

Somerset Partnership NHS Foundation Trust

Gender Pay Gap Report (2017)

Introduction

This report provides the Trust's first Gender Pay Gap (GPG) information based on data for the period including the first snapshot date of 31 March 2017.

This report is published in line with the requirements set out in the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

Gender Pay Gap Information

Ordinary Pay

- Mean Pay Gap = 21.89% (Women paid less than men)
- Median Pay Gap = 8.35% (Women paid less than men)
- Quartile Information

Quartile	Female %	Male %	Female Difference from Overall
Lower	89.59%	10.41%	3.66%
2	85.93%	14.07%	0.00%
3	90.42%	9.58%	4.49%
Upper	77.78%	22.22%	-8.15%
Overall Gender Split	85.93%	14.07%	

Bonuses (Clinical Excellence Awards – see note on bonuses below)

- Mean Bonus Gap = 58.20%
- Median Bonus Gap = 59.78%
- 0.16% of women received a bonus whilst 1.96% of men received a bonus

Supporting Narrative

The Trust has a job evaluation system which underpins our Agenda For Change pay scales to ensure we pay men and women the same for work of equal value (equal pay)

We recognise that we do have a gender pay gap, particularly our mean pay gap (21.89%) and our bonus gap. Reviewing other NHS Trusts these figures appear to be in line with many other Trusts' submissions nationally.

The following factors contribute to these gaps:

Pay Gap

Of staff in Agenda for Change (AfC) posts 24% of men are at Band 7 or higher whereas of women in AfC posts just 11% sit in Band 7 or higher roles. In Administrative and Clerical roles at Band 7 and above men make up 42% of this workforce versus 13% of the overall AfC workforce.

The relatively greater proportion of men in medical & dental (doctors and dentists) roles (men make up 41% of medical and dental roles yet overall make up just 14% of the total workforce)

The greater proportion of males in the most highly paid medical and dental grades of consultant and dental Scale C (52% in these grades are male). 5% of all males in the workforce were medical consultants or the highest paid dentists versus just 0.8% of all of our female employees.

Bonus Pay Gap

The greater proportion of male consultants is directly linked to this – our 'bonus' payments for the Trust were all in the form of Clinical Excellence Awards (CEAs) earned by medical consultants.

CEAs are open to medical consultants on the basis of an application and they are assessed before they are awarded. They can be awarded at a local level and also at a national level for higher value awards. When analysing which consultants tend to receive CEAs there looks to be a correlation between years of service and likelihood of receiving a CEA. Of our male consultants on 31 March 2017 46% were on the older pre-2003 contract versus 20% of our female consultants indicating longer lengths of service in our male cohort.

Actions to be taken

With analysis of the groups and areas where the Trust's gender pay gap arises the Trust seeks to provide a platform to address the gaps wherever possible. Traditionally some direct care roles within the NHS (and wider healthcare workforce) have tended to attract higher levels of women, the Trust's challenge is not just to attempt to attract women into some of the higher paying roles such as medicine but also to attract more males into care roles which could help to address some of the shortfalls in numbers of practitioners in various professions across the health sector as well as seeing a reduction in the gender pay gap.

The Trust plans to take further analysis in the coming months in order to understand the potential causes for the pay gap seen for 2016-17 and ways of mitigating these causes. This will include looking at other NHS Trusts' gender pay gap submissions and analysis of how the Trust's gender pay gap has changed when looking at the period for 2017-18.