

Gender Pay Gap Report

(for period April 2017 – March 2018)

December 2018

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Introduction

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, employers with 250 or more co-owners are required to publish statutory calculations no later than 30 March each year; commencing 2017/18. The information will demonstrate the pay gap between male and female co-owners as at 31 March the previous year. For example, 31 March 2017 pay information must be published by 30 March 2018. The results must be published on the employer's website.

The legislation requires an employer to publish six calculations:

7. Average gender pay gap as a mean average
8. Average gender pay gap as a median average
9. Average bonus gender pay gap as a mean average
10. Average bonus gender pay gap as a median average
11. Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
12. Proportion of males and females when divided into four groups ordered from lowest to highest pay.

Gender Pay Gap reporting is different to equal pay – equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because of gender. On the other hand, the Gender Pay Gap shows the difference in the average pay between men and women in the workforce.

CSH Surrey is governed by the NHS terms and conditions of employment – Agenda for Change (AfC). These terms contain national agreements on pay and conditions of service for the NHS workforce as a whole (other than very senior managers and medical workforce).

Similarly, CSH Surrey has adopted the national NHS Job Evaluation (JE) process which enables jobs to be matched to the national job profiles and/or allows CSH to evaluate jobs locally, to determine the appropriate pay band as outlined within AfC.

In line with the legislative requirements, this report will be published on the CSH Surrey website and also on the Governments online reporting service (<http://www.gov.uk/report-gender-pay-gap-data>.)

The breakdown of the workforce by gender and pay banding as at 31st March 2018 is as follows:

Figure 42.

Pay Band	Female		Male	
	Headcount	%	Headcount	%
Band 1	19	59.38%	13	40.63%
Band 2	150	90.91%	15	9.09%
Band 3	201	94.37%	12	5.63%
Band 4	140	99.29%	1	0.71%
Band 5	210	95.45%	10	4.55%
Band 6	331	93.50%	23	6.50%
Band 7	201	93.06%	15	6.94%
Band 8a	48	84.21%	9	15.79%
Band 8B, C,D & 9	27	87.10%	4	12.90%
UNIQUE	18	69.23%	8	30.77%
Grand Total	1345	92.44%	110	7.56%

The current gender split by payband within the overall workforce has increased by (1.65%) female on 2016/17. As expected, based on the traditional model of care being perceived as a female activity, the majority of the workforce at CSH continues to be high at 92.44% 2017/18 and 90.8% 2016/17. There is an even spread of increase across all Female pay bands for 2017/18.

1. Average gender pay gap as a mean average

Title	Male	Female	% diff	Period
Mean Hourly Rate	£17.35	£15.75	+9.21%	2018
Mean Hourly Rate	£16.68	£16.31	+2.20%	2017

Key points / findings:

- The average hourly rate of pay is calculated from a specific pay period in this case March 2018 (snapshot). The hourly rate is calculated for each co-owner based on ‘ordinary pay’ which includes basic pay, allowances and shift premium pay.
- The percentage variance for the average hourly rate of pay is 9.21% for 2017/18 an increase of 7.01% on 2016/17.

2. Average gender pay gap as a median average

Title	Male	Female	% diff	Period
Median Hourly Rate	£14.84	£15.43	-4.02%	2018
Median Hourly Rate	£14.15	£15.27	-7.90%	2017

Key points / findings:

- The median hourly rate of pay is calculated from a specific pay report, in this case it is March 2018 (snapshot). The median rate is calculated by selecting the average hourly rate at the mid-point for each gender group.
- The percentage variance for the median hourly rate of pay is 4.02% (3.88% difference on 2016/17). For CSH Surrey, this is more indicative than the average hourly rate of pay as it is not impacted as much by the gender ratio. When considering this variance the various factors need to be taken into account –
 - The variety of roles within the organisation; and

- Progression within the banding is based on length of service (rather than performance)
The above factors coupled with the high proportion of female workforce may represent a higher median rate of pay for the female workforce

3. Average bonus pay gap as a mean average:

	Male	Female	% diff	Period
Mean bonus payment	£1,000	£1,078.38	-7.80%	2018
Mean bonus payment	£1,000	£1,295.83	-29.60%	2017

Key points / findings:

- The pay elements that fall under the bonus criteria are distinct awards such as Golden Hello, Recruitment and Retention premiums, Refer a friend and One-off payments awarded for the completion of specific duties.
- The percentage variance for the bonus hourly rate of pay has significantly reduced by 21.8% since 2016/17. The pay elements that are used in this calculation are mainly awarded against professional groups and as a mechanism to attract skilled workforce to the Organisation – the principles applied have no gender bias. As such, the relevance of this indicator is less significant to CSH and remain female in nature.

4. Average bonus pay gap as a median average

	Male	Female	% diff	Period
Median bonus payment	£1,000	£1,000	0%	2018
Median bonus payment	£1,000	£1,000	0%	2017

Key points / findings:

- Similar to the median hourly rate, the median bonus rate is based on the mid point of all co-owners receiving the bonus pay.
- There appears to be no difference in the median average of bonus pay for 2017/18. This again is reflective of the bases on which such payments are made – the principles for which have no gender bias.

5. Proportion of males and females receiving a bonus payment

Group	No of co-owners receiving bonus pay	Total headcount within CSH	Percentage	Period
Male	1	110	0.91%	2018
Female	37	1346	2.75%	2018
Male	1	67	1.49%	2017
Female	39	661	5.90%	2017

Key points / findings:

- This table demonstrates the number of co-owners receiving bonus as a percentage to the total headcount in each gender group – a slight decrease between 2018 and 2017.
- For the purposes of calculating bonus, the following payments have been included
 - Golden Hello
 - Refer a Friend payment
- CSH Surrey has clear guidelines and principles that govern majority of the above, thus minimising any scope for gender bias. In addition, majority of the above are recruitment / retention initiatives

developed to attract skilled workforce to CSH Surrey. This coupled with the high proportion of female workforce makes this indicator less significant to CSH Surrey.

6. Proportion of males and females in each quartile pay band

	Female (2018)	Male (2018)	Female (2017)	Male (2017)
Lower Quartile	91.12%	8.88%	90.80%	9.20%
Lower Middle Quartile	93.39%	6.61%	88.41%	11.59%
Upper Middle Quartile	94.44%	5.56%	92.68%	7.32%
Upper Quartile	91.48%	8.52%	92.68%	7.32%

Key points / findings:

- In order to create the quartile information the entire workforce is sorted by their hourly rate of pay, which is then split into 4 equal parts.
- When reviewing the quartile information, it is important to take into account the types of roles available within the organisation and the different gender split that occurs within specific roles e.g. the nursing workforce in general always has a greater proportion of female co-owners.
- The split of females to males is very similar across all quartiles however the highest variances for the quartiles when compared to overall data, are in the Middle Quartiles – this has changed since 2017 when the highest variances were in the Upper Quartiles.
- Lower quartile has the highest representation of male co-owners when compared to the other quartiles. Included in this quartile are Hotel Services co-owners that have a higher proportion of male co-owners which is reflected in the table.

Section B: Gender Gap Summary of results and actions

Metric	Result	Findings		Action
Average gender pay gap as a mean average	Difference (of £1.60) in the hourly mean rate suggests that male co-owners are paid more than female co-owners.	The calculation is based on 1345 female co-owners and 110 male co-owners. Given the average is calculated over different numbers, the variance is expected		Report to be shared at the Equality and Diversity Forum where further actions, where required will be agreed.
Average gender pay gap as a median average	A negative variance of 4.02% which is a further decrease on 2017 (7.9%)	The variety of roles along a large female workforce with an increment scheme linked to the length of service may represent the variation.		
Average bonus gender pay gap as a mean average	A negative variance of 7.80% which is a further decrease on 2017 (29.6%)	The group considered included 38 co-owners – 37 female and 1 male. Given the standard approach adopted when applying the ‘bonus’ there is minimal scope for gender bias		
Average bonus gender pay gap as a median average	No difference	There appears to be no difference in the median average of bonus pay.		

Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment	The proportion of females receiving bonus is higher by 1.84% when compared with male co-owners.	As outlined for point 3, standard approach adopted when applying the 'bonus' there is minimal scope for gender bias.	
Proportion of males and females when divided into four groups (quartile) ordered from the lowest to the highest pay	The highest variances are in the middle quartiles	The proportion is representative of the nature of likely posts held within each quartile	

As outlined previously, across the NHS and other organisations within the care sector, the traditional model of care is perceived as a female activity. The workforce representation at CSH is no different with a high proportion of female workforce – 92.45%. This difference in this gender split is reflective through each of the above outcome areas.



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