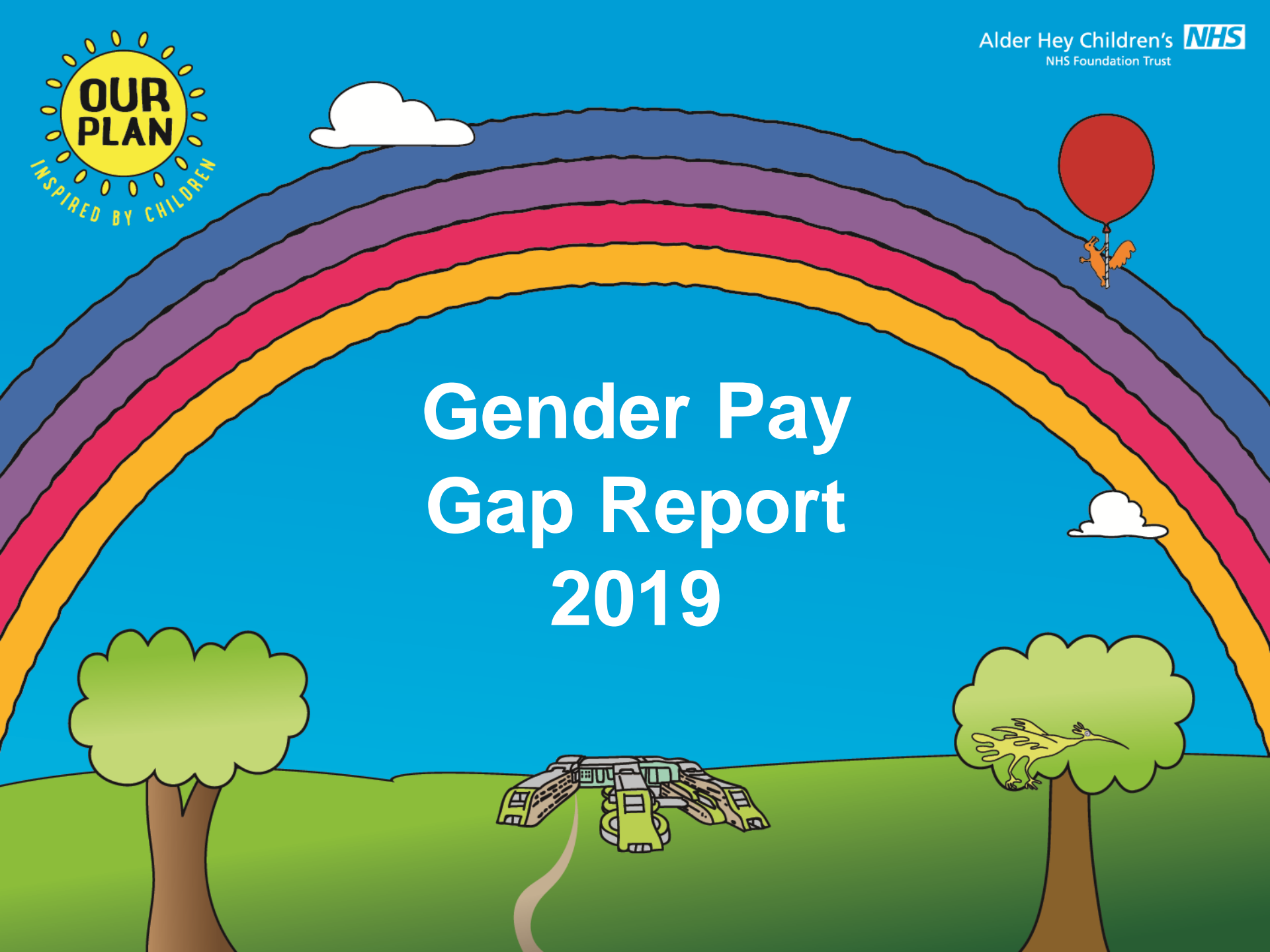




Gender Pay Gap Report 2019





Our People Plan outlines how we will support all of our people over the next 4 years. Our people plan is built around 5 strategic pillars which are integral for developing the best people, do their best work in the best place, this includes Equality, Diversity and Inclusion. Alder Hey is committed to building a diverse and inclusive workforce that reflects our local population and families that come through our door and celebrates the creativity and innovation of our workforce.

INTRODUCTION





ABOUT THIS REPORT

On 31 March 2017 it became a legal requirement for employers with more than 250 employees to annually publish their gender pay gap. This report provides information about the gender pay gap at Alder Hey Children's Hospital

This report includes the statutory requirements and also provides context to help understand our findings and to take steps to reduce any potential for gender inequality.

It is important to recognise that the gender pay gap differs to equal pay. Equal pay is in relation to pay differences between men and women who carry out the same job for different pay, which is unlawful. 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 therefore possible to have genuine pay equality but still have a gender pay gap.

HOW WE COLLECT OUR DATA

Using snap shot data from our Electronic Staff Record System (ESR) this report looks at the following calculations to meet the requirements of the legislation:

- Mean gender pay gap in hourly pay
- Median gender pay gap in hourly pay
- Mean bonus gender pay gap
- Median bonus gender pay gap
- Proportion of males and females receiving bonus payment
- Proportion of males and females in each pay quartile.

The snapshot date for public sector organisations is **31st March 2019**, this report therefore reflects our pay profile for the preceding 12 months from this date



16%



84%

GENDER PROFILE OF OUR WORKFORCE

As at 31st March 2019 the gender split of our workforce was 83% females and 17% males. This compares similarly with the overall gender profile of the NHS. Employees on leave, such as sick leave or maternity leave, are excluded from our reporting if receiving reduced pay.

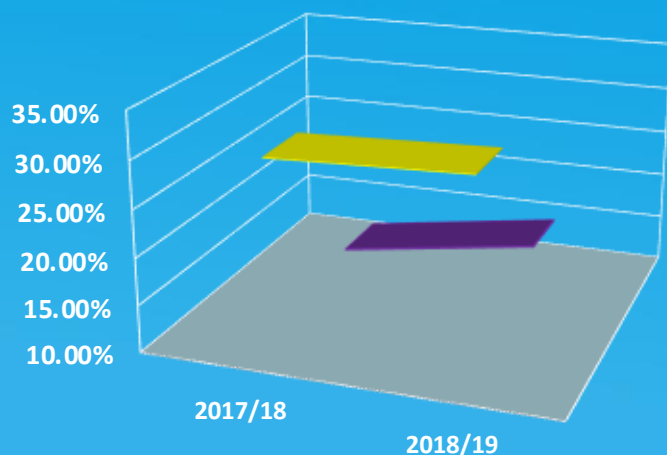
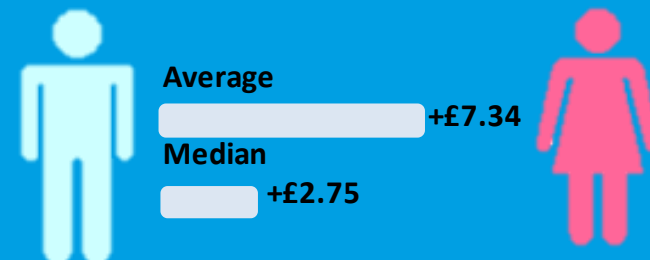


GENDER PAY GAP SUMMARY

Mean pay gap

This is the difference between the average hourly earnings of men and women.

The data tells us that, on average, female employees earn **30%** less than male employees. This has remained relatively static since last year. This is reflective of the NHS which has a higher proportion of females in lower banded roles and a predominantly male workforce in the higher banded Medical & Dental professions.



Median Gender Pay Gap

This is the difference between the midpoints in the ranges of hourly earnings of men and women.

The median data tells us that female employees earn **15%** less than male staff, a 3% increase from 2017/18. (Inclusive of Clinical Excellence Awards payments that are paid to eligible medical staff)

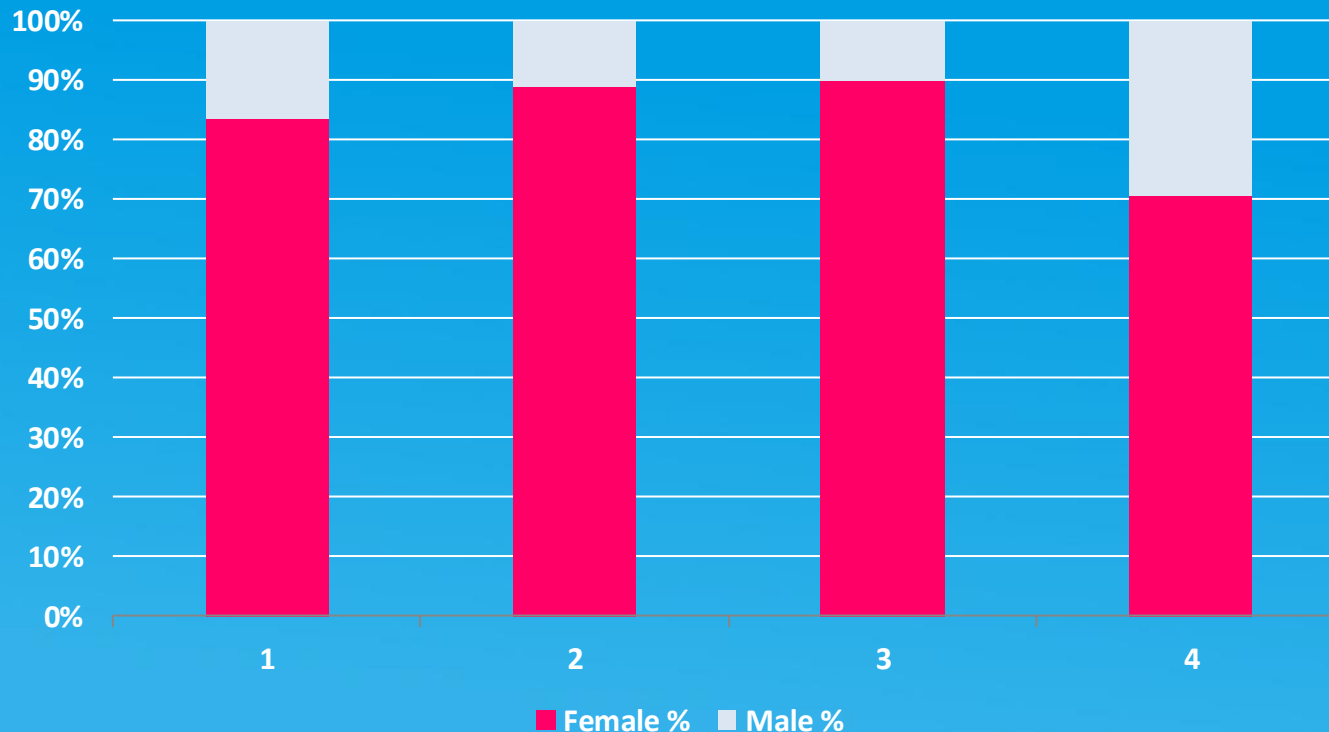


	2017/18	2018/19
■ Avg. Hourly Rate	29.53%	30.28%
■ Median Hourly Rate	12.17%	15.38%

Proportion of Men and Women in each Salary Quartile Band

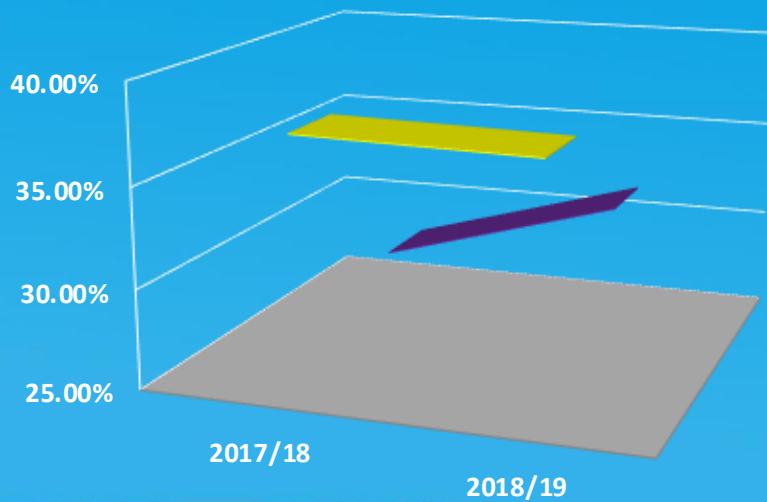
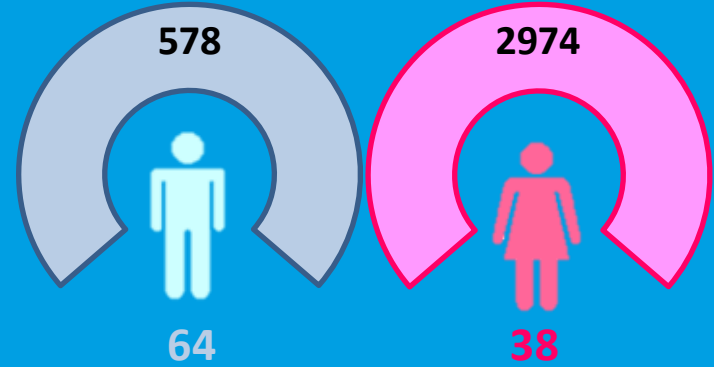
The chart below shows the proportion of males and females in each pay quartile; the lower quartile includes the lowest paid staff per hour and the upper quartile includes the highest paid staff per hour.

There are a higher percentage of males in the upper pay quartile compared to the percentage in each of the lower pay quartiles.



GENDER PAY GAP BONUS PAY

Bonus Pay forms part of basic pay for the purposes of calculating the mean and median average gender pay gap data. Bonus pay at Alder Hey takes the form of Clinical Excellence Awards awarded to eligible Consultant Medical and Dental staff. These awards recognise and reward individuals who demonstrate achievements in developing and delivering high quality patient care over and above the standard expected of their role, with a commitment to the continuous improvement of the NHS. The CEA's are administered within the Trust on an annual basis.



Mean Bonus Gender Pay Gap

The data tells us that on average bonus pay, female employees earn 36% less than male employees.

Median Bonus Gender Pay Gap

The data tells us that on median bonus pay, female employees earn 31% less than male staff.

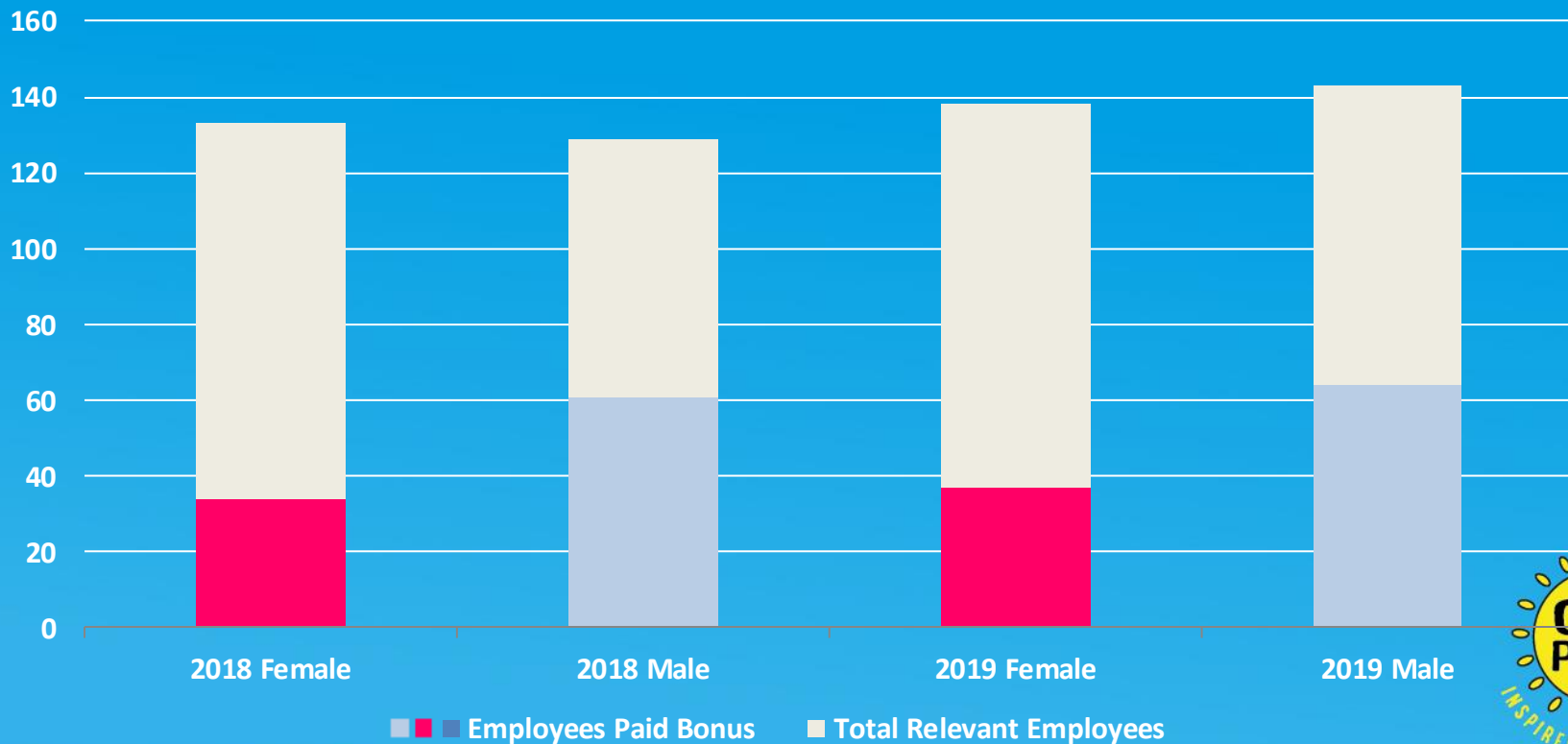


	2017/18	2018/19
Avg. Pay	37.24%	37.03%
Median Pay	28.14%	31.71%



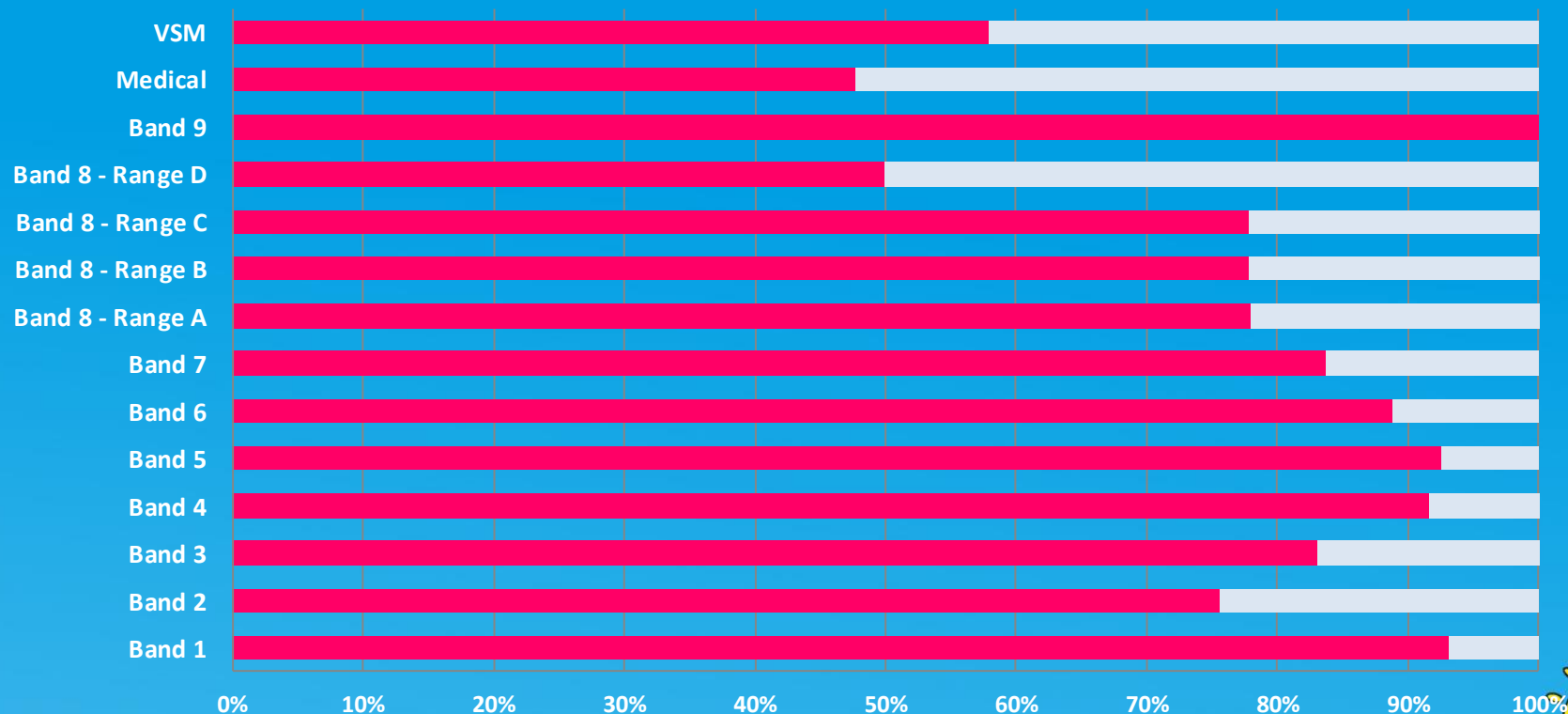
GENDER PAY GAP BONUS MEDICAL AND DENTAL

This data shows the total number of staff paid bonuses against the total number of staff in the organisation. Our 2019 data reflects below eligible medics who are able to apply for Clinical Excellence Awards and Executives that have been awarded a bonus



UNDERSTANDING OUR RESULTS

Alder Hey staff are employed on national contractual terms and conditions; Agenda for Change Bands 1-9, Medical and Dental, and Very Senior Managers (VSM). The chart below shows the gender differences between grades and staff groups.



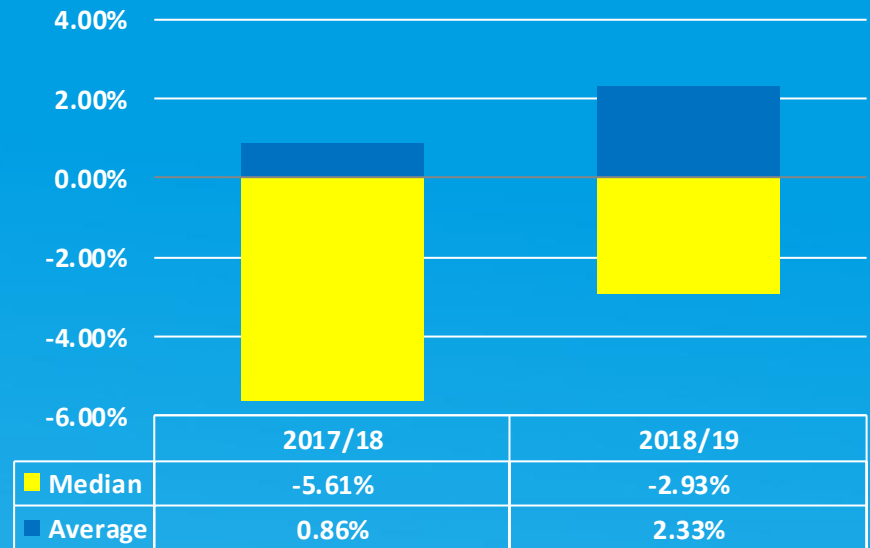
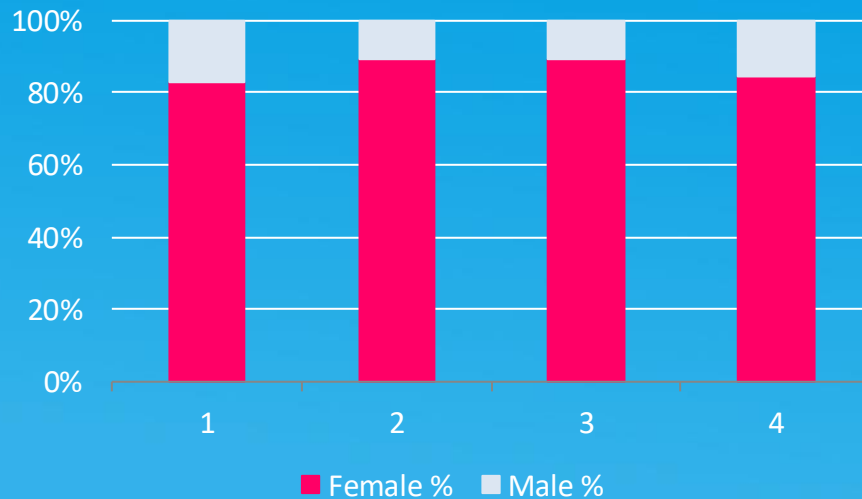
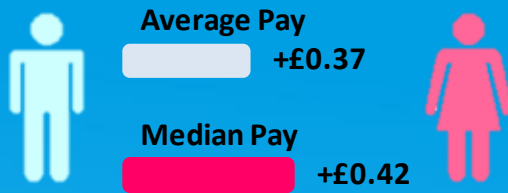
	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8 - Range A	Band 8 - Range B	Band 8 - Range C	Band 8 - Range D	Band 9	Medical	VSM
Female	93.18%	75.59%	83.11%	91.59%	92.67%	88.89%	83.70%	77.97%	77.78%	77.78%	50.00%	100.00%	47.78%	57.89%
Male	6.82%	24.41%	16.89%	8.41%	7.33%	11.11%	16.30%	22.03%	22.22%	22.22%	50.00%	0.00%	52.22%	42.11%



UNDERSTANDING OUR RESULTS

AFC BREAKDOWN

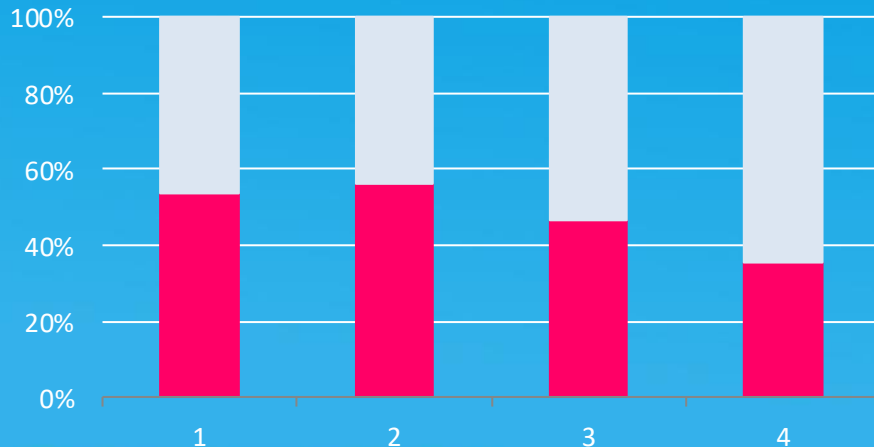
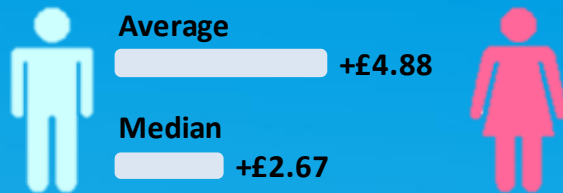
An analysis of salary within AfC staff only, reveals that there is no mean pay gender gap, and that there is actually a small median gender pay gap for males of 2.93%, an improvement from 2018 data.



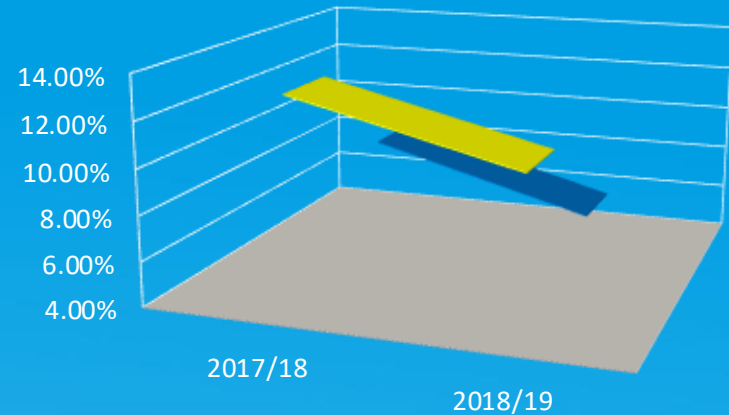
UNDERSTANDING OUR RESULTS

MEDICAL & DENTAL BREAKDOWN

The gender split within this staff group is 52% males to 48% females. There remains to be mean gender pay gap of 10.46% and a median gap of 5.86% although these figures are an improvement on last year's data. Male medical staff have a longer length of service than female medical staff, which impacts upon salary. This number is reducing and consequently having an impact on the pay gap.



■ Female % ■ Male %



	2017/18	2018/19
Average	12.90%	10.46%
Median	8.59%	5.86%



CONCLUSION

The report summarises the Trust pay gap data based on the gender split of the organisation in line with the government's gender pay gap reporting regulations ahead of submission of 30th March 2019.

Mean gender pay gap – 30%

Median gender pay gap- 15%.

This report demonstrates that the Trust gender pay gap remains mainly within our Medical and Dental staff groups and is reflective of an ageing male workforce within this staff group . Medical & Dental female workforce profile is evolving with an increased number of female consultants being appointed

The report also provides a summary narrative that explains the data and provides an organisational context.

The reasons for a gender pay gap are multi-factorial; terms and conditions, length of service, gender mix, pension, flexible working arrangements and salary sacrifice commitments will all have an impact upon the overall gender pay gap results.



RECOMMENDATIONS

The Trust Board are asked to approve the report to enable it to be published on the Trust and government website in line with statutory reporting guidelines.

The Trust is committed to ensuring an equitable workforce and steps to reduce the gender pay gap will be incorporated into Trust Workforce Equality Objectives. The key objectives identified in this report will be incorporated into the People Plan Operational Plan and will be monitored by the Workforce and Organisational Development committee on a quarterly basis.

The specific objectives include;

1. Promoting Clinical Excellence Awards to encourage range of applications reflective of our workforce
2. Support for consultants considering making an application for a CEA to assist them through the process
3. Promotion and support of flexible working arrangements

