



Tees, Esk and Wear Valleys NHS Foundation Trust

Gender Pay Gap Report – 2017/18

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 introduces a statutory requirement to produce information outlining details of any gender pay differences that exist within an organisation. As from April 2018 public, private and voluntary sector organisations with 250 or more employees will be required to report on their gender pay gaps using six different measures. A reporting snapshot date of **31st March 2017** has been identified for public bodies and 5th April 2017 for private and voluntary sector employers. We are required to publish data on the Government Equalities Office website and on the Trust website by 30th March 2018 and annually going forward.

The new gender pay gap obligations have been introduced alongside the existing requirements for specified public bodies, including publishing annual information to demonstrate compliance under the Public Sector Equality Duty (PSED) and publishing equality objectives every four years. The deadlines for all the publishing requirements have now been streamlined to 30th March. We will use the Gender Pay Gap report to help raise awareness of any gender pay issues within the Trust and to inform the actions that we take in the future.

The gender pay gap differs from equal pay in the following way. Equal pay deals with the pay differences between men and women who carry out **the same jobs, similar jobs or work of equal value**. It is unlawful to pay people unequally because they are a man or a woman. The gender pay gap shows the differences in the average pay between men and women.

The following report includes the statutory requirements of the gender pay gap reporting legislation along with further context to demonstrate our commitment to equality. The Trust is committed to understanding any differences identified in the gender pay report and will undertake further analysis to gain a better understanding as to the reason for the differences and to take action where appropriate. The latest Trust staff survey results tell us that 93% of female employees believe that the Trust provides equal opportunities for career progression/promotion compared to 86% of male employees. We are planning to do more to increase flexible working opportunities and enhance our approach to talent management as part of efforts to ensure that we support all employees to make the most of their potential.

The gender profile of the Trust is



76.9%



23.1%

The mean gender pay gap and median gender pay gap for all employees is as follows:-

Mean Gender Pay Gap



14.9% less than males -
equating to £2.61 per hour less

Median Gender Pay Gap



9.34% less than males -
equating to £1.36 per hour less

The mean gender pay gap and median gender pay for those staff employed on Agenda for Change terms and conditions shows the difference in rate to be lower.

Mean Gender Pay Gap (AfC)



7.25% less than males -
equating to £1.12 per hour less

Median Gender Pay Gap (AfC)



5.47% less than males –
equating to 0.75p per hour less.

The information below highlights the mean gender pay gap and median gender pay gap for those staff employed on Medical and Dental terms and conditions. The figures include the Clinical Excellence Awards payments that are paid to eligible medical staff, which is a section of the workforce with a higher proportion of males.

Mean Gender Pay Gap (M&D)

Median Gender Pay Gap (M&D)

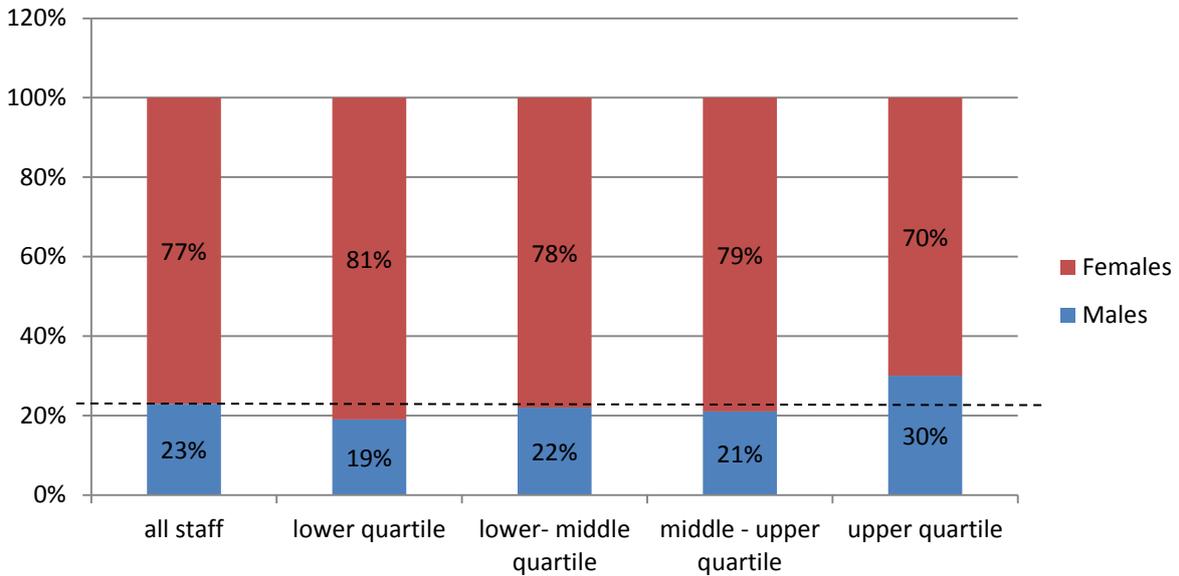


11.79% less than males -
equating to £5.08 per hour less



6.84% less than males –
equating to £2.99 per hour less

The graph below shows the proportion of males and females in each pay quartile. The lower quartile represents the lowest salaries in the Trust and the upper quartile represents the highest salaries. The Trust employs more women than men in every quartile. 81% of employees in the lower quartile are female, compared with 70% in the upper quartile.



Under the national Medical & Dental terms and conditions Consultants are eligible to apply for Clinical Excellence Awards (CEA). These awards recognise individuals who demonstrate achievements in developing and delivering high quality patient care over and above the standard expected of their role and are part of a commitment to the continuous improvement of the NHS.

Mean CEA Gender Pay Gap



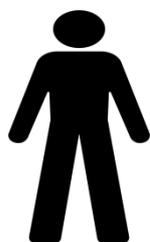
34.66% less than males

Median CEA Gender Pay Gap



35.32% less than males

Proportion of eligible Consultants receiving a CEA



52.67%



37.20%

In addition to statutory requirements, we have also analysed our gender pay gap by banding. The shaded boxes below highlight the pay bands where females are paid more than males.

	Band 1 	Band 2 	Band 3 	Band 4 	Band 5 	Band 6
Mean pay difference	0.41p per hour 5.28% more	0.15p per hour 1.56% more	0.14p per hour 1.40% less	0.28p per hour 2.45% less	0.79p per hour 5.39% less	0.84p per hour 4.82% less
Median pay difference	No difference reported	0.04p per hour 0.44% more	0.24p per hour 2.33% less	No difference reported	0.51p per hour 3.50% less	£1.04 per hour 5.77% less

	Band 7 	Band 8a 	Band 8b 	Band 8c 	Band 8d 	Band 9 and Executive Pay
Mean pay difference	0.16p per hour 0.83% more	No difference reported	0.28p per hour 1.01% less	£1.36 per hour 4.14% less	£3.99 per hour 9.82% less	£5.44 per hour 9.84% less
Median pay difference	No difference reported	0.72p per hour 3.02% more	0.79p per hour 2.68% less	£1.92 per hour 5.48% less	No difference reported	£4.69 per hour 8.55% less

Pay Gap Comparison

The mean gender pay gap for the wider public sector economy (according to the October 2017 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 17.7%. At 14.9% the Trust's mean gender pay gap is below that for the wider public sector.

There is more to do, in addition to the current initiatives that are underway within the Trust, and we will be publishing our plans for further action over the coming months.

Colin Martin

Chief Executive