

# Gender Pay Gap report 2021



## 1. Introduction – Lisa Thomas, Chief Finance Officer



This report shows, like many NHS organisations, that we have a gender pay imbalance. On average (median) men are paid 21.32% more than women in our organisation. In receiving this report on behalf of the Board and as the Women's Network Lead, this report reminds us we have further to go to ensure our organisation redresses the balance of equality and diversity across all areas.

I welcome the actions outlined at the end of this report to enable the organisation to continue to look forward at the differentials between pay, and new initiatives to ensure we tackle this imbalance as quickly as possible.

## 2. Executive Summary – Rex Webb, Head of Diversity & Inclusion



Our Gender Pay Gap report for 2021 contains a number of elements:

- The specific information published on the government website for the snapshot date of 31<sup>st</sup> March 2021.
- A comparison with the 2020 figures.
- An analysis of the pay gap across specific staff groups within Salisbury NHS Foundation Trust
- Recommendation as to future action to reduce the Gender Pay Gap

The gender pay audit obligations are outlined in The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. As an organisation that employs more than 250 people and listed in Schedule 2 to the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 we must publish and report specific information about our gender pay gap.

Nationally the 2020 mean gender pay gap (the difference between men's and women's average hourly pay) is 6.5% and the median gender pay gap is 15.9%. In

monetary terms, the mean hourly difference in ordinary pay is £1.65 and the median hourly difference is £4.04.

The last accurate figure for the NHS average gender pay gap is taken from 2019 figures. Due to the Covid19 pandemic a number of organisation were not able to provide details in 2020. The NHS average for 2019 was 23%.

Salisbury NHS Foundation Trust has reported similar pay gap data for the past four years. Over that period of time there has been a reduction of 4.18% in the overall pay gap. At the present time Salisbury NHS Foundation Trust gender pay gap is 21.32%.

Within our staff groups there has been some movement and at the present time two groups have double figure gaps. The staff groups concerned are:

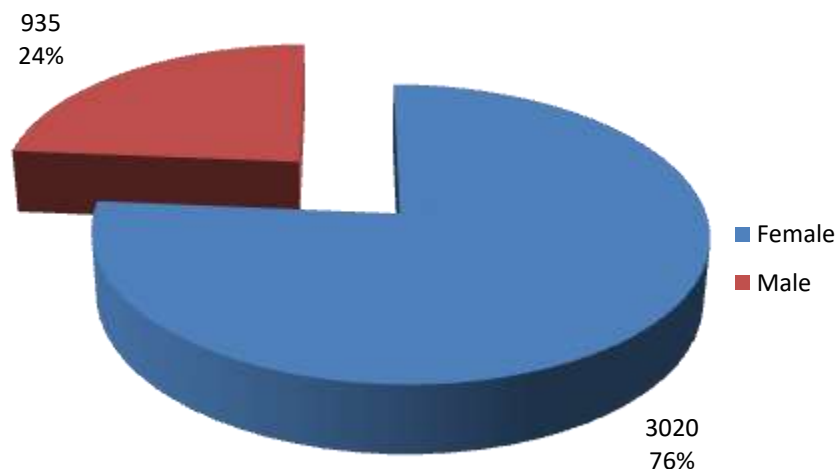
- Administrative and Clerical
- Medical and Dental

The Additional Professional, Scientific and Technical group pay gap has reduced from 12.6% in 2020 to 3.11% in 2021, this is a 9.49% reduction.

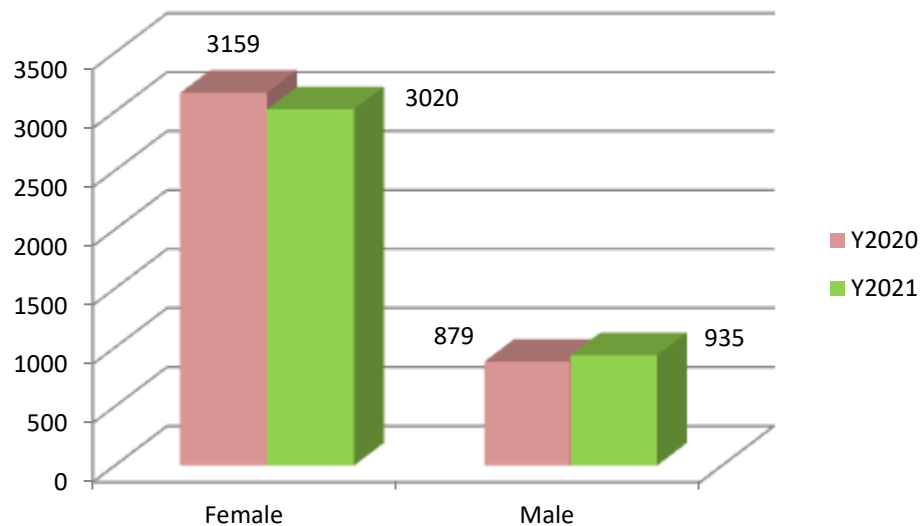
There have been no specific, targeted initiatives within the Trust to reduce the gender pay gap in the past year. It would appear that the movement on the pay gap has been the result of staff movement in and out of the staff groups identified.

### 3. Specific Information 31<sup>st</sup> March 2020

The Trust collected data on the 31st March 2020 when the workforce consisted of 3,020 women and 935 men.



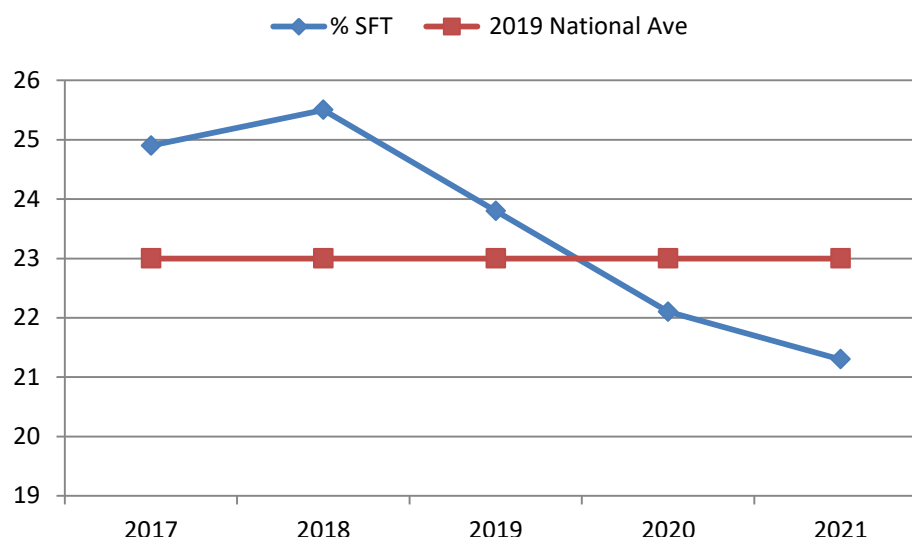
There have been some movement in the numbers this year. Female members of staff have decreased by 139 and males have increased by 56. This shows a 2% shift from female to male employees in the workforce.



When we analyse the figures it shows that the Trust has a mean gender pay gap of 21.34% and a median gender pay gap of 5.95%

Gender	Avg. Hourly Rate	Median Hourly Rate
Male	21.34	16.18
Female	16.79	15.22
Difference	4.55	0.96
Pay Gap %	21.32	5.95

Our progress on reducing the mean gender pay gap within Salisbury NHS Foundation Trust is continuing as can be seen by the graphic below.



The NHS average of 23% which was calculated in 2019 is the latest average we have. This is due to a number of organisation not submitting data in 2020 due to the Covid19 pandemic.

The mean gender pay gap has reduced from a high of 25.5% in 2018 to this years figure of 21.32%, this is a reduction of 4.18%.

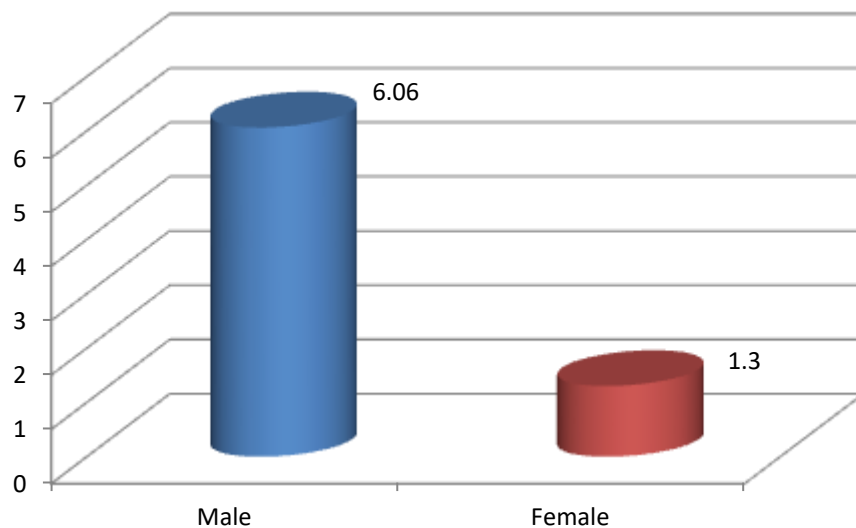
## Bonus Pay

The table below shows that average and median bonus pay for men was higher than for women. This is because a higher number of senior consultants, earning higher value clinical excellence awards are male.

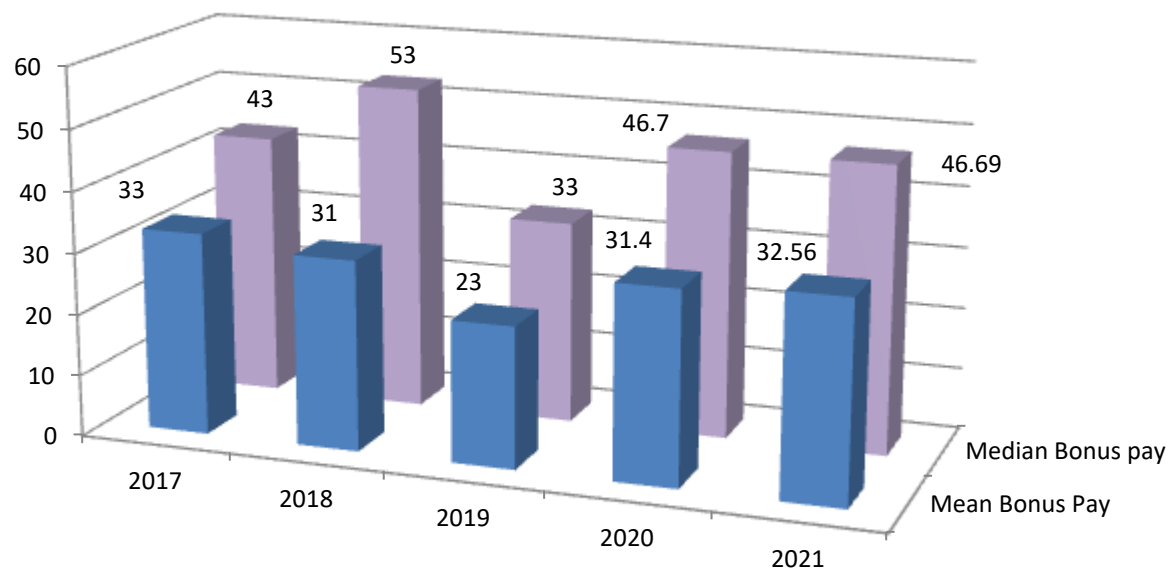
Gender	Avg. Pay	Median Pay
Male	8,228.94	6,032.04
Female	5,549.19	3,217.06
Difference	2,679.74	2,814.98
Pay Gap %	32.56	46.67

108 employees received a bonus during 2020. Of these 61 were male and 47 were female. Compared to last year the number of women receiving a bonus remained the same and the number of men reduced by 1.

Of those 3,607 relevant female employees 1.3% received bonus payment. Of the 1,006 relevant male employees 6.06% received bonus payments.



As can be seen in the graph below both the mean and median bonus pay gaps have remained similar to last years.

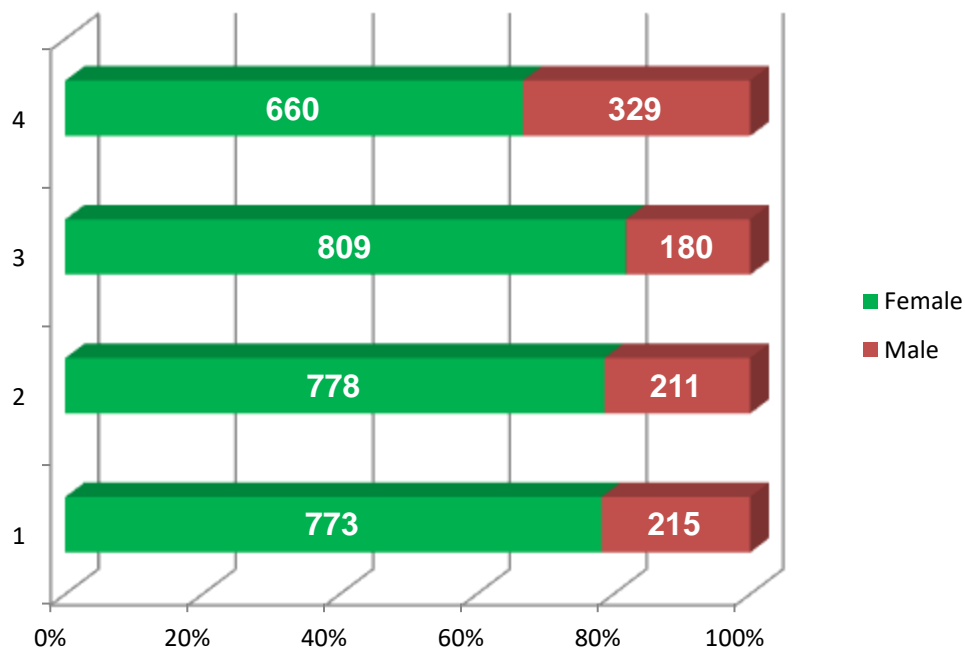


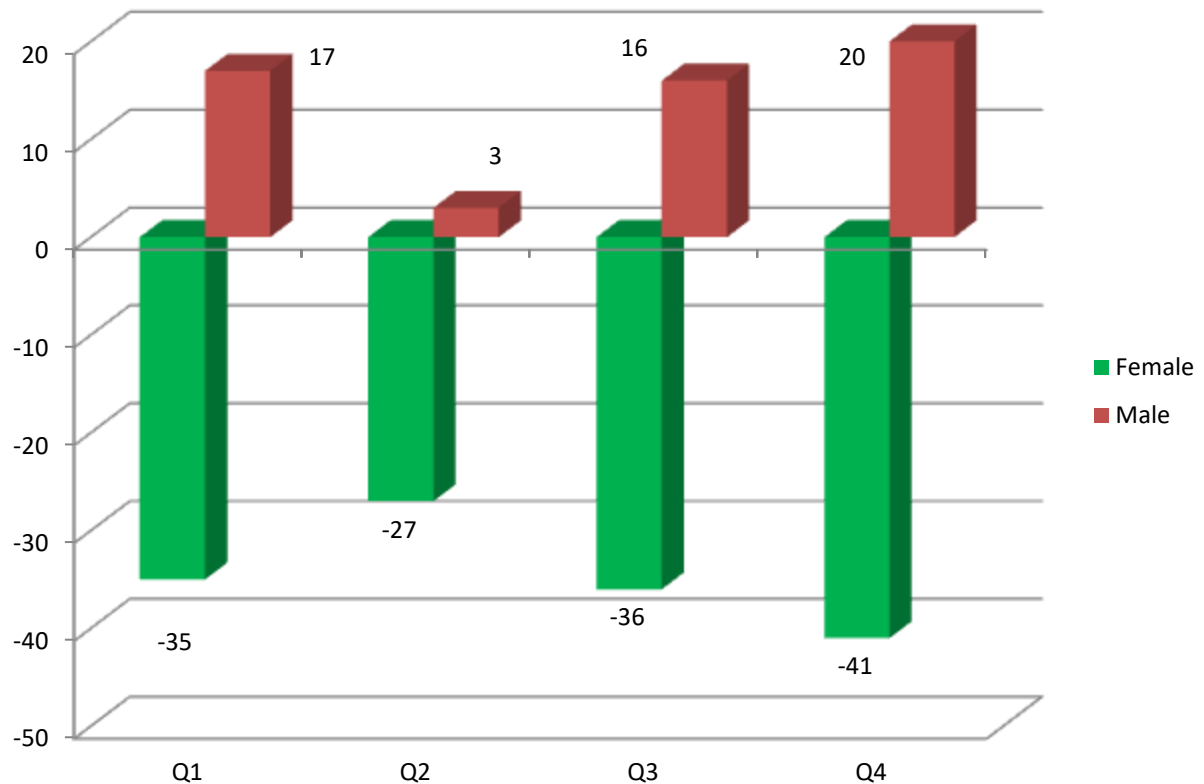
## Quartile Analysis

The Trust is required to rank its employees from highest to lowest paid, divide this into four equal parts (quartiles) and to show the gender split in each.

<b>Quartile 4</b>
Senior medical staff - Consultants and Registrars Executive Directors Band 7 and 8 Nurses, Therapists and other Clinical and Scientific Staff
<b>Quartile 3</b>
Band 5 and 6 Nurses, Therapists and other Clinical and Scientific Staff
<b>Quartile 2</b>
Bands 2 to 4 Nursing Assistants, Admin, Therapists and other Clinical and Scientific Staff
<b>Quartile 1</b>
Bands 2 and 3 Nursing Assistants, Admin, Facilities, Cleaning and Therapy Support staff

Please note some bands fall into more than one quartile, as some staff enhance their pay by working unsocial hours, overtime etc.





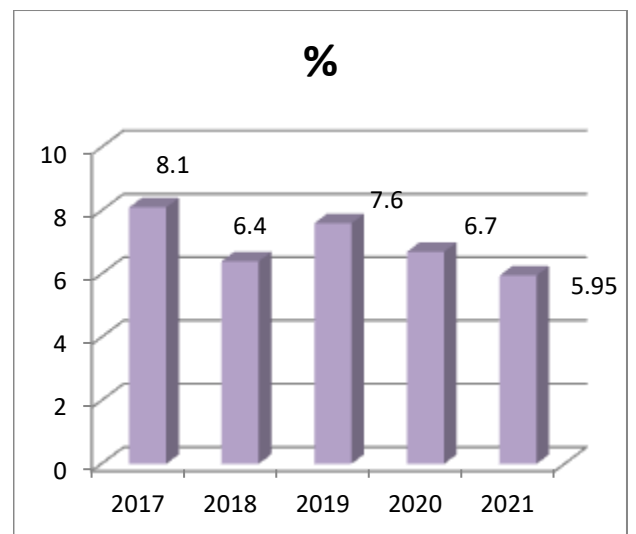
This graph shows the change in staff numbers in each quartile during 2020. You will note an increase of male employees in all quartiles and a decrease of female employees.

## 5. Median Hourly Rate

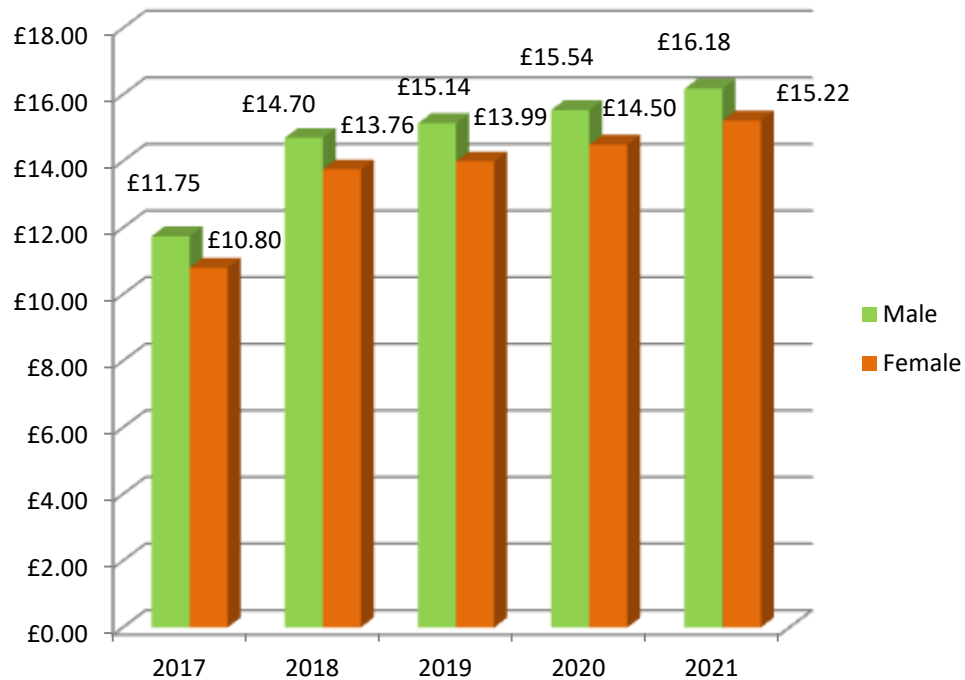
Salisbury NHS Foundation Trust has been recording Gender Pay Gap data on the Government website for the past five years. This allows us to analysis our progress over that time as can be seen in the previous section.

When we look at the median hourly rate over the past four years we see that the gap has reduced from 8.1% in 2018 with some unsteadiness over the past two years.

2021 median hourly rate pay gap is currently 5.95%. A total reduction of 3.15%



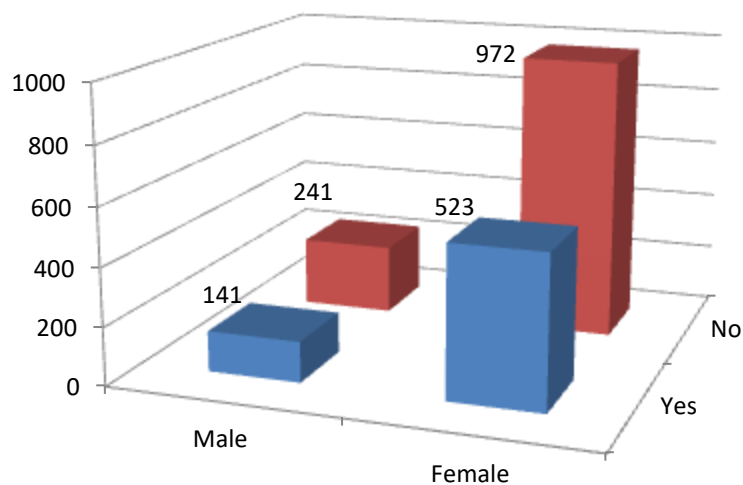




## 6. NHS Staff Survey:

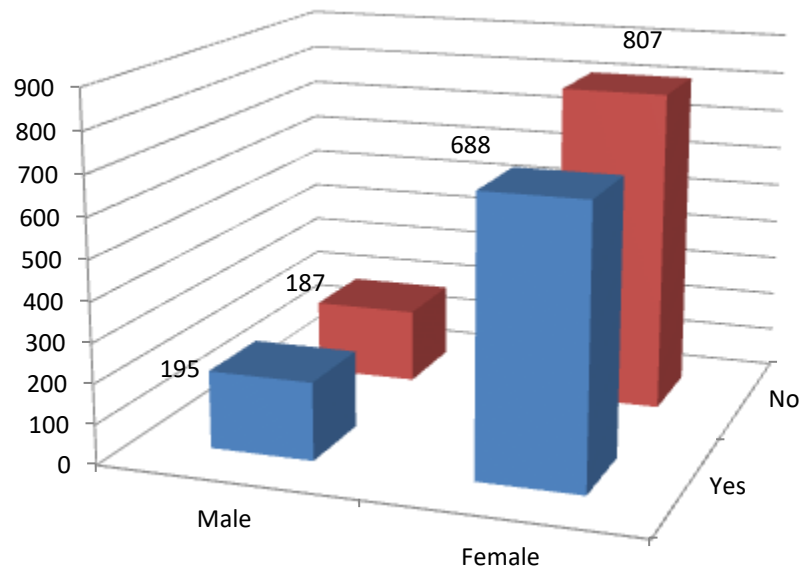
### Satisfied with level of pay:

1,495 of our female staff members took part in the NHS Staff Survey. 35% (523) stated that they were satisfied with their level of pay.



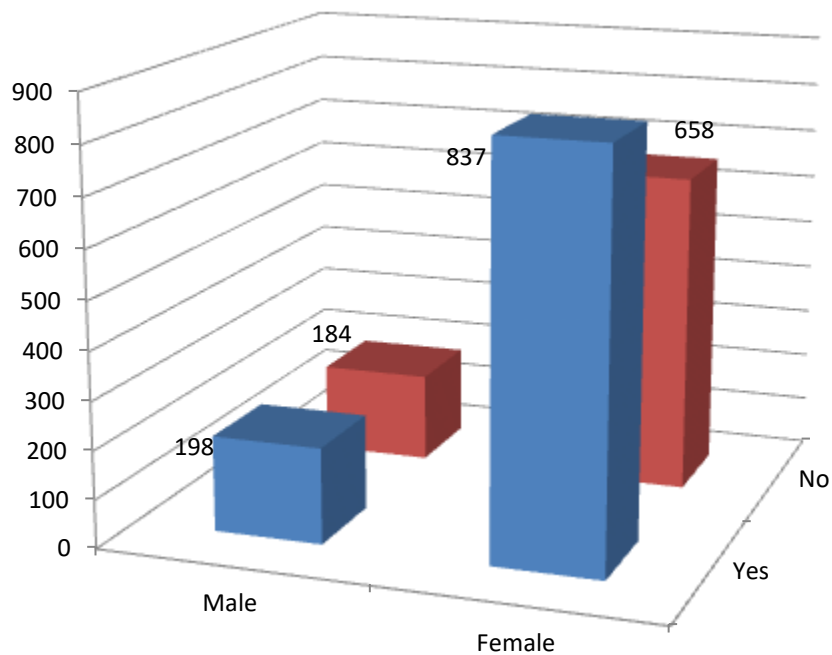
### Satisfied the organisation value my work:

46% (688) female staff said they were satisfied the organisation values their work.

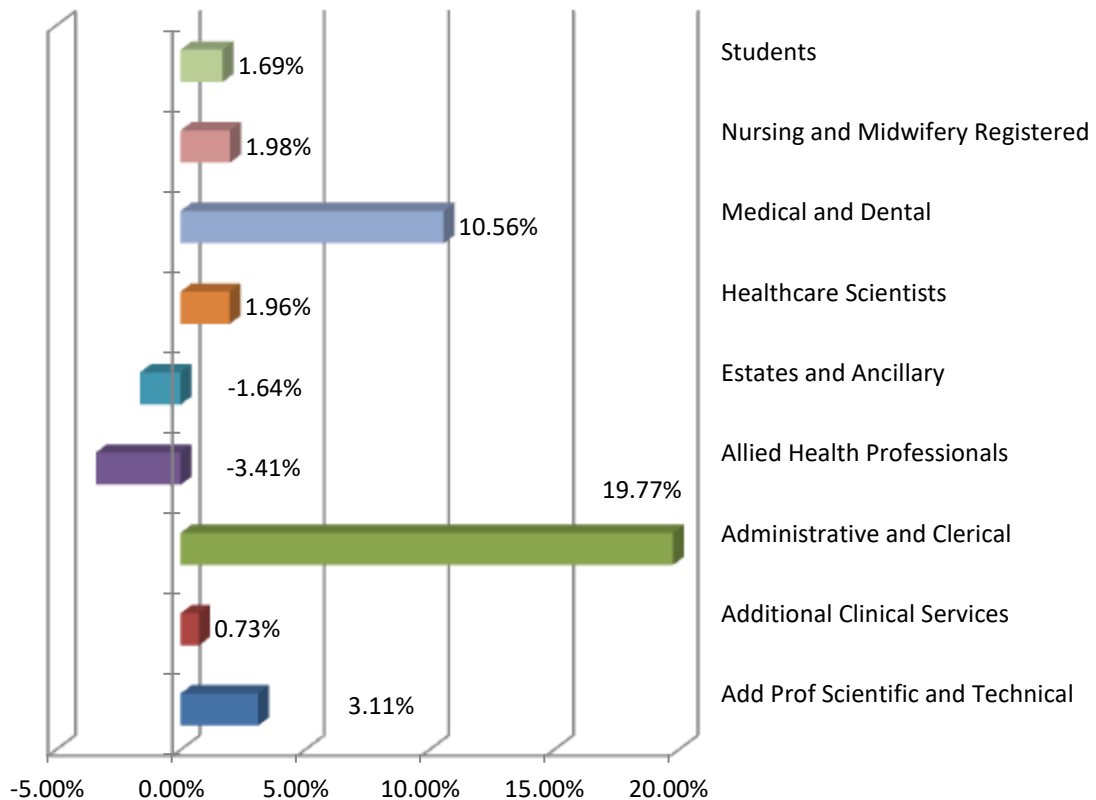


### Satisfied with opportunities for flexible working patterns

56% (837) female staff said that they were satisfied with opportunities for flexible working patterns



## 6. Gender Pay Gap by Staff Group



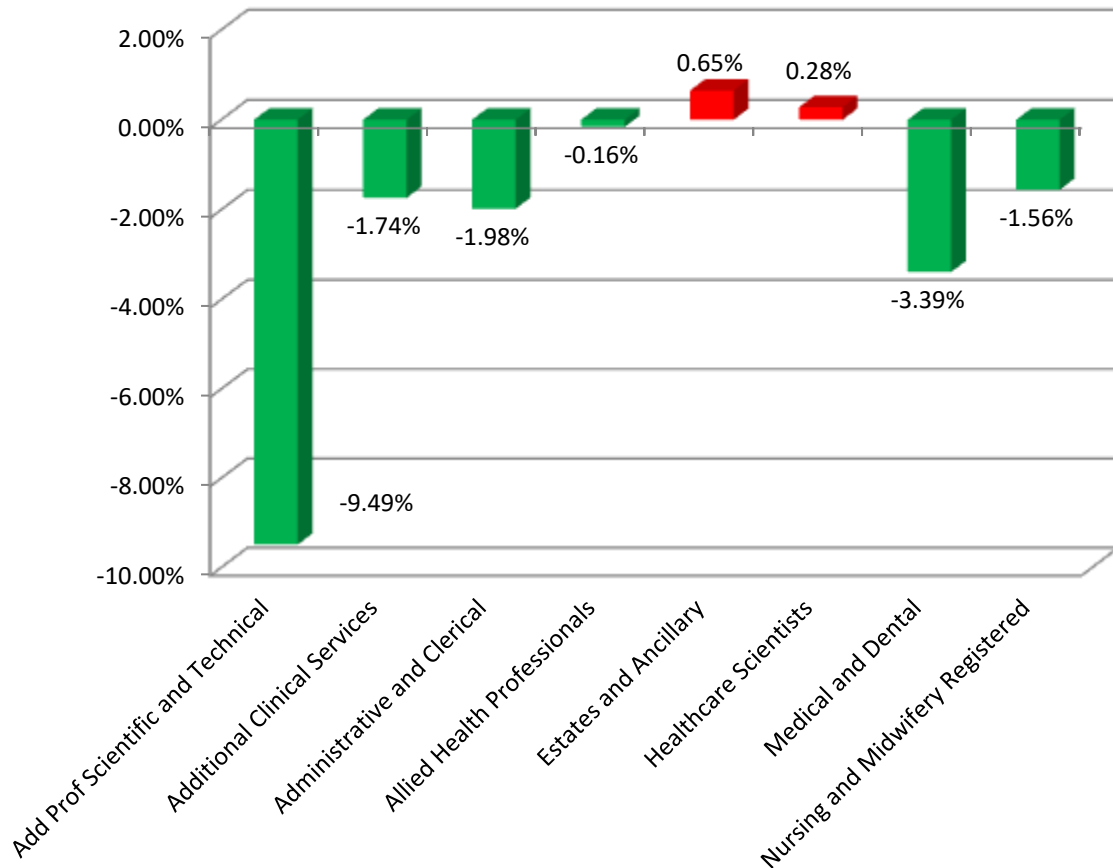
In order to gain a better understanding of what is creating our gender pay gap we have carried out analysis by staff group.

This shows quite a variance across the groups.

It ranges from a 19.77% gap for Administrative and Clerical to a minus 3.41% gap for Allied Health Professionals.

There has been some movement since last year and this year only two groups have double figure pay gaps:

- **Admintrative and Clerical**
- **Medical and Dental**



When we compare this year's figures with last year's we see that there has been quite a lot of movement in a number of areas. In the graph below, green indicates groups where the pay gap has decreased and red indicates the pay gap has widened.

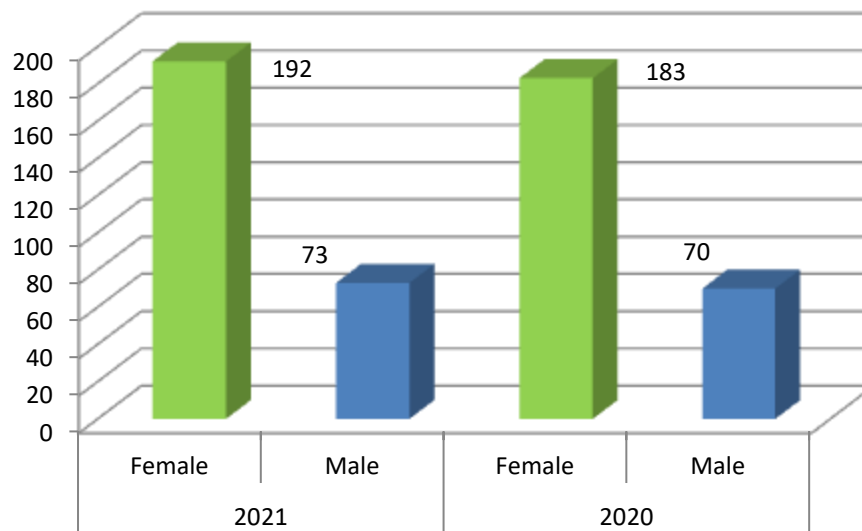
The biggest reduction was 9.49% in the Add Prof Scientific and Technical group.

In the following sections we will look in more detail around the two red groups:

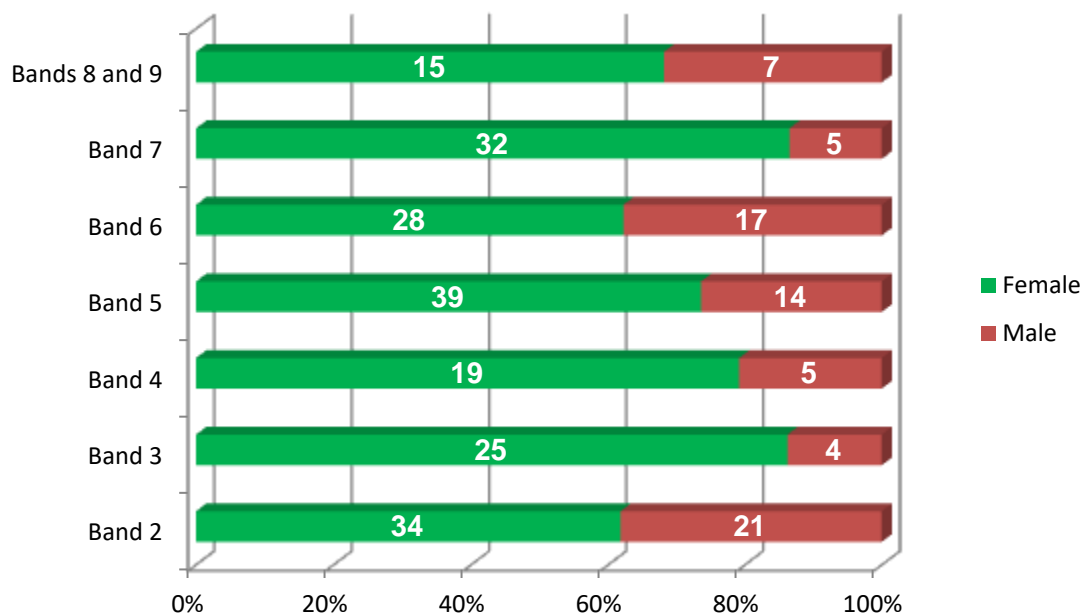
- Estates and Ancillary
- Healthcare Scientists

We will also look at the three areas with the widest pay gap as indicated on the previous page.

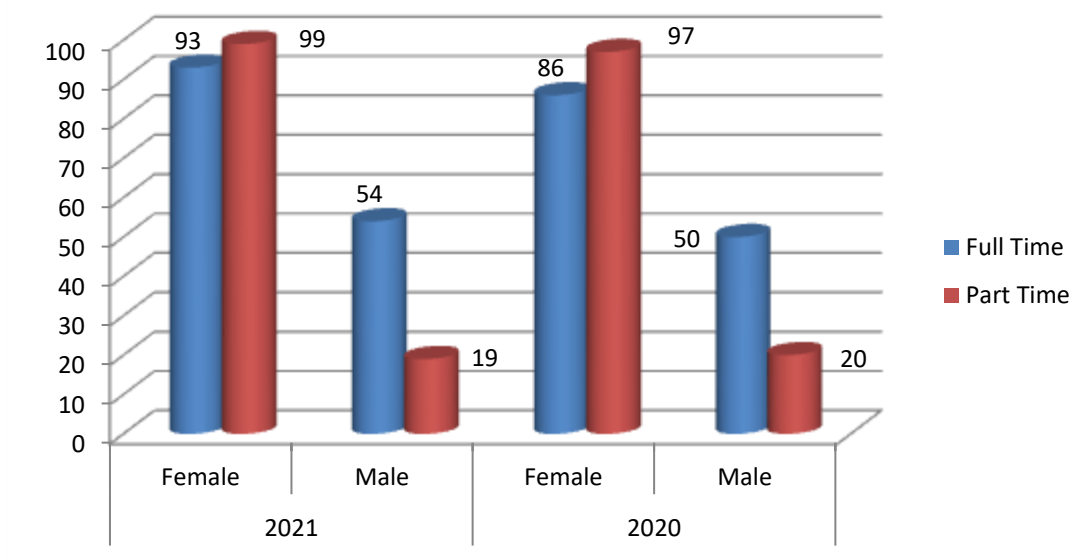
## 7. Add Prof Scientific and Technical – 3.11% (Down 9.49%)



There are a total of 265 staff employed within the Add Prof Scientific and Technical group within the Trust. 192 are female and 73 are male. There was an increase in staff number in 2021 – 9 were female and 3 were male.



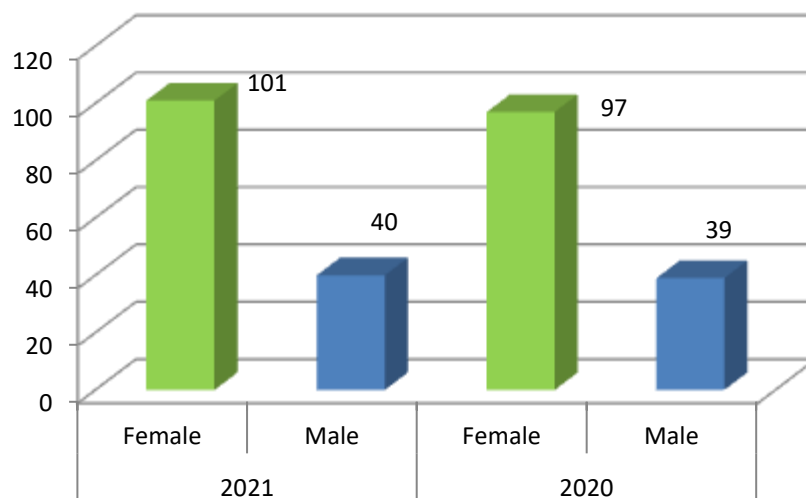
The previous graph shows that 22% of staff in this group have positions within Bands 7 and above. 24% of our female staff in this group are in Bands 7 and above. This compares to 16% of males.



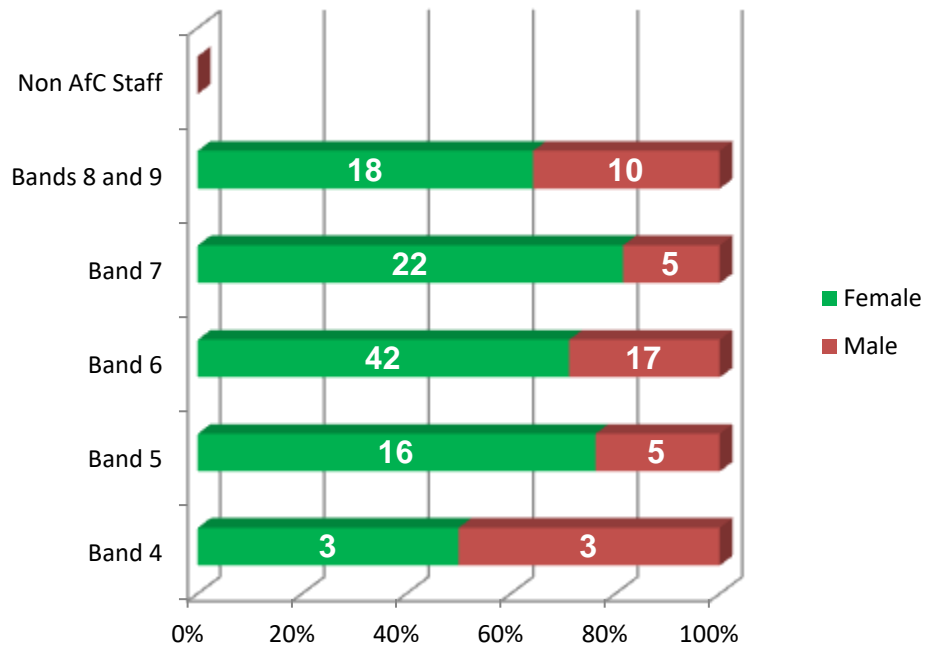
52% of females working in this group are employed on part-time contracts. This compares to 27% of males who are employed on part-time contracts.

It will be noted that in 2021 there was an increase of 7 in the number of female staff on full time contracts.

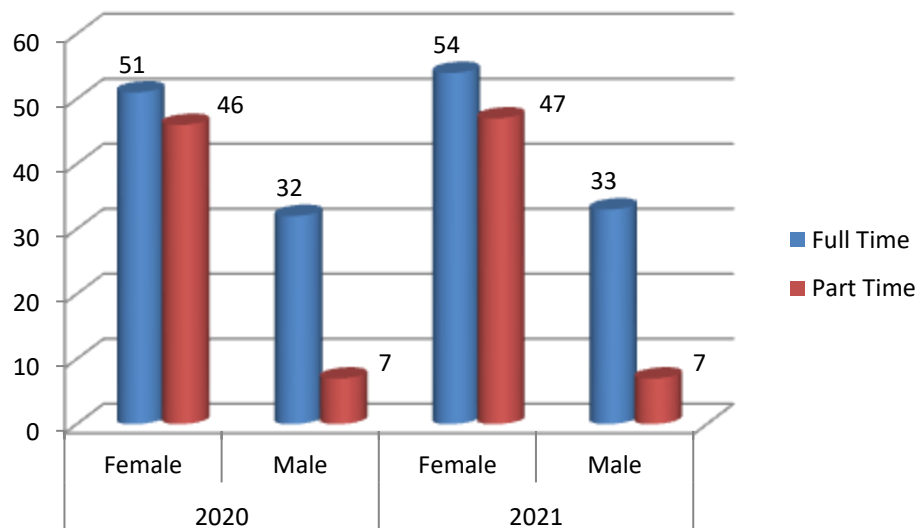
## 8. Healthcare Scientists 1.96% (Up 0.28%)



There are a total number of 141 staff employed within Healthcare Scientists in the Trust. 101 are female and 40 are male.



All staff are employed above Bands 4.

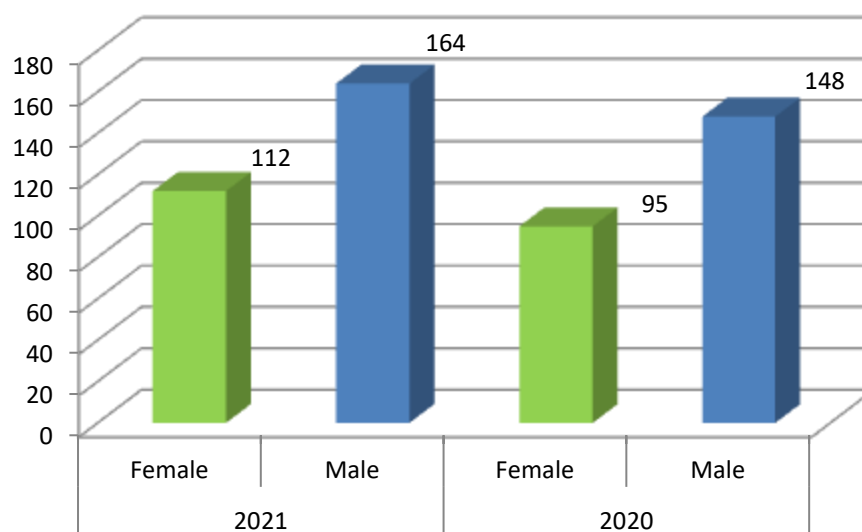


55% of females working in this group are employed on full-time contracts. This compares to 82% of males who are employed on full-time contracts.

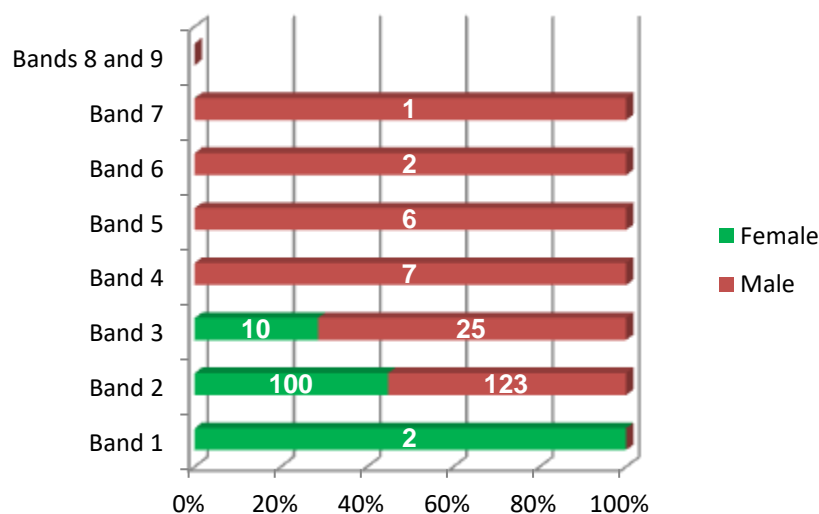
## 9. Estates and Ancillary -1.64 (Widened by 0.65%)

There is a negative pay gap within the Estates & Ancillary group which has widened from -0.98% to -1.64%. A negative gender pay gap means that, on average, women's gross hourly earnings are higher than those of men.

There are a total number of 276 staff employed within Estates and Ancillary in the Trust.

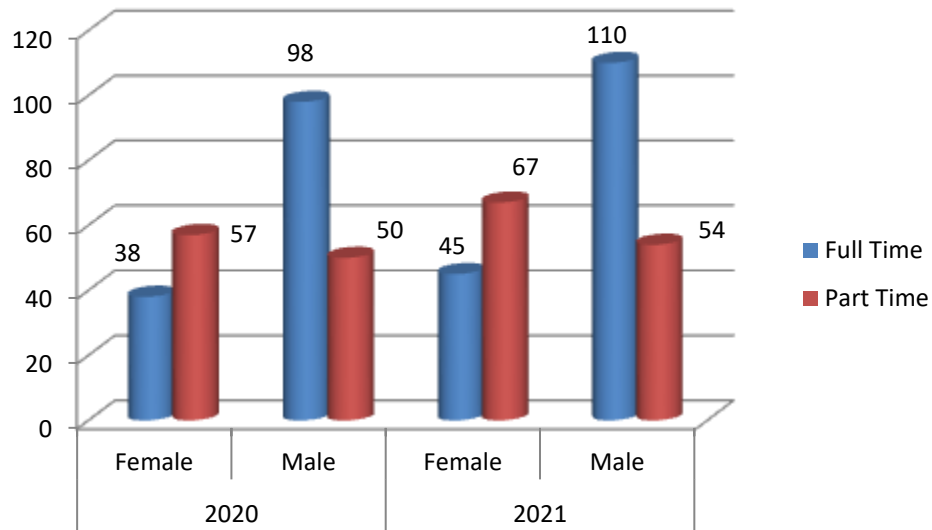


112 are female and 164 are male.



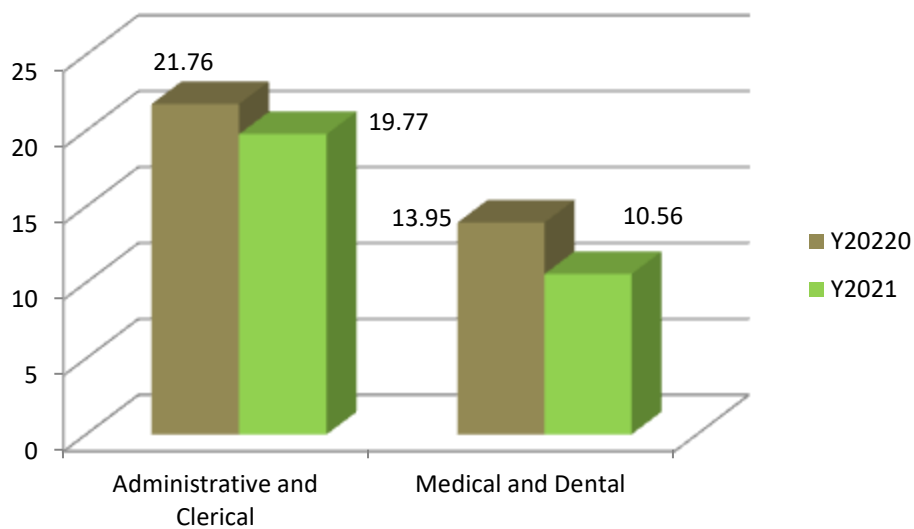
All of the female employee's are in Bands 1 to 3.



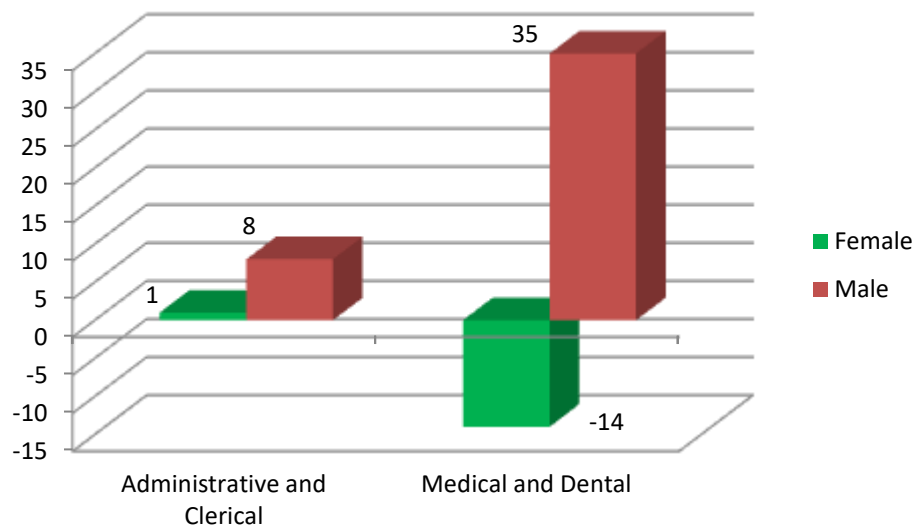


60% of females working in this group are employed on part-time contracts. This compares to 32% of males who are employed on part-time contracts.

#### 10. Highest % staff groups – 19.77% and 10.56%

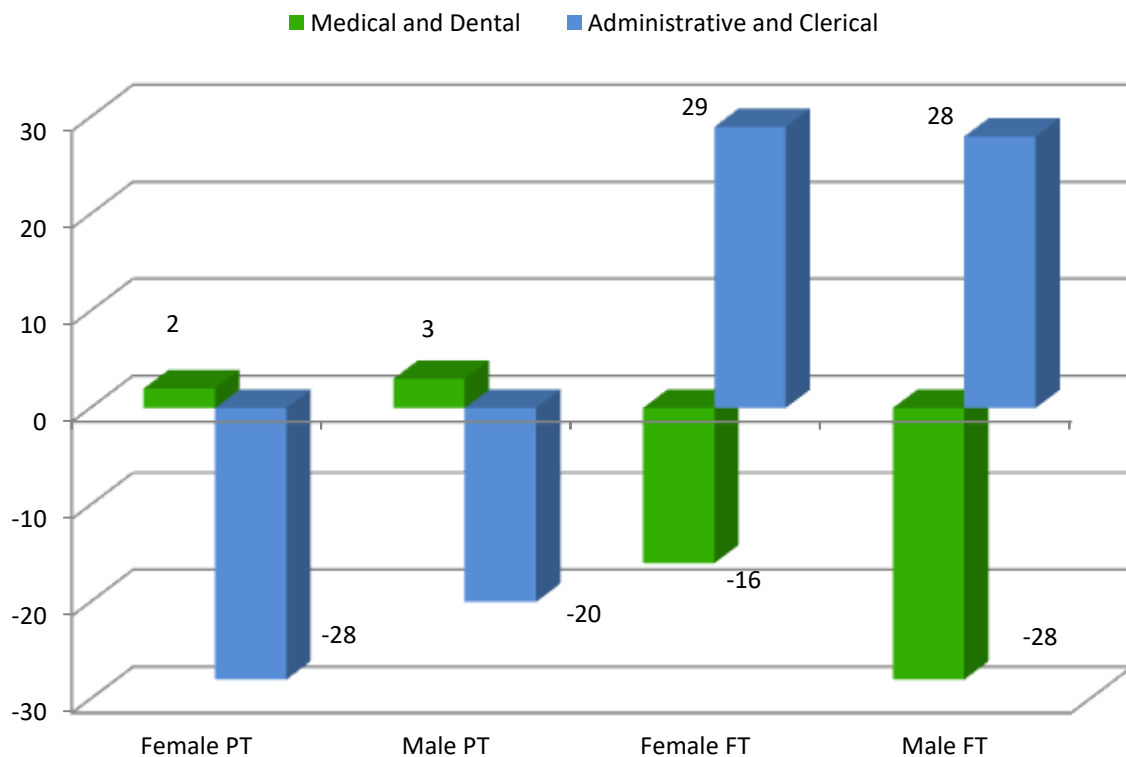


In 2021 there were only two staff groups with double figure gender pay gaps. These were Administrative and Clerical and Medical and Dental. Although the groups have high gender pay gaps they have reduced from the 2020 figures.



We can see that there has generally been an increase in staff numbers in these groups. There is however a reduction in the number of female staff by 14 people.

The following graph identifies where there has been movement in the roles which are full or part time.



In the Administrative and Clerical group we can see a distinct shift from part time to full time roles for both male and female staff.

In the Medical & Dental group we have lost people from our full time roles and had a small increase in part-time posts.

## 11. Recommendations

We recommend that the EDI Committee on behalf of Salisbury NHS Foundation Trust take the following action to reduce the Gender Pay Gap further. These actions are recommended in the Governments guidance on reducing the gender pay gap.

Action	Lead	Deadline
Review Flexible and Homeworking policy	Chief People Officer	November 2021
Consider multiple women in shortlists for recruitment and promotion	Deputy Chief People Officer Head of Resourcing	March 2022
Use skill-based assessment tasks in recruitment	Deputy Chief People Officer Head of Resourcing	March 2022
Use structured interviews for recruitment and promotions.	Deputy Chief People Officer Head of Resourcing	March 2022
Ensure transparency to promotion, pay and reward processes	Deputy Chief People Officer Head of Resourcing	March 2022
Support and develop the SFT Women's Network	Head of Diversity & Inclusion Women's Network Executive Sponsor	November 2021
Work with SFT Women's Network to identify creative ways to empower our female staff.	Head of Diversity & Inclusion Chair of the Women's Network	November 2021

## 14. Author and Sponsor

Author: Rex Webb, Head of Diversity and Inclusion  
[Rex.webb@nhs.net](mailto:Rex.webb@nhs.net)

Sponsor: Lisa Thomas, Director of Finance  
[lisathomas2@nhs.net](mailto:lisathomas2@nhs.net)



## Appendix A: Reporting rational

The specific information we must publish and report is as follows:

- **Mean gender pay gap in hourly pay** – adding together the hourly pay rates of all male or female full-pay and dividing this by the number of male or female employees. The gap is calculated by subtracting the results for females from results for males and dividing by the mean hourly rate for males. This number is multiplied by 100 to give a percentage
- **Median gender pay gap in hourly pay** – arranging the hourly pay rates of all male or female employees from highest to lowest and find the point that is in the middle of the range
- **Mean bonus gender pay gap** – add together bonus payments for all male or female employees and divide by the number of male or female employees. The gap is calculated by subtracting the results for females from results for men and dividing by the mean hourly rate for men. This number is multiplied by 100 to give a percentage
- **Median bonus gender pay gap** – arranging the bonus payments of all male or female employees from highest to lowest and find the point that is in the middle of the range.
- **Proportion of males and females receiving a bonus payment** – total males and females receiving a bonus payment divided by the number of relevant employees
- **Proportion of males and females in each pay quartile** – ranking all of our employees from highest to lowest paid, dividing this into four equal parts ('quartiles') and working out the percentage of men and women in each of the four parts.

This analysis does not look at whether there are differences in pay for men and women in equivalent posts. Therefore, the results will be affected by differences in the gender composition across our various professional groups and job grades.