



safe kind effective

Gender Pay Gap Report 2018

The Countess of Chester Hospital NHS Foundation Trust (CoCH) is committed to embedding equality and human rights across the whole organisation and to reducing inequality between any of the protected characteristics in the workplace. Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, CoCH is required to report annually on gender pay gap, utilising a reporting framework set out by the Government Equalities Office (GEO) and to register with the GEO and submit its annual Gender Pay Gap Report (GPGR).

Gender pay gap definition:

The gender pay gap is a figure that shows the difference in the average pay between all men and women in a workforce. The gender pay gap is the difference between women's and men's average salary earnings, expressed as a percentage of men's earnings. It is a measure of women's overall position in the paid workforce and does not compare like roles.

How is this different to Equal Pay?

In contrast, 'equal pay' is a more specific legal concept that deals with the pay differences between men and women carrying out comparable jobs. While the gender pay gap focuses on an average across the whole organisation across a variety of different role and pay bands. A large difference in the gender pay gap does not necessarily indicate unequal pay, which is determined by what people earn in comparable jobs.

What will the Gender Pay Gap show?

The gender pay gap can indicate that there is some practice to address with regards to if women are in roles that are paid less than men, and potentially, the reasons for this. This may be due to varied reasons, examples of which are listed below. An organisation can look to put together an action plan to improve their Gender Pay Gap.

Examples of potential gender pay gap dynamics in organisations:

- discrimination and bias in hiring and pay decisions
- women and men working in different industries and different jobs, with female-dominated industries and jobs attracting lower wages
- women's disproportionate share of unpaid caring and domestic work
- lack of workplace flexibility to accommodate caring and other responsibilities, especially in senior roles
-



- women’s greater time out of the workforce impacting career progression and opportunities.
- Lack of confidence among female staff seeking pay increases/leadership roles
- Occupational segregation
- Market-rate salaries. There’s absolutely nothing wrong with setting market-rate salaries, but when this happens in sectors typically dominated by male workers, a gender pay gap can easily surface as a result.

The range of reasons as to why gender pay gap exists across different organisations in all of the workforce sectors is a complex issue. It is important to note that a gender pay gap does not equate to the existence of an equal pay problem, though a gender pay gap may be a catalyst for organisations to look into any reasons as to why the gap exists.

CoCH Gender Pay Gap Report 2018:

The Mandatory Gender Pay Gap Reporting proposes that organisations should, for the first mandatory report, capture data as a snapshot on 5 April 2017 and then publish their findings no later than 4 April 2018. This cycle will then continue year on year going forward with organisations being required to maintain the data on their websites for three years in order to show progress made.

Table 1

Gender	Avg. Hourly Rate	Median Hourly Rate
Male	19.5181	13.5360
Female	14.0938	12.2980
Difference	5.4243	1.2379
Pay Gap %	27.7912	9.1456

Table 2

Quartile	Female	Male	Female %	Male %
1	852.00	175.00	82.96	17.04
2	839.00	191.00	81.46	18.54
3	871.00	158.00	84.65	15.35
4	749.00	281.00	72.72	27.28

Analysis:

The tables above follow the GEO defined gender pay reporting format for all the workforce establishment, as per the regulations. Table 1 shows in column 2, the mean (average) difference in hourly rate by gender and determines that women are paid £5.42 per hour less than their male colleagues, which is equivalent to a pay gap of 27.8%.



safe kind effective

In column 3, the difference in hourly rate by gender is calculated as a median hourly rate, as per GEO reporting requirements. In column 3 the data demonstrates that the median figure for women is that they are paid £1.24 per hour less than men, which is equivalent to a pay gap of 9.1%.

Table 2 provides a gender make-up by quartile, of the whole workforce establishment. Quartile 1 represents staff paid on lower salaries, with Quartile 4 representing the highest paid cohort of employees. Women account for 72.2% in quartile 4. The total percentage of women across the whole organisation 80.5% (1), so quartile 4 shows an underrepresentation of women, with all other quartiles being slightly above the overall workforce figure for women of 80.5%.

Table 3

Pay Band	Female		Male		Difference in Hourly Rate	Percentage Difference
	Headcount	Average Hourly Rate	Headcount	Average Hourly Rate		
Band 1	200	9.64	65	9.79	0.15	2%
Band 2	1138	9.84	208	9.78	-0.06	-1%
Band 3	344	9.85	82	10.48	0.63	6%
Band 4	204	11.24	47	11.36	0.12	1%
Band 5	733	14.92	102	13.66	-1.26	-9%
Band 6	474	17.27	68	16.34	-0.93	-6%
Band 7	244	20.17	47	19.81	-0.36	-2%
band 8a	66	22.97	16	23.00	0.03	0%
Band 8b	12	27.77	8	25.66	-2.11	-8%
Band 8c	10	33.96		36.64	2.68	7%
Band 8d		39.37		40.08	0.72	2%
Band 9	0	0		45.22	0	0%
Consultant (2)	56	45.06	121	46.46	1.40	3%
Other Medical & Dental	79	24.57	75	26.75	2.18	8%
Senior Managers (3)	7	38.88	6	36.03	-2.85	-8%

Table 3 above provides a pay band based representation of the workforce establishment. Headcounts of less than 6 are not shown to adhere to information governance guidelines. It can be seen from table 3, that in certain pay bands, women have a higher hourly



payment rate than their male counterparts. This was mentioned as a possibility, in the earlier section of this report. In the pay band group in table 3 ‘Senior Managers’ there is a slightly higher female headcount, however this group doesn’t include Medical Leads who are counted in the ‘Consultant’ cohort. It is important to note from the earlier data for quartile 4, which is the highest paid cohort of employees, that women accounted for 72.2%, rather than the workforce total of 80.5%. The gender make-up in the Consultant cohort is statistically significant, in what is the highest hourly rate paid group of employees at an average £45.76. Women in this cohort account for just 31.6% of employees.

Table 4

Gender	Avg. Pay	Median Pay
Male	13,360.71	11,934.30
Female	8,483.82	5,967.20
Difference	4,876.89	5,967.10
Pay Gap %	36.50	50.00

Table 5

Gender	Employees Paid Bonus	Total Relevant Employees	%
Female	15.00	3757.00	0.40
Male	49.00	908.00	5.40

The two tables above provide information on bonus payments to employees and gender, including headcount (table 5) for this reporting period. This relates predominantly to Clinical Excellence Awards payments. It can be seen from table 4, that women were paid as a mean average £4,876.89 and as a median £5,967.10 less than their male counterparts, pay gaps of 36.5 and 50% respectively.

Preliminary action plan:

In order to address its Gender Pay Gap, CoCH will consider initiatives with regard to reducing gender pay gap and building on its inclusive values and high equality performance rating. This can be seen overleaf:



safe kind effective

Action	Responsible	Evidence	Time scale	RAG
Set up a Gender pay gap working group that will oversee analysis and planning on gender pay gap reduction, to include membership from Human Resources, Council of Governors, Executive lead, Equality and Diversity, Staff Side, HR Business Services and Learning and Development.	People and Organisational Development Committee	Gender Pay Gap Working Group established Minutes Briefings Reports Terms of reference Action plans	May 2018	
Formulate a three year action plan and report on gender pay gap working group activity and recommendations into to People and Organisational Development Committee, Equality Diversity and Human Rights Strategy Group and Gender and Sexuality Equality Group. The working group will be monitored by the People and Organisational Development Committee.	Gender Pay Gap Working Group	3 year action plan formulated Presentations / briefings to POD Committee, Board, Equality Diversity and Human Rights Strategy Group Evidence of 3 year action plan ratification by executive committee recorded	July/August 2018	
Utilise strategic communications to promote policies and functions to support all staff to develop and undertake opportunities such as: Flexible working Carers Strategy initiatives Shared parental leave Continuing Professional Development	Gender Pay Gap Working Group Communications Team	Round Up Staff Side communications Engagement activities Presentations Audit Focus groups	Ongoing	



safe kind effective

<p>Career progression workshops Leadership development programmes</p>				
<p>Consider positive action options in roles and pay bandings where men or women may be under-represented, within recruitment and development programmes.</p>	<p>People and Organisational Development Committee</p>	<p>Briefings Action plans GRGR updates</p>	<p>Ongoing</p>	
<p>Review gender pay gap analysis in line with the local Clinical Excellence Awards.</p>	<p>Medical Workforce Board</p>	<p>Minutes Recommendations</p>	<p>September 2018</p>	
<p>Publicise gender pay gap data and collaborate with regional colleagues to look at benchmarking, share best practice and initiatives.</p>	<p>E&D Manager HR & Wellbeing Business Services Gender Pay Gap Working Group</p>	<p>Annual GPGR submission to GEO within required timeframes Benchmarking reports Minutes Joint working initiatives</p>	<p>GPGR - Annually by 31st March Ongoing</p>	

Notes:

- 1 – Source [CoCH Workforce Equality Analysis Report \(2017\)](#)
- 2 – Consultant pay band cohort includes some Senior Managers
- 3 – Senior Managers cohort does not include Medical Senior Leads
- 4 – The data has been extracted using the national Gender Pay Gap Reporting via the Electronic Staff Records

Joe O’Grady – Equality and Diversity Manager
 Steve Gregg-Rowbury- Head of HR & Wellbeing Business Services
 March 2018