

## Gender Pay Gap Reporting

At 2gether, we are committed to equality of opportunity throughout the Trust.

With 77% of our workforce being female, we are especially committed to ensuring there is gender pay equality.

	
77% female employees	23% male employees

### What is the Gender Pay Gap?

The Gender Pay Gap is defined as the difference between the **mean** (average) or **median** (mid-point) hourly rate of pay for men and women.

The **mean** (average) hourly pay gap is the difference between the average hourly earnings of men and women across the whole workforce.

The **median** hourly pay gap is the difference between the middle point in the range of earnings of men and women.

Our **mean** (average) gender pay gap is **22.16%** based on earnings as of 31<sup>st</sup> March 2018.

Our **median** gender pay gap is **16.13%** as of the same date.

This is not the same as equal pay – it is illegal to pay male and female workers differently for work that is the same or similar on the basis of gender.

## Proportion of men and women receiving a bonus

In our trust, only medical consultants receive payments that can be classed as bonuses. These payments are called Clinical Excellence Awards (CEA), coming from the national NHS contract for consultants.

On 31<sup>st</sup> March 2018 the trust employed 107 medical consultants; half of these were female and half male.

**13% of female consultants were eligible to receive a Clinical Excellence Award**



**44% of male consultants were eligible to receive a Clinical Excellence Award**

**Mean - 34.75%**

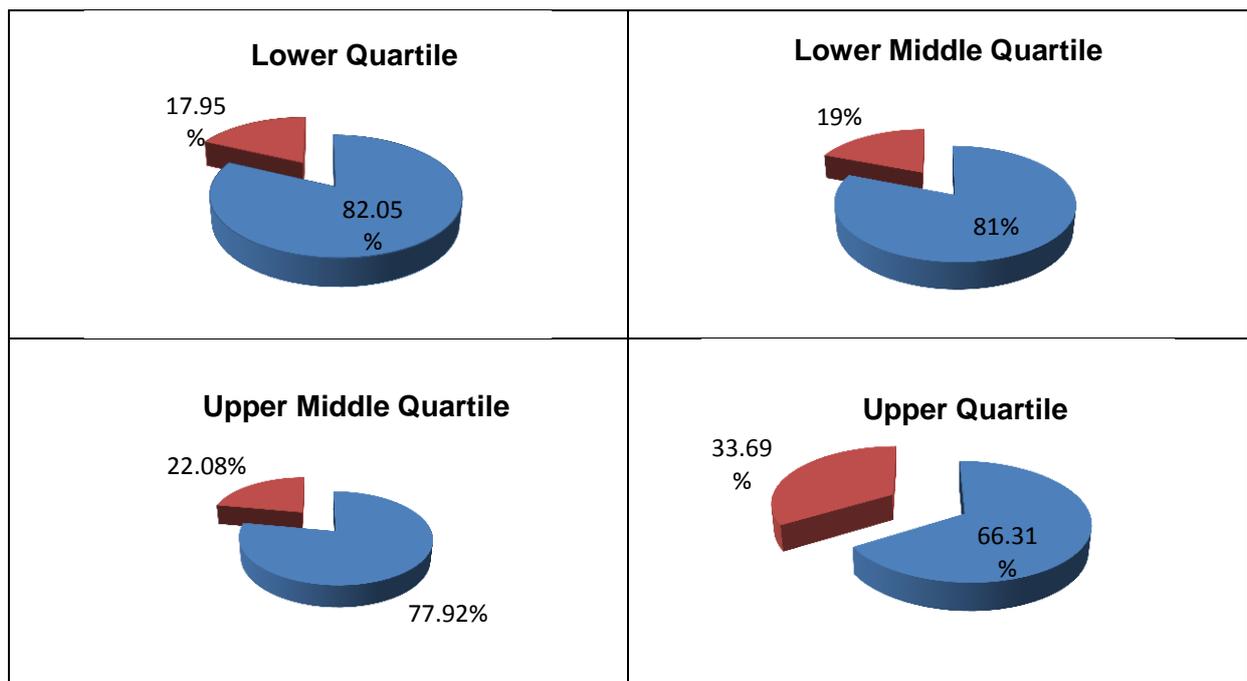
**Median - 0.31%**

## Proportion of men and women in each pay quartile

77% of our workforce are women so we would expect to see proportionately more women in each quartile than men.

When we order the hourly rates of pay from the lowest to the highest and group in 4 equal quartiles we see that the lowest pay quartile is 82.05% female. The highest pay quartile is 66.31% female.

The second and third quartiles are 81% and 77.92% female respectively, indicating the gender pay gap is driven principally by differences in the upper quartile.



## Why do we have a gender pay gap?

We are confident that our workforce is rewarded equally for doing work of equal value because of national pay policies and a robust job evaluation scheme.

We believe, from the data, the gender pay gap is mainly the result of a disproportionate number of male employees in the most senior roles. Also, a higher number of male consultants receiving Clinical Excellence Awards is a significant factor when calculating the gap between male and female hourly rates.

## How are we addressing our gender pay gap?

- We will ensure gender equality is a major component of our Equalities Strategy.
- We will ensure all recruitment processes and documentation are gender neutral
- We will emphasise the benefits of flexible working opportunities at all levels
- We will review the take-up of training and continuing professional development opportunities to ensure female colleagues are not disadvantaged in any way compared to male colleagues
- We will review the 'unconscious bias' content in our Values Based Recruitment training
- We will review the Clinical Excellence Awards process to ascertain why there is a significant gap between awards to female and male Consultants
- We will continue to develop a Women's Leadership Network.