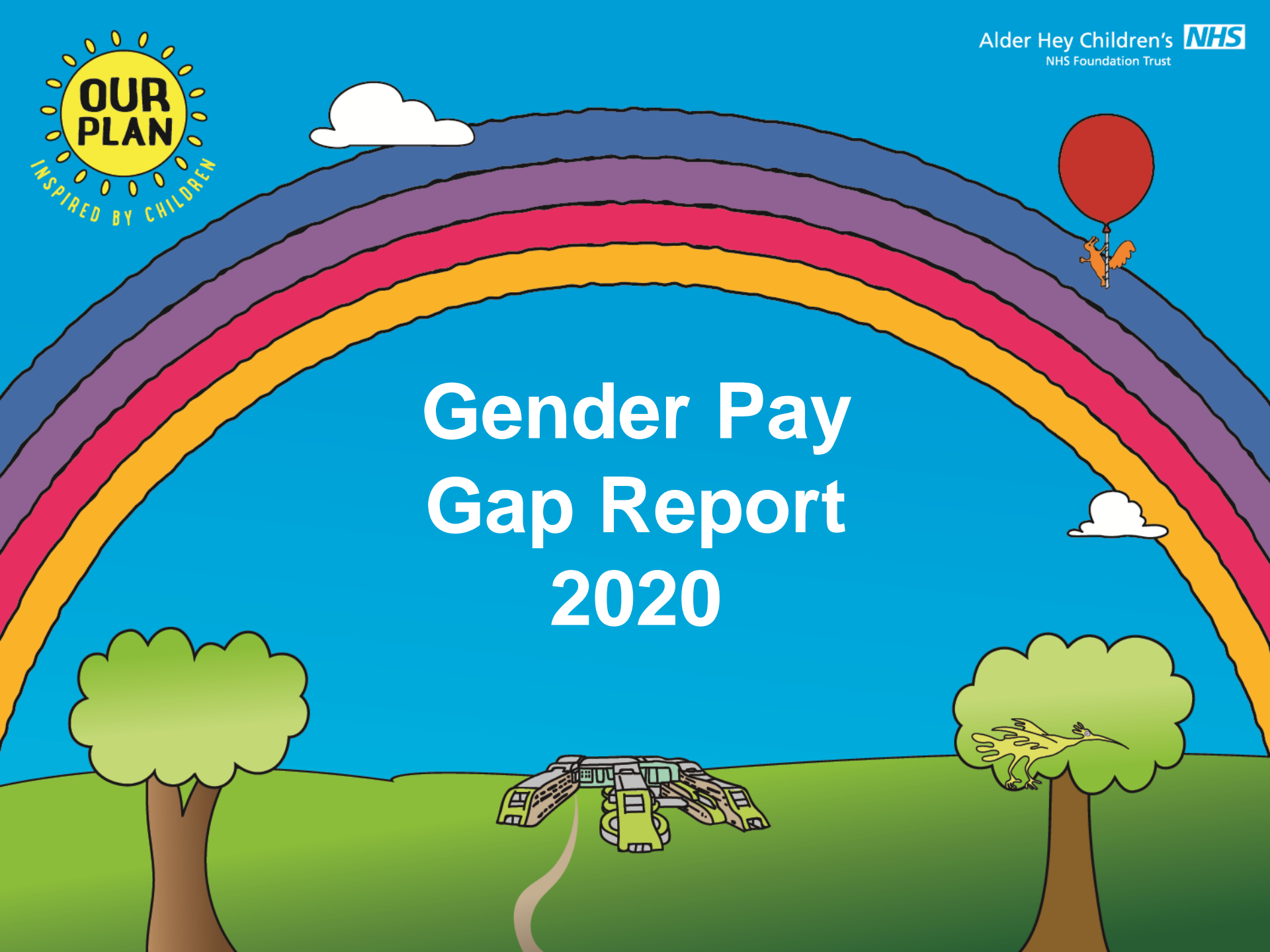




# Gender Pay Gap Report 2020





Our People Plan outlines how we will support all of our people over the next 3 years. Our people plan is built around 5 strategic pillars which are integral for developing the best people, doing their best work in the best place. 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 **31<sup>st</sup> March 2020**, this report therefore reflects our pay profile for the preceding 12 months from this date



17%



83%

## GENDER PROFILE OF OUR WORKFORCE

As at 31<sup>st</sup> March 2020 the gender split of our workforce was 83% females and 17% males. This compares similarly with the overall gender profile of the NHS

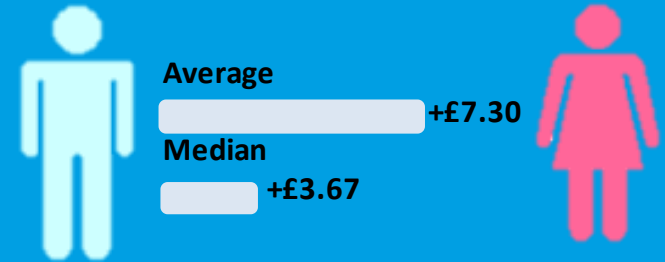


# GENDER PAY GAP SUMMARY

## Mean pay gap

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

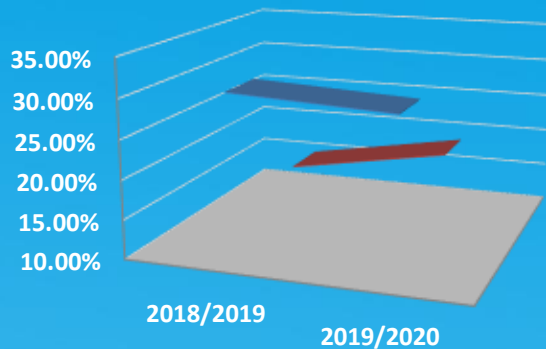
The data tells us that, on average, female employees earn **29%** less than male employees. This has remained relatively static since last year. This is reflective of the NHS which has a higher proportion of females in lower banded roles and a predominantly male workforce in the higher banded Medical & 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 **19%** less than male staff, a 4% increase from 2018/19. (Inclusive of Clinical Excellence Awards payments that are paid to eligible medical staff)



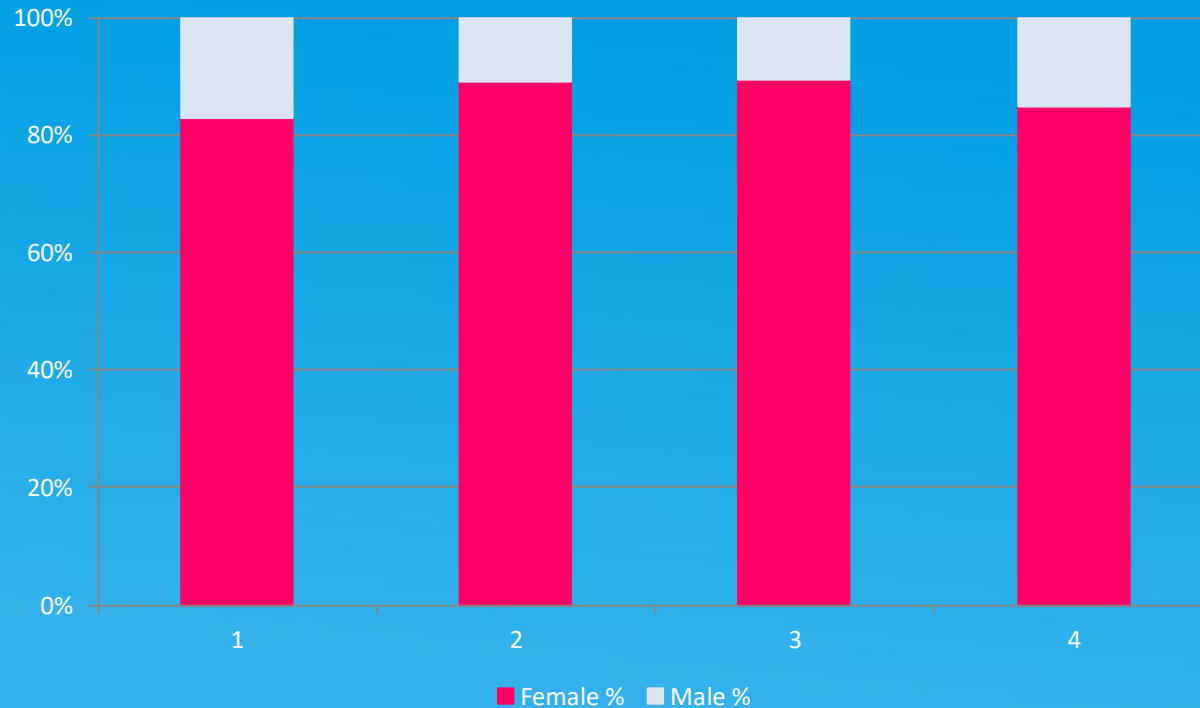
	2018/2019	2019/2020
Avg.	30.28%	29.29%
Median	15.38%	19.08%



## 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.

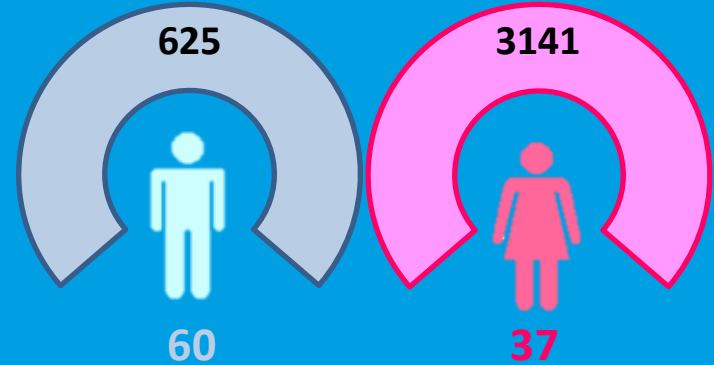
There are a higher percentage of males in the upper pay quartile compared to the percentage in each of the lower pay quartiles.





# 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.

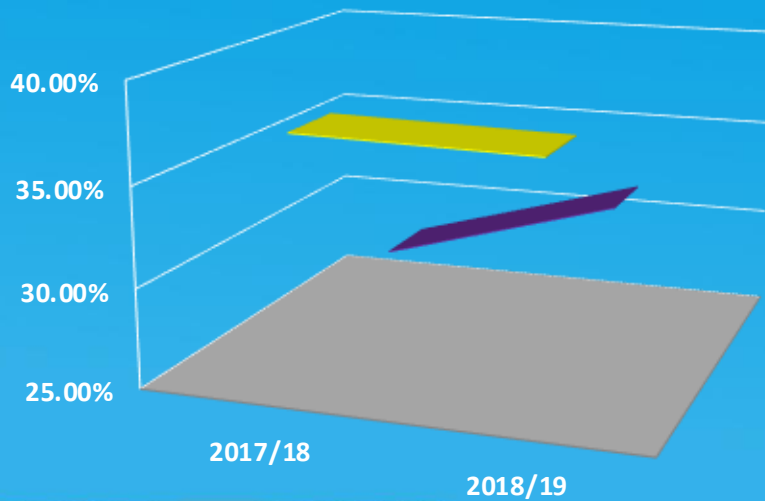


## Mean Bonus Gender Pay Gap

The data tells us that on average bonus pay, female employees earn 37% less than male employees.

## Median Bonus Gender Pay Gap

The data tells us that on median bonus pay, female employees earn 32% less than male staff.

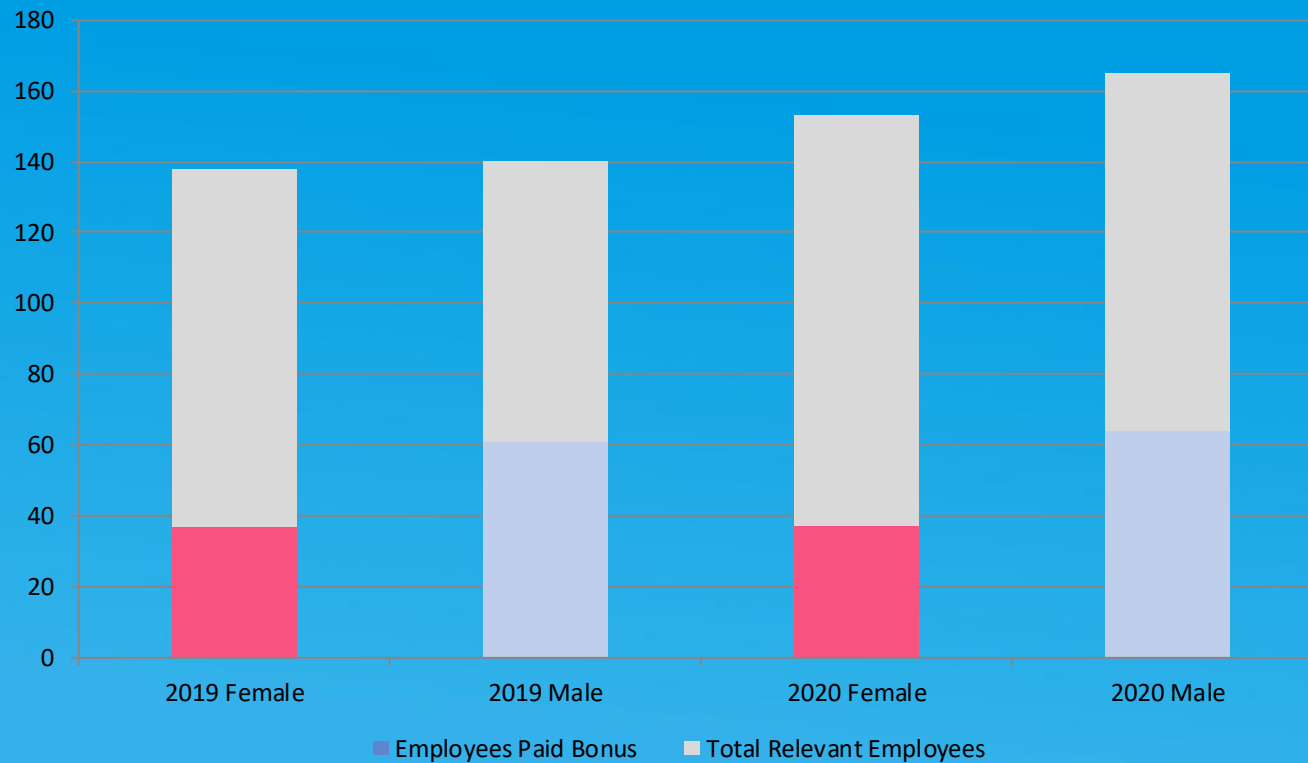


	2017/18	2018/19
Avg. Pay	37.24%	37.03%
Median Pay	28.14%	31.71%



# GENDER PAY GAP BONUS MEDICAL AND DENTAL

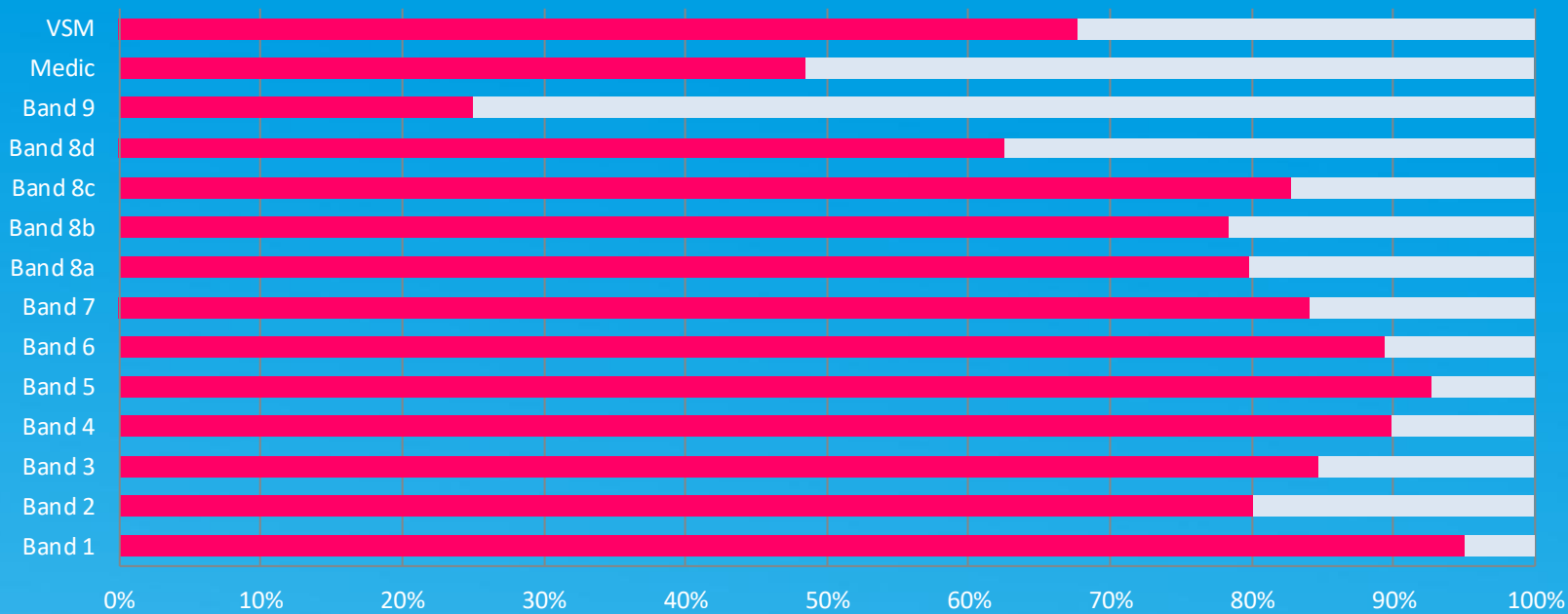
This data shows the total number of staff paid bonuses against the total number of staff in the Medical and Dental Staff Group. Our 2020 data reflects below eligible medics who are able to apply for Clinical Excellence Awards.





# 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, with the biggest variation to this being within AfC Band 8d and 9, and Medical staff.



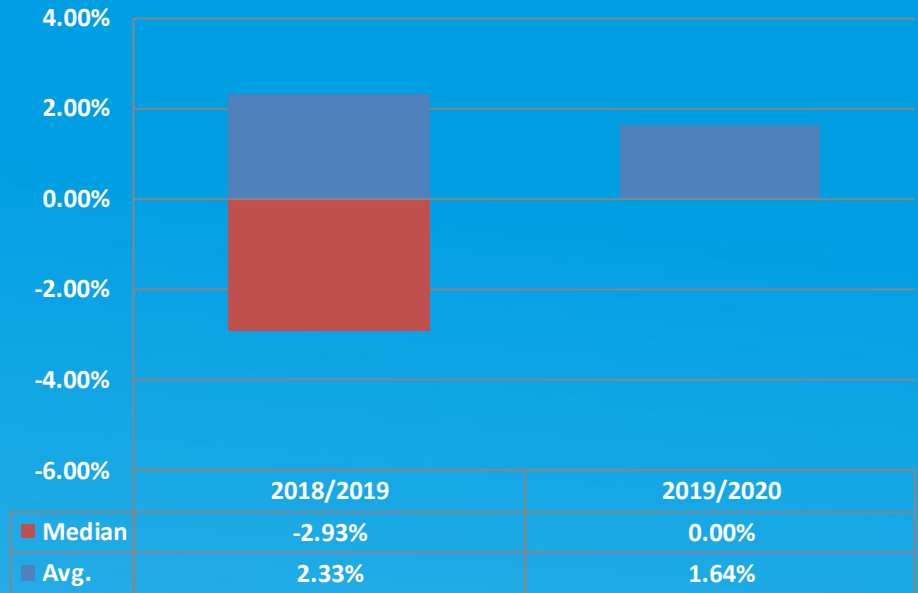
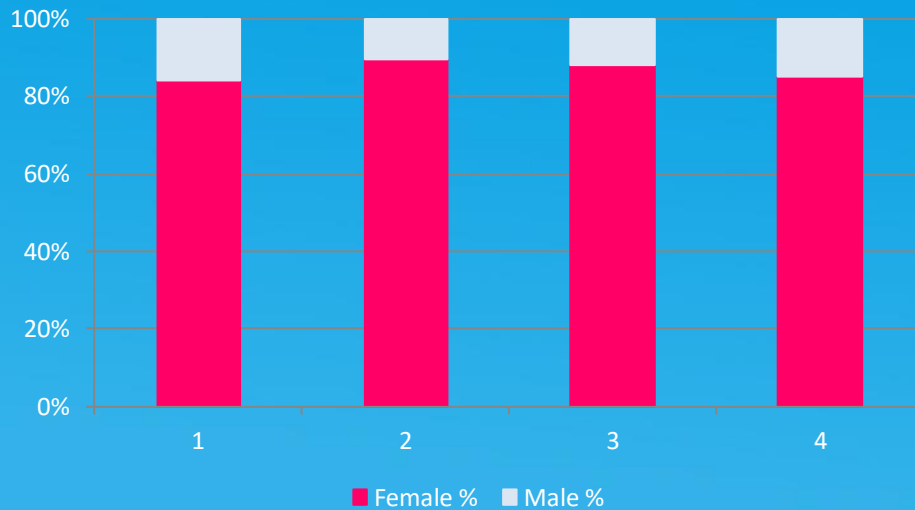
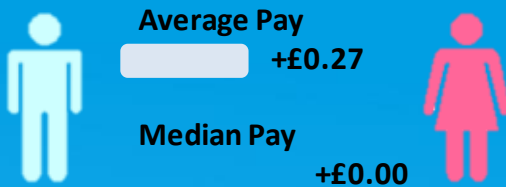
	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8a	Band 8b	Band 8c	Band 8d	Band 9	Medic	VSM
Female	95.00%	80.09%	84.75%	89.84%	92.62%	89.31%	84.08%	79.91%	78.33%	82.76%	62.50%	25.00%	48.56%	67.74%
Male	5.00%	19.91%	15.25%	10.16%	7.38%	10.69%	15.92%	20.09%	21.67%	17.24%	37.50%	75.00%	51.44%	32.26%



# UNDERSTANDING OUR RESULTS

## AFC BREAKDOWN

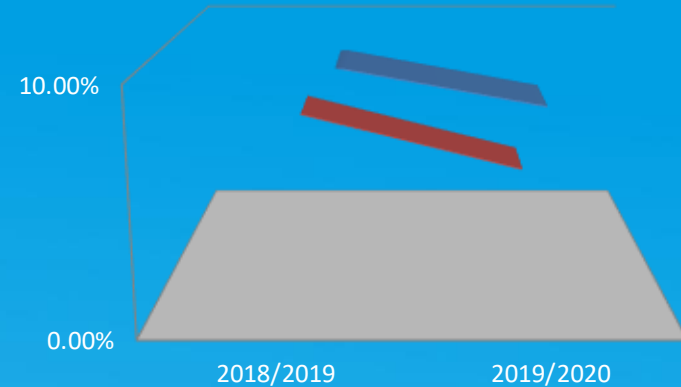
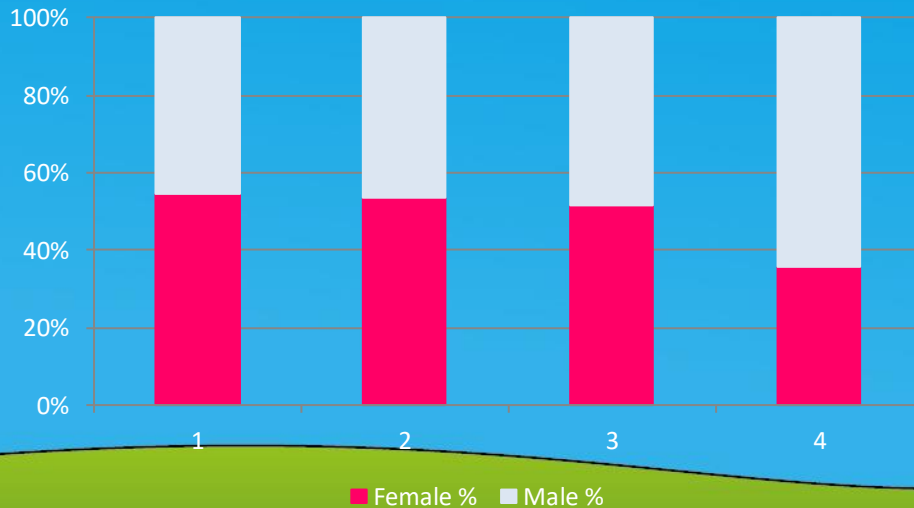
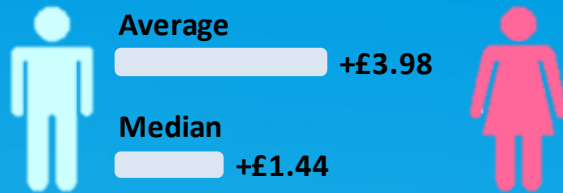
An analysis of salary within AfC staff only, reveals that there is no mean pay gender gap, and that there is actually a small average gender pay gap for males of 1.64%.



# UNDERSTANDING OUR RESULTS

## MEDICAL & DENTAL BREAKDOWN

The gender split within this staff group is 51% males to 49% females. There remains a mean gender pay gap of 8.49% and a median gap of 3.16% although these figures are an improvement on last year's data. More 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.



	2018/2019	2019/2020
<b>Avg.</b>	10.46%	8.49%
<b>Median</b>	5.86%	3.16%



# 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 31<sup>st</sup> October 2021.

**Mean gender pay gap – 29%**

**Median gender pay gap- 19%.**

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 often multi-factorial; terms and conditions, length of service, gender mix, pension and flexible working arrangements will all have an impact upon the overall gender pay gap results.



# Support during the COVID-19 Pandemic

It's important to mention the additional actions taken during 2020 to support women through the pandemic. It needs to be recognised that a high proportion of our staff had additional caring responsibilities which increased during the Covid-19 pandemic, with school and nursery closures, individuals needing to isolate etc. Evidence has demonstrated that females generally have a greater level of caring responsibility than males. \*

As a trust we increased our carers leave, provided wrap around before and after school care and ensured that staff who needed to shield received full pay during this time. We will continue to offer as much support as we can to women effected by the ongoing pandemic

\* <https://www.carersuk.org/news-and-campaigns/features/10-facts-about-women-and-caring-in-the-uk-on-international-women-s-day>



# 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 People and Wellbeing Committee on a quarterly basis.

The specific objectives include:

1. Promotion and support of flexible working arrangements, as well as supporting people who are returning to the workplace following long periods of time away.
2. Continue to develop and promote our leadership strategy, encouraging female staff to apply for development opportunities to enable career development and promotion

