

Gender Pay Gap report for 2018

All organisations with 250 or more employees are now required to publish their gender pay gap.

The gender pay gap differs from 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 their gender.

The gender pay gap shows the differences in the average pay between men and women. The Trust is confident that men and women are paid equally for doing the same job; however, the greater proportion of men than women in senior roles creates a gender pay gap. There may be multiple factors responsible for this, such as, culture, family and work-life balance (women make up the vast majority of part-time workers in the Trust). All of these can impinge on female employees' career progression, especially into senior leadership roles. It is important to note though that 85% female workers thought that the Trust offered fair career progression in the 2016 staff survey.

Nevertheless, we will work hard to address this imbalance by continuing to offer flexible working, providing unconscious bias training for managers, and fostering an inclusive culture. Addressing the disparity in gender representation at senior levels will take time, but it will help close the current gender pay gap at the Trust.

Headline Gender Pay Gap Figures

The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female colleagues receive.

The mean pay gap is the difference between average hourly earnings of men and women. The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle-most salary.

These figures are based on hourly rate of pay as at 31 March 2017 and bonuses (incentives and clinical excellence awards) paid in the year to March 2017.

Royal Cornwall Hospitals Trust 

25.9%

paygap

National Average

18.1%

(Office of National Statistics 2016)

The gender pay gap at RCHT is higher than the UK national average and is largely attributed to the fact that the gender split for consultants is 65.7% male and 34.3% female. Part of the gender pay gap relates to the Clinical Excellence Awards for consultants who perform "over and above" the standard expected of their role. Across all roles we recognise there is much to do to close the gap. Personal choices our colleagues make around their working patterns have been a key driver in our gender pay gap. Cornwall has a lower participation rate for the working population than the national average. At RCHT 39.5% of substantive staff work part time, of which 82.8% are female employees. While the

Trust is confident that men and women are paid equally for doing equivalent jobs across our hospitals, the main reason for the gender pay gap is there are fewer women in senior medical roles and a higher proportion of women in lower scales.

Gender Bonus Gap

	Mean %	Median %
Gender Pay Gap	25.9%	9.6%
Gender Bonus Gap	86.6%	55.3%

The average gender pay gap is higher between male and female colleagues receiving bonus payments (incentives & clinical excellence awards). This is mainly due to clinical excellence awards where more male than female colleagues receive awards. Non-medical staff can receive bonus incentives such as working additional bank shifts to meet demand in hard to fill shifts as well as preceptee incentives paid to attract and retain newly qualified nurses.

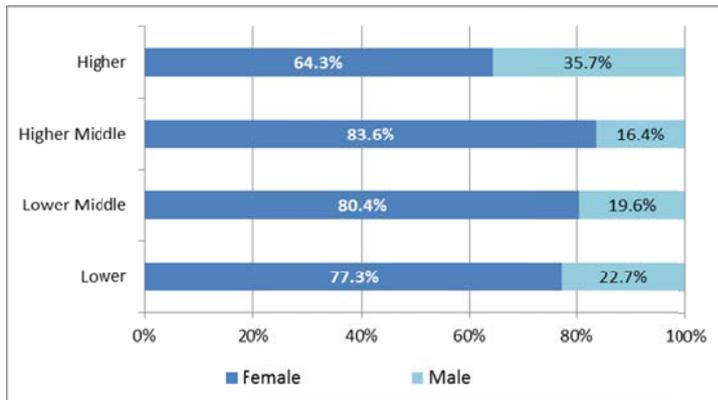


Proportion of male and female colleagues receiving a bonus (clinical excellence award or incentive payment)

35.4% of female colleagues received a bonus payment compared to 28.1% of male colleagues during the year to 31 March 2017.

Gender Pay Gap by Pay Scale

This chart shows the gender split when we order hourly rate of pay from highest to lowest and group into four quartiles. Data is shown in graphical format below.



Although there is a higher proportion of female than male colleagues at the Trust, higher proportions of females occupy the lower to middle higher quartiles than men. For the higher quartile, although female colleagues form a higher percentage than men this represents 21% of total females at the Trust. Conversely, the higher quartile represents a lower proportion of male colleagues than females but equates to 39% of all men working at the Trust.

Comparison to other NHS Trusts'

There have been minimal publications of data from other NHS organisations nationally as most are planning to publish by the 30th March, in line with the requirements. There are also differences with how the instructions for the data analysis are interpreted, though CFT, CCG and IRCHT have agreed the same format. This year's data should be viewed as a baseline assessment with a view to reducing the gap in the coming years.

Proposal of actions to reduce the gap

- Analyse the make-up of applicants for senior roles to assess the number of successful female candidates versus male candidates .
- Assess the criteria for senior roles to assess whether there are any barriers to applications