

# **Gender Pay Gap Reporting**

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It became mandatory on 31 March 2017 for public sector organisations with over 250 employees to report annually on their gender pay gap. The deadline for publishing the data for 2017/18 is 30<sup>th</sup> March 2018. The data will be published on an annual basis for all employees at LWH, including AFC staff, medical staff and very senior managers.

At Liverpool Women's, we are committed to supporting all staff to achieve career progression and achieve their potential, and committed to reducing gender inequality in respect of pay. The Trust will use the data as an opportunity to review any evidence of pay disparity and ensure we are appropriately supporting our female employees to develop in their careers.

As a specialist Trust providing services primarily to women, we have a particular obligation to support our female employees to develop into leadership and managerial positions, and we have a well-developed leadership programme to support this.

### **The Gender Pay Gap and Equal Pay**

The Equality and Human Rights Commission defines the difference between equal pay and the gender pay gap as follows:

1. Equal pay means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010.
2. The gender pay gap is a measure of the difference between men's and women's average earnings across an organisation or the labour market. It is expressed as a percentage of men's earnings.

Therefore it is possible to pay men and women the same rate for jobs of equal value and still have a large gender pay gap; the gender pay gap reflects that more men hold senior, highly paid roles

### **The Gender Pay Gap Indicators**

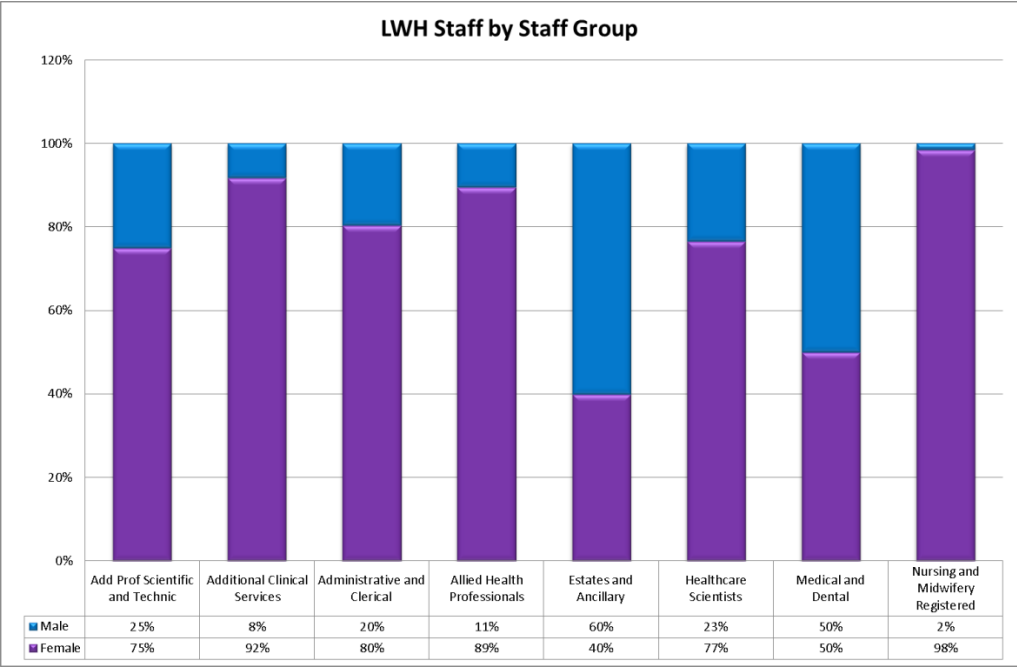
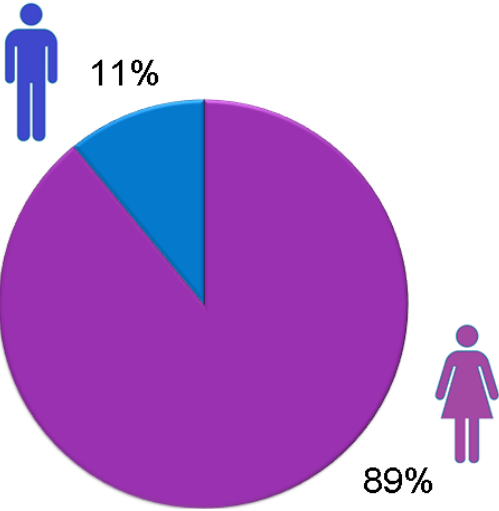
The legislation requires an employer to publish six calculations:

- 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 potation of females receiving a bonus payment
- Proportion or males and females divided into four groups ordered from lowest to highest pay

Bonus pay elements are awarded as a result of recognition of excellent practice over and above contractual requirements.

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# Liverpool Women's NHS Foundation Trust Gender Make-up



**Key Points:**

- Liverpool Women’s NHS Foundation Trust is currently made up of 89% Women (1334) and 11% Men (164)
- The gender split is reflective of the NHS generally, and specifically reflects the nature of the services provided (obstetrics, gynaecology, neonatal and fertility services).
- The trust has 728 Nursing and Midwifery Registered staff of which 45% are Midwives

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## Average Hourly Rates

Gender	Avg. Hourly Rate of Pay	Median Hourly Rate of Pay
Male	£23.98	£17.88
Female	£16.53	£15.51
Difference	£7.44	£2.37

Average hourly rate of pay



Median hourly rate of pay



### Key Points:

- The average hourly rate is calculated for each employee based on 'ordinary pay' which includes basic pay, allowances and shift premium pay.
  - The median hourly rate is calculated by selecting the hourly rate at the mid-point for each gender group.
  - The percentage variance for the average hourly rate of pay is **31.04%**. This calculation is based on the average hourly rate of 1334 female staff compared to 164 male staff; with 8 times more female some variance is to be expected and the figure reflects the lower number of male staff we have employed at lower banded roles
  - The percentage variance for the median hourly rate of pay is **13.24%**. The median figure does not account for a concentration of high or low earners at either end of the pay range.
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## Average Bonus Rates

Gender	Avg. Bonus Pay	Median Bonus Pay
Male	£12,319.68	£8,950.75
Female	£18,524.12	£21,631.47
Difference	-£6,204.44	£12,680.72

Average bonus pay



Mean Bonus Pay Gap

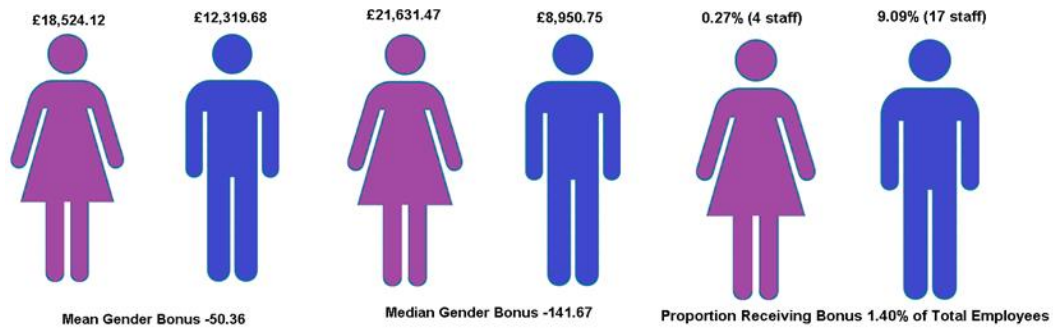
Median bonus pay



Median Bonus Pay Gap

Proportion of males & females receiving a bonus payment

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### Key Points:

- This calculation expresses the number of staff receiving bonus pay as a percentage of the total number of staff in each gender group.
- As with the median hourly rate of pay, this is based on the mid-point of all staff receiving bonus pay.
- As an NHS organisation the only pay elements we have that fall under the bonus pay criteria are Clinical Excellence Awards which are only applicable to consultant medical staff. CEAS are awarded as a result of recognition of excellent practice over and above contractual requirements. 1.4% of all staff employed received such an award.
- Of the 21 doctors receiving CEA awards, fewer females than males received the awards, but they received higher amounts.
- The difference in average bonus rate of pay is -£6,204.44, therefore female consultant bonuses outweigh male bonuses.
- The difference in median bonus rate of pay is -£12,680.72, which again shows female consultants bonus outweighing their male colleagues.

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Proportion of males and females divided into four groups ordered from lowest to highest pay

Group	Lower	Lower Middle	Upper Middle	Upper	Trust Total
Male	49	26	20	69	164
Female	325	349	354	306	1334
Total	374	375	374	375	1498
% Male	13.10	6.93	5.35	18.40	10.95
% Female	86.90	93.07	94.65	81.60	89.05

**Key Points:**

- In order to create the quartile information all staff are sorted by their hourly rate of pay, this list 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 splits that occur within specific roles.
  - The highest variances for the quartiles when compared to the overall trust value are in the middle quartiles.
  - The highest proportion of female staff in the upper middle quartile; included in this quartile are Nursing and Midwifery Registered staff groups that have a higher proportion of female staff, this is reflected in the calculation.
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