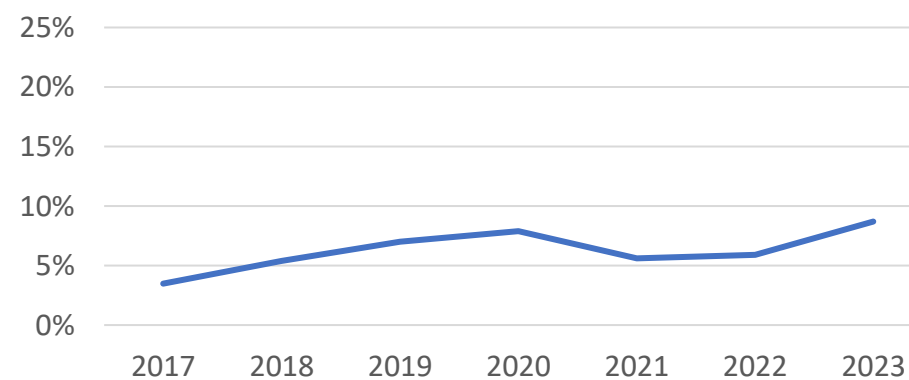


# Analysis

	Mean Hourly Rate						
	2017	2018	2019	2020	2021	2022	2023
Male	£19.36	£21.71	£22.13	£23.45	£23.26	£23.80	£24.67
Female	£16.10	£16.93	£17.46	£17.87	£18.25	£18.87	£19.67
Difference	£3.26	£4.78	£4.67	£5.58	£5.01	£4.94	£5.00
Pay Gap %	16.8%	22.0%	21.1%	23.8%	21.5%	20.7%	20.3%

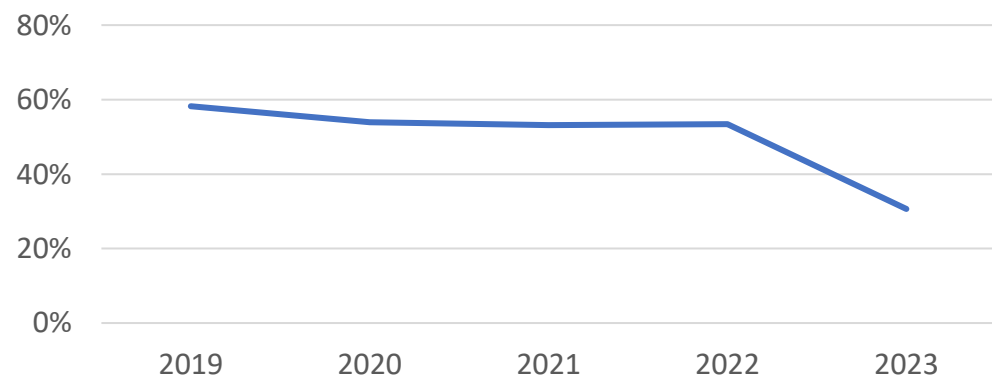


	Median Hourly Rate						
	2017	2018	2019	2020	2021	2022	2023
Male	£15.11	£15.64	£16.52	£16.94	£17.00	£17.56	£18.87
Female	£14.58	£14.80	£15.36	£15.61	£16.04	£16.52	£17.24
Difference	£0.52	£0.84	£1.15	£1.33	£0.96	£1.03	£1.63
Pay Gap %	3.5%	5.4%	7.0%	7.9%	5.6%	5.9%	8.7%



# Analysis – Bonus Payment

	Bonus Mean Pay				
	2019	2020	2021	2022	2023
Male	£16,069.39	£16,199.92	£15,942.86	£14,758.97	£10,419.51
Female	£6,709.92	£7,473.00	£7,456.36	£6,884.19	£7,235.06
Difference	£9,359.46	£8,726.93	£8,486.50	£7,874.78	£3,184.44
Pay Gap %	58.2%	53.9%	53.2%	53.4%	30.6%



	Bonus Median Pay				
	2019	2020	2021	2022	2023
Male	£11,756.50	£12,063.96	£12,063.96	£12,063.96	£5,079.63
Female	£5,093.96	£5,845.30	£5,653.84	£6,032.04	£5,079.63
Difference	£6,662.54	£6,218.66	£6,410.12	£6,031.92	£0
Pay Gap %	56.7%	51.5%	53.1%	50.0%	0%

