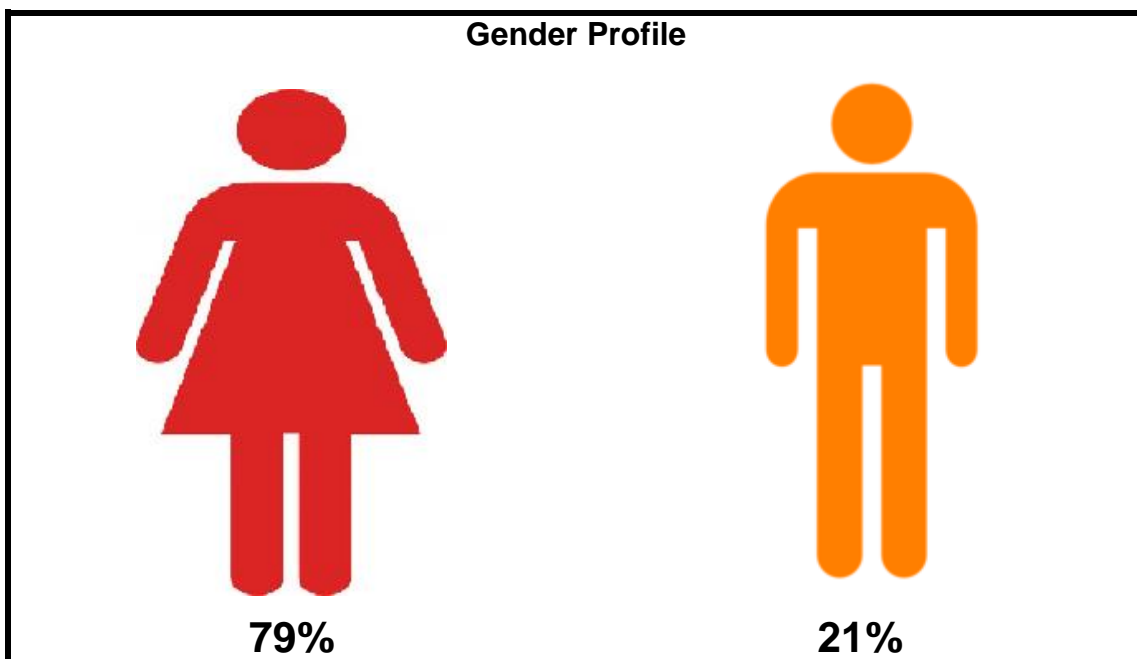


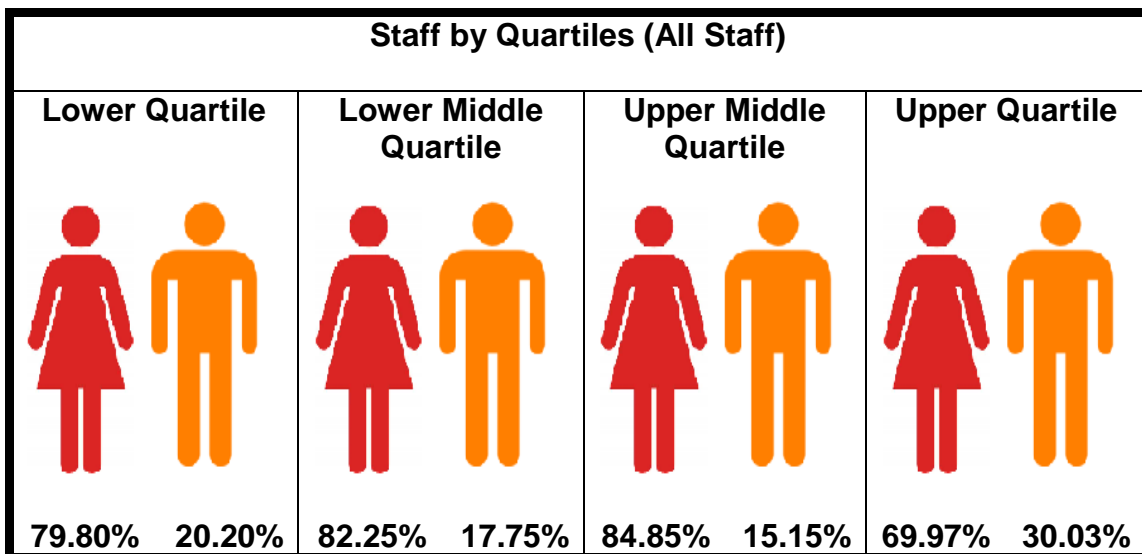
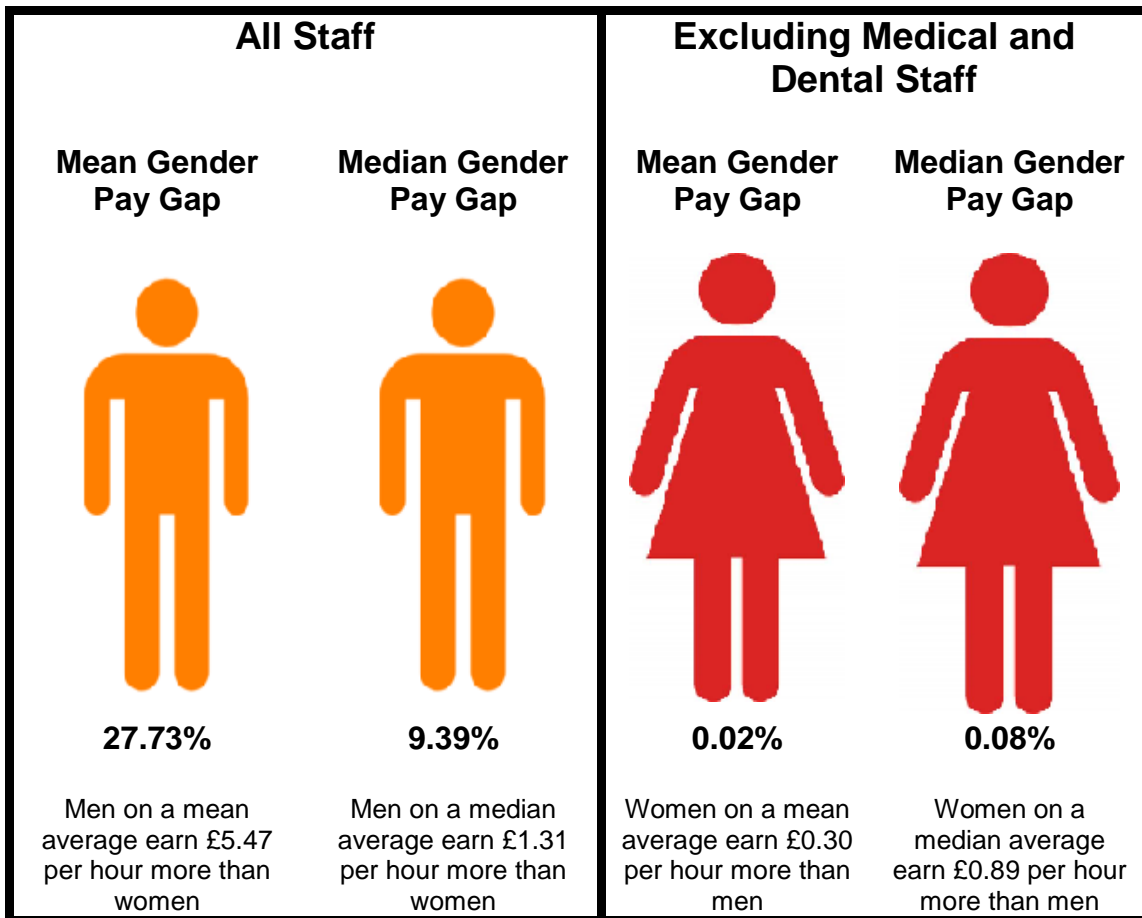
## **GENDER PAY GAP SUMMARY- 2017/18**

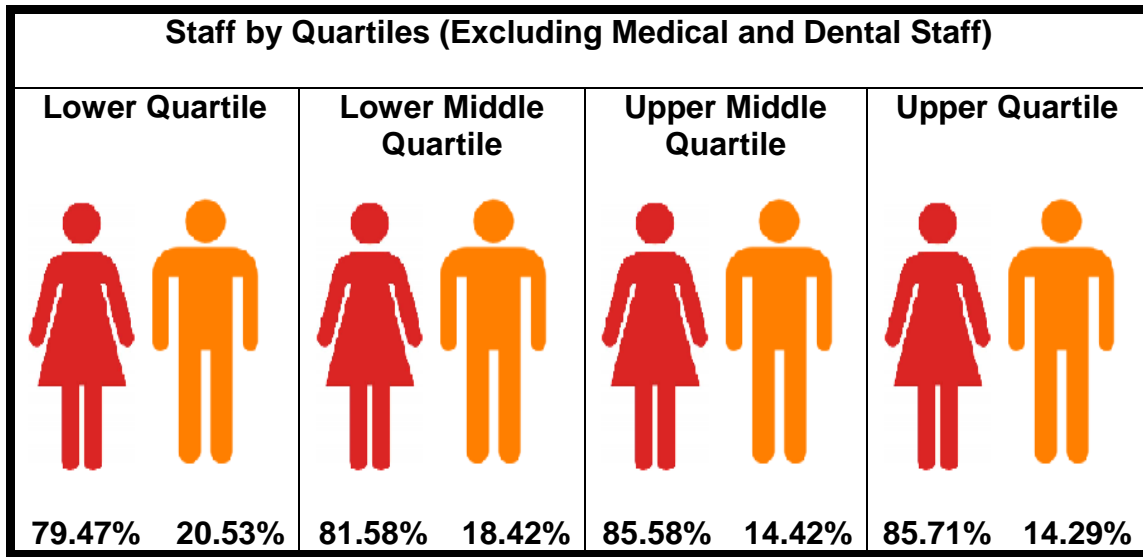
Gender Pay Gap legislation requires all employers of 250 or more employees to publish their gender pay gap as at 31<sup>st</sup> March each year. York Teaching Hospital employs over 8,700 staff in a range of roles including administrative, nursing and midwifery, medical, allied health and managerial roles. The figures also include staff employed by York Teaching Hospital Facilities Management, which provides Estates & Facilities services to the Trust. The Trust uses the national job evaluation framework for Agenda for Change staff to determine appropriate pay bandings. This provides a clear process for paying employees equally for the same or equivalent work. Each grade has a set of pay points for annual progression. The longer someone has been in a grade, the higher their salary is likely to be, irrespective of their gender. The Trust also has a Starting Salary Guidance document which has criteria to be applied to determine an individuals' starting salary, which is based on knowledge and experience and also benchmarked against others already working in the team.















In addition to detailing the statutory requirements of the Gender Pay legislation, this report also gives some content to demonstrate our commitment to equality. The gender pay gap shows the difference in average pay of all men and the average pay of all women employed by the Trust. It is different to equal pay which deals with pay difference between men and women who carry out the same or similar jobs or work of equal value. Therefore it is possible to have pay equality but still have a significant gender pay gap.



**Ordinary Pay Analysis**





<b>Analysis of Gender Pay Gap per hour by Banding / Payscale</b>				
Banding / Payscale	GPG Weighting towards	Mean GPG (%)	Difference in Hourly Rate of Pay	
Band 1		4.23%	£0.40	On a mean average, <u>women</u> earn more in these pay bands than men.
Band 2		0.67%	£0.07	
Band 3		2.90%	£0.28	
Band 4		3.84%	£0.40	
Band 5		8.61%	£1.16	
Band 6		8.64%	£1.35	
Band 7		3.11%	£0.60	
Band 8a		6.00%	£1.31	
Band 8b		3.79%	£1.00	
Band 8c		3.80%	£1.17	
Band 8d		2.78%	£1.11	On a mean average, <u>men</u> earn more in these pay bands than women
Band 9				Only women are currently on this pay band
Personal Pay Scale (VSM etc)		19.68%	£7.59	On a mean average, <u>men</u> earn more in these pay bands than women.
Medical and Dental Payscales		48.54%	£25.17	

### **Eradicating the Gender Pay Gap**

Since the 2016/17 report, the Trust's mean Gender Pay Gap has reduced from 28.7% to 27.7%, and the median Gender Pay Gap has reduced from 9.5% to 9.4%.

The Trust is committed to promoting equality and inclusion and we promote a range of options to support staff. The following actions have been taking with the aim of offering more support and flexibility to staff:-

- Part of the feedback received via different staff committees last year was that the organisation's childcare offer could be improved. At present, the Trust operates a salary sacrifice scheme for childcare vouchers; however, staff felt the organisation could attract more working parents by providing a facility for childcare on-site. The Staff Benefits Team, in conjunction with Capital Planning and the City of York Council, have taken forward a scoping exercise for the provision of an on-site nursery for staff working at York Teaching Hospital.
- Corporate Directors have committed to a review of the organisation's Salary Flexibility Scheme. The initiative, aimed at retaining staff who have reached their lifetime allowance limits under the NHS Pension Scheme, was introduced in 2017. Only a small number of people have applied to the scheme, however, a review of their protected characteristics data has warranted further evaluation of the scheme's effectiveness in supporting gender pay parity. In April 2019, Directors will review a number of options which will likely to lead to the scheme being re-shaped;
- Following reforms to national guidance, the Trust chose to adopt its own local approach to Local Clinical Excellence Awards in 2018. Data showed that nearly half of the eligible Consultant workforce didn't hold an award and that this half was disproportionately female, and that men were more likely to hold multiple awards. On this basis, the organisation chose to utilise a non-competitive process whereby the 2018 CEA money was distributed to all eligible consultants for 1 year without any requirement for applications;
- Analysis of M&D Consultant applicant data from 2018-19 shows an improving ratio in terms of the proportions of female Consultants being appointed to roles with the Trust (68:32, as opposed to 71:29 gender split in Consultant workforce at March 2017). While the Trust's recruitment is constrained by the gender make-up of its supply lines, we will continue to look at making our Consultant recruitment as accessible as possible. Plans include the consolidation of selection activities for Consultant recruitment into a single day, as opposed to holding assessment centres and interviews on separate days;
- The Trust has started to pilot self-rostering with a view to making work schedules more inclusive and equitable.