

## Gender Pay Gap Report (March 31<sup>st</sup> 2017 snapshot)

### 1. What is a gender pay gap report?

Gender pay reporting legislation requires employers with 250 or more employees from April 2017 to publish statutory calculations every year showing how large the pay gap is between their male and female employees. There are two sets of regulations. The first is mainly for the private and voluntary sectors (taking effect from 5 April 2017) and the second is for the public sector (taking effect from 31 March 2017). Employers will have up to 12 months to publish their gender pay gaps, which must be published on the employer's website and the government viewing website.

Gender pay 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 they are a man or a woman.

The gender pay gap shows the difference in the average pay between all men and women in a workforce. Generally, the average pay of women is lower than that of men and this tends to be because there are fewer women in senior high earning positions in organisations than men. Whilst a workforce may be predominantly female, if the most senior positions are taken up by men, the average pay of women in that organisation could well be lower.

### 2. The gender pay gap indicators

An employer must publish six calculations showing their:

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

### 3. What is meant by 'pay'

It is important to understand what is meant by 'pay' in order to carry out the calculations set out in the Regulations. Pay will include:

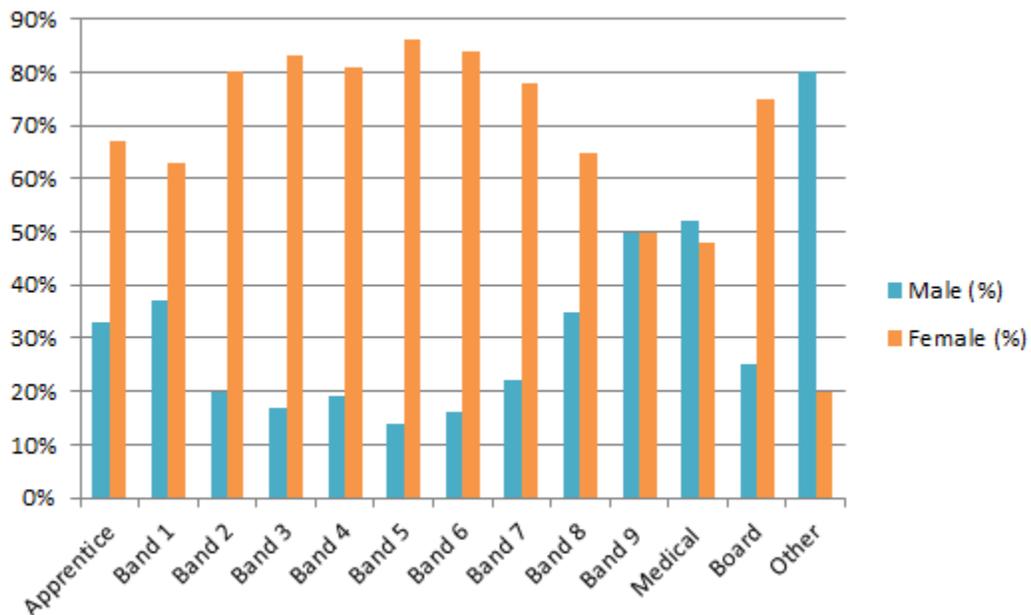
- basic pay
- full paid leave including annual, sick, maternity, paternity, adoption or parental leave
- bonus pay
- recruitment and retention allowances
- shift premium pay
- pay for piecework.

Pay will not include:

- overtime pay
- expenses (payments made to reimburse expenditure wholly and necessarily incurred in the course of employment, e.g. mileage for use of vehicle)
- remuneration in lieu of leave
- the value of salary sacrifice schemes
- benefits in kind (e.g. child care vouchers)
- redundancy pay and tax credits.

#### 4. Torbay and South Devon NHS Foundation Trust Workforce Context

The current gender split within the overall workforce is 74% female and 26% male. The breakdown of proportion of females and males in each banding is as follows:



#### Average Gender Pay Gap

##### a) Average gender pay gap as mean average (All applicable TSDFT staff)

	Male	Female	% difference
Mean hourly rate	£18.21	£14.46	20.58%

##### b) Average gender pay gap as median average (All applicable TSDFT staff)

	Male	Female	% difference
Median hourly rate	£13.45	£12.62	6.18%

**c) Average gender pay gap as mean average (Split between AfC/Other and Medical & Dental)**

	Male (AfC)	Female (AfC)	% difference
Mean hourly rate	£13.53	£13.59	-0.42%
	Male (M&D)	Female (M&D)	% diff
	£38.89	£33.52	13.81%

**d) Average gender pay gap as median average (Split between AfC/Other and Medical & Dental)**

	Male (AfC)	Female (AfC)	% difference
Median hourly rate	£11.49	£12.25	-6.67%
	Male (M&D)	Female (M&D)	% difference
	£39.87	£31.20	21.75%

**Average Bonus Gender Pay Gap**

**a) Average bonus gender pay gap as mean average**

	Male	Female	% diff
Bonus (mean)	£14,743	£11,640	21.05%

**b) Average bonus gender pay gap as median average**

	Male	Female	% diff
Bonus (median)	£11,934	£8,357	29.97%

**c) Percentage of staff receiving a bonus**

	Male	Female
Bonus (%)	5.37%	0.66%

**Quartiles**

**a) Proportion of males and females when divided into four groups ordered from lowest to highest pay**

	Male	Female
Lower	24%	76%
Lower middle	18%	82%
Upper middle	16%	84%
Upper	29%	71%

## 5. Summary of results

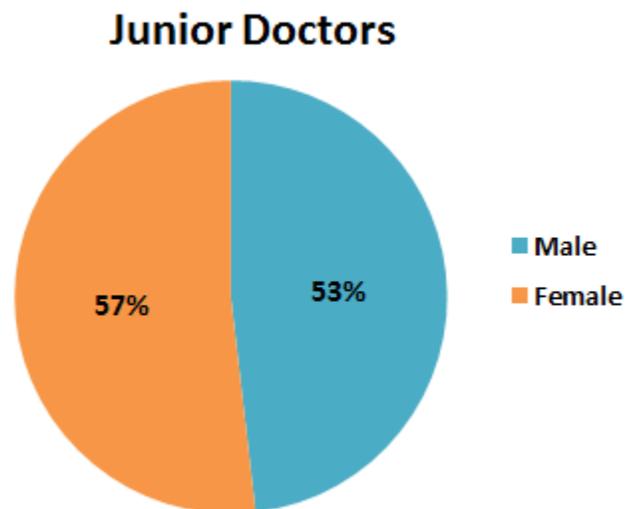
### Average gender pay gap

The overall percentage variance for the average hourly rate of pay as a mean average is low at 20.58%. This calculation is based on the average hourly rate of 4923 female staff compared to 1361 male staff; because the average is calculated over different numbers of staff (there are almost 4 times more female staff), some variance is to be expected.

The percentage variance for the median hourly rate of pay is just over 6%. This calculation is based on the average hourly rate at the mid-point for each gender group. This can be more indicative than the average hourly rate of pay as it is not impacted much by the female to male ratio.

However further investigation has shown that when Medical and Dental staff are removed from the calculations then the gender pay gap is in favour of female staff. It is the inclusion of our Consultant Body which shows to have a significant impact on the figures, as the majority of our senior consultants are predominantly male (142 male to 70 female consultants) and have a significant number of years seniority.

From analysis we believe that the pay gap for our medical staff will reduce over time, the legacy of a predominantly male Consultant body is slowly changing and this is demonstrated by the current Junior Doctor employees which shows a higher number of female employees compared to male:



(Junior Doctors employed by TSDFT)

Therefore this trend analysis leads us to believe that over time our male to female ratio gap for our consultant body will reduce and hence so will the pay gap. We have already seen from our permanent appointments for senior medical staff the number of females employed increase compared to male employees:

Year	Male	Female
2017	50%	50%
2016	50%	50%
2015	63%	37%
2014	69%	31%

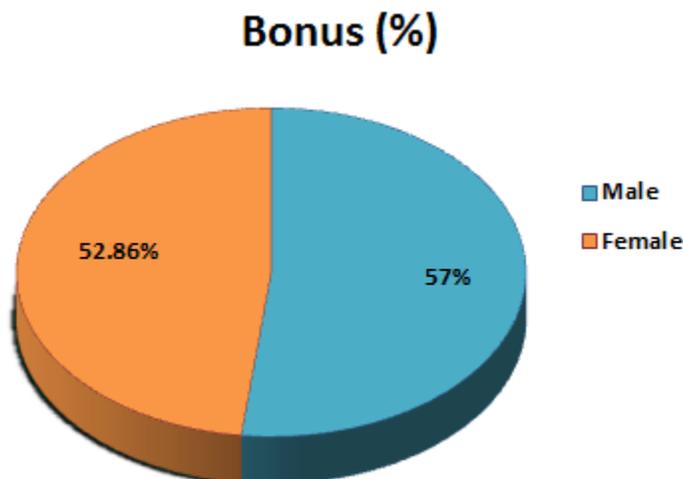
(The number of senior medical staff employed into a permanent post within TSDFT)

### Average bonus gender pay gap

As an NHS organisation the only pay elements that fall under the bonus pay criteria for the purposes of the gender pay gap are Distinction Awards, Discretionary Points and Clinical Excellence Awards (CEAs). These are only applicable to certain groups of Medical and Dental staff.

The percentage variance for the bonus rate of average pay is 21.05% and a median average of just under 30% this is relatively low considering 81 of the 118 staff identified in this section are male. However the difference in pay would also link back to the evidence which shows that we have a higher proportion of seniority consultants which are male compared to female.

The percentage of staff receiving a bonus can be misleading as this is based on the total number of staff in each gender group for all staff, not just Medical and Dental staff (to whom this only applies). Therefore we have calculated the percentage of staff receiving a bonus based on only those medical and dental staff who would be applicable and the results are as follows:



## 6. Closing the Gender Pay Gap

Closing the gender pay gap is not only the right thing to do but research shows that a more diverse and inclusive workforce helps organisations by bringing new skills, creativity and innovation, sounder decision making and higher staff satisfaction and retention.

As a Trust we welcome the introduction of gender pay gap reporting and are fully supportive of equality of opportunity within our workforce. We recognise that this data tells us that there is further work to be undertaken to achieve that equality of opportunity. However we have females represented in many senior positions – our Chief Executive is a woman and five of our seven Directors are female. But we acknowledge that there could be greater representation in the senior clinical roles which drive the greatest variances in this report. The current NHS medical workforce has a far greater proportion of men though, at Junior Doctor level, the numbers are more equal.

We have a robust recruitment process and diversity and inclusion is embedded into this, and all our policies. We will continue to recruit on merit in a fair, open and transparent manner. We also have family friendly policies with a range of flexible working patterns including support for women returning to work and a Champion of Flexible Training for junior doctors. However we will look carefully at our approach to flexible working for all staff, including medical staff, in order to establish whether more can be done to improve flexible working.