

Gender Pay Gap Report 2021

Our legal obligations

As a UK employer with over 250 employees, Queen Victoria Hospital NHS Foundation Trust (QVH) is required by law to publish data about its gender pay gap each year. It must include our:

- Mean gender pay gap
- Median gender pay gap
- Mean bonus gender pay gap
- Median bonus gender pay gap
- Proportion of men and women employees receiving a bonus payment
- Proportion of men and women employees in each pay quartile

‘Gender pay gap’ means the average difference in pay between men and women.

‘Bonus gender pay gap’ means the average difference in the amount of bonus payments given to men and women.

The **mean** is the sum of all the numbers in the set divided by the amount of numbers in the set.

The **median** is the middle point of a number set, in which half the numbers are above the **median** and half are below.

This report is a snapshot of pay taken with effect from 31 March 2021.

Methodology

The statutory calculations have been undertaken using the national Electronic Staff Record (ESR) Business Intelligence standard report, with quality assurance on data through a cleansing exercise. In line with NHS Employers guidance Clinical Excellence Awards and the approach taken to award them at QVH these have been categorised as bonuses. Pay includes: basic pay, full paid leave including annual, sick, maternity, paternity, adoption, shared parental leave or parental leave, bonus pay, area and other allowances, shift premium pay, pay for piecework.

Pay does not include: overtime pay, expenses (payments made to reimburse expenditure wholly and necessarily incurred in the course of employment, for example, mileage for use of vehicle), remuneration in lieu of leave, the value of salary sacrifice schemes, benefits in kind (for example, childcare vouchers), redundancy pay and tax credits.

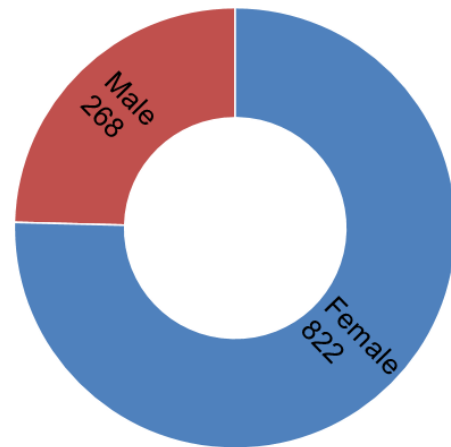
Technical guidance on how these indicators are calculated can be found on the ACAS website¹.

¹ ACAS. *Gender Pay Gap Reporting* retrieved 20/01/2020: <http://www.acas.org.uk/index.aspx?articleid=5768>

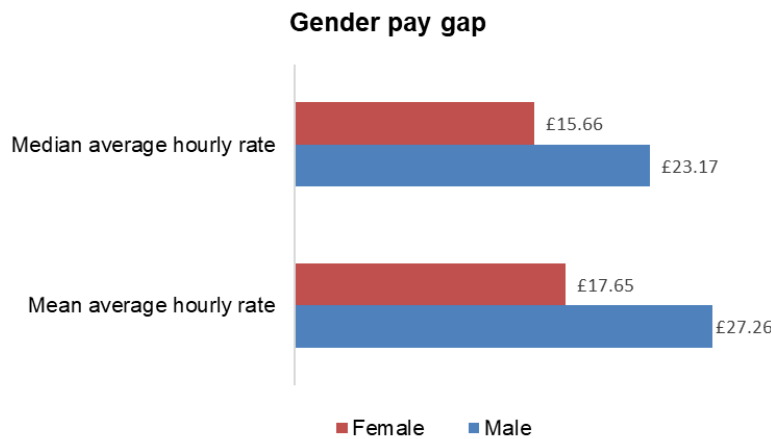
Data

Staff numbers

At 31 March 2021 there were a total of 1,090 employees at QVH, of which 75.4% were women (please note a number of single employees hold multiple posts).



Gender pay gap

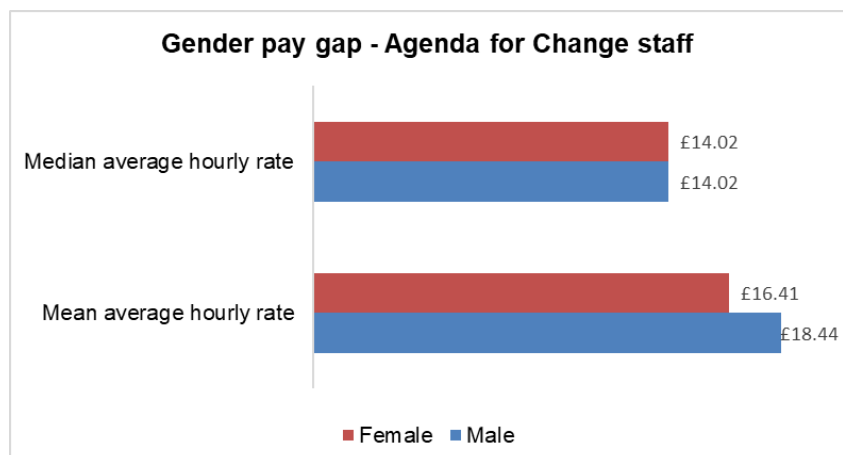


In 2021, QVH had a large **mean** gender pay gap (35.3%) in favour of male employees. This equates to men on average being paid £9.61 an hour more.

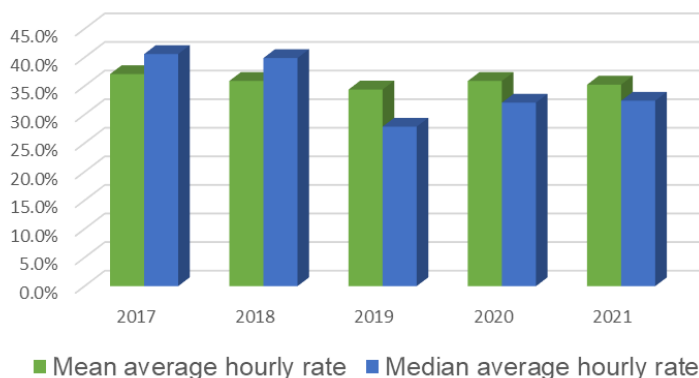
The **median** pay gap was 32.4% lower for female employees. This equates to women on average being paid £7.52 an hour less.

QVH is broadly comparable to all other NHS Acute hospitals where both **mean** and **median** pay gaps are significantly affected by the presence of the Medical Consultant body. This is because of their high base wage and the historical legacy of the profession originally being male dominated.

In respect of Agenda for Change staff only, there is no pay difference in the **median**, however the **mean** average can be seen as the more accurate reflection at 11%. This equates to men being paid only £2.03 an hour more.



Pay Gap percentage yearly comparisons

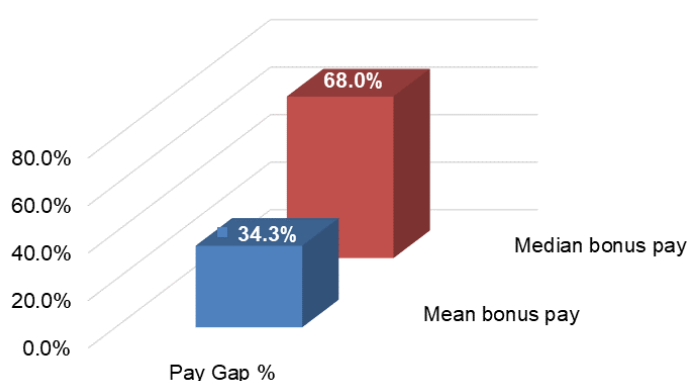


It is encouraging to see the **mean** average pay gap percentage has typically decreased year-on-year, with the lowest being in 2019 (34.4%).

Similarly the **median** average pay gap percentage has seen a downward trend since 2017, with the lowest again having been seen in 2019 (27.9%).

Bonus pay gap

Gender pay gap bonus pay

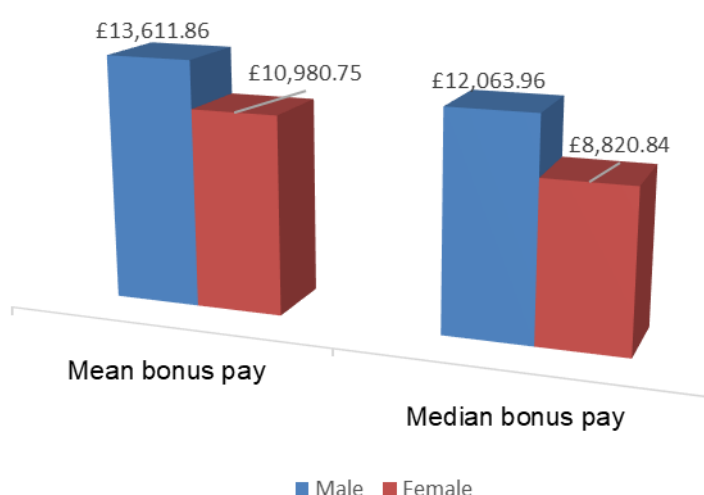


Bonuses include a 'new starter premium' for hard-to-fill specialist roles, and the national Clinical Excellence Awards (CEAs) initiative for Consultants.

In 2021, QVH made bonus payments to 51 (4.7%) members of the overall workforce, of whom 18 (1.7%) were female and 33 (3.0%) were men.

In respect of Clinical Excellence Awards, it is only the Medical Consultant body that are entitled. There are 63 male Consultants and 25 female Consultants in the workforce at QVH. Considerably more males (n=30) compared to females (n=9) received bonus pay.

Gender pay gap bonus pay - CEA only

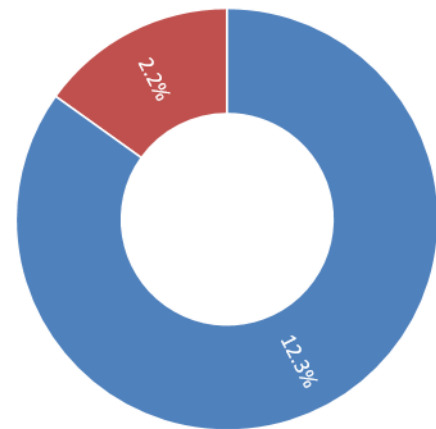


Bonus payments

This equates to 12.3% of males (33 out of 268) being awarded a bonus payment, and 2.2% of females (18 out of 822). On average male employees received £6,363.84 more in bonuses than females; a **mean** bonus gap in favour of male employees of 34.3% and a **median** of 68.0%.

Bonus payments

■ Males awarded ■ Females awarded

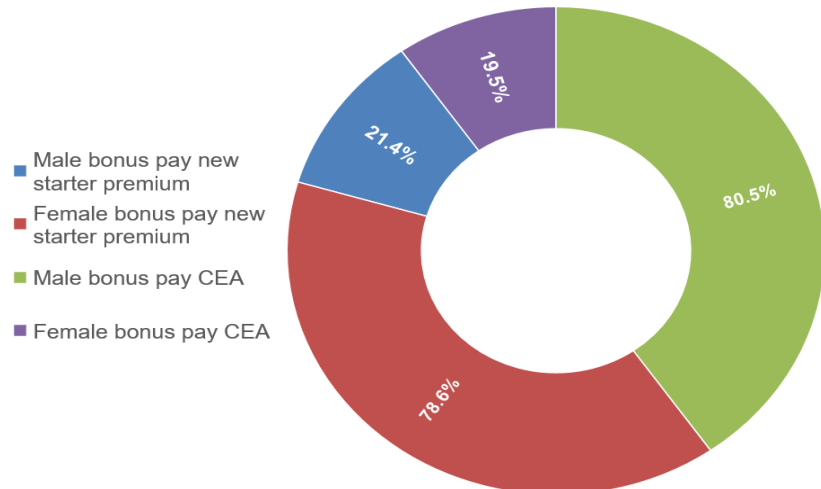


Gender pay gap bonus pay



The new starter premium schemes in the reporting period amounts to £14,000; of which 78.6% (£11,000) was granted to females and 21.4% (£3,000) granted to males. The sum paid for the new starter premium was the same regardless of gender therefore the **median** was equal. The **mean** was in favour of females by 10%.

Bonus pay percentages



The CEA payments totalled £507,182.66; of which 80.5% (£408,355.88) was awarded to males and 19.5% (£98,826.78) awarded to females, which is proportionally less in terms of **mean** (10.7%) and **median** (15.5%) average bonus pay compared to males.

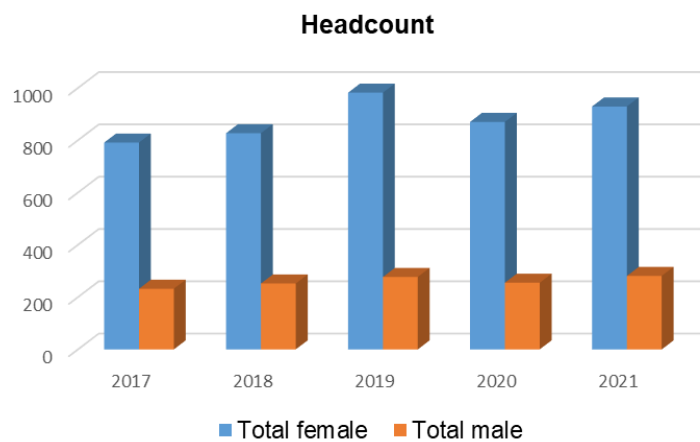
Pay quartiles

The pay quartiles show the number of women and men in each quarter of the employer's payroll.

Quartile	Total female	Total male	Female	Male
Lower	254	48	84.1%	15.9%
Lower middle	248	50	83.2%	16.8%
Upper middle	261	46	85.0%	15.0%
Upper	166	137	54.8%	45.2%

The yearly trend is in favour of women in the gap between the number of men and women employed at QVH.

However, there are fewer women employed in the upper quartile.



Action plan

The 2019 action plan is ongoing:

- Encouragement of more female workers to apply for Clinical Excellence Awards, however in light of the COVID-19 pandemic the local Clinical Excellence award process has been amended to reward all consultants equally
- Explore how we can better promote our vacancies in senior positions to women and organisations that support women
- Undertake policy and process review regarding Salaries and Wages ahead of expiry to ensure there is no gender bias in the starting salaries of new employees and regularly monitor