



A lifetime of specialist care

## Gender pay gap report

Gender pay gap legislation requires all employers with 250 or more staff to publish their gender pay gap as at 31 March 2017.

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 important to recognise the difference between gender pay and equal pay. Equal pay is pay differences between men and women who carry out the same job for different pay, which is unlawful.

It is therefore possible to have genuine pay equality but still have a significant gender pay gap.

Royal Brompton & Harefield NHS Foundation Trust employs over 3,500 staff in a range of roles, including administrative, medical, allied health and managerial positions.

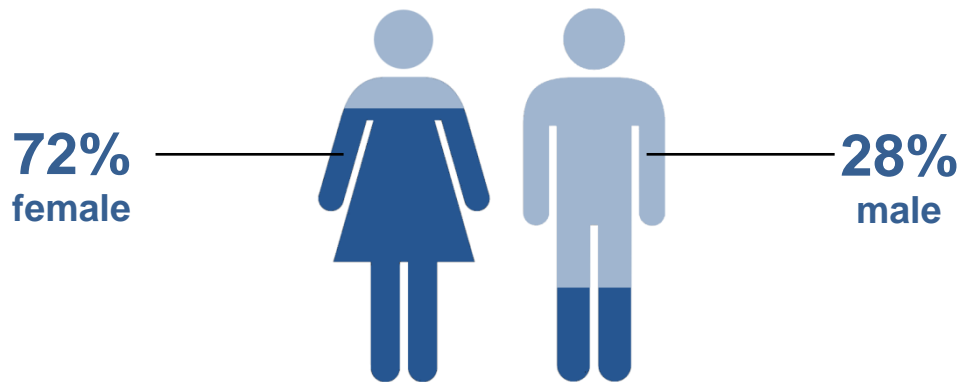
The Trust incorporates the Agenda for Change national job evaluation framework for staff to determine appropriate pay bandings from Bands 2 – 9; this provides a clear process of paying employees equally for the same or equivalent work.

Each grade has a set of pay points for annual progression, meaning that the longer period that someone has been in a grade, the higher their salary is likely to be, irrespective of their gender.

This report includes the statutory requirements of the gender pay gap legislation.

On the following pages are the Trust's figures for the gender pay gap as at 31 March 2017.

## The Trust's gender profile



## Gender pay gap, by hourly rate

Women's hourly rate is on average:

**26.10%** lower

or

**£7.22**

lower per hour  
than men's

The difference between the midpoints in  
the ranges of men's and women's pay  
(**median**) shows women's pay is:

**14.41%** lower

or

**£3.19**

lower per hour

This means that, on average, for every pound that men earn in the Trust, women earn just over 74 pence. With respects to the median, for every pound men earn, women earn just over 86 pence.

If the medical workforce (both men and women) were excluded from the calculations, the average (mean) gender pay gap would be 6.03 per cent in favour of men, whilst the median gap would be 2.29 per cent in favour of women.

## Gender pay gap, excluding medical

Women's hourly rate is on average:

**6.03%** lower

or

**£1.22**  
lower per hour  
than men's

The difference between the midpoints in  
the ranges of men's and women's pay  
(**median**) shows women's pay is:

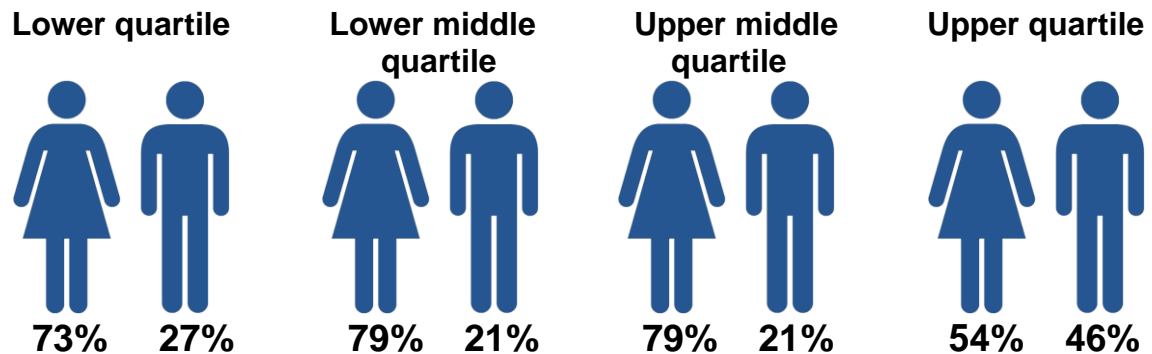
**2.29%** higher

or

**£0.42**  
higher per hour

## Quartile reporting

This is how many men and women are in each quarter of the employer's payroll.



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, with the majority of lower paid roles at the Trust held by women. The majority of senior consultant roles at the Trust are currently held by men.

## Bonus pay

When it comes to **bonus payments**, men earn on average nearly 27 per cent more in bonuses than women. Under the national medical and dental terms and conditions, consultants are eligible to apply for clinical excellence awards (CEA). These 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. However, bonuses are only paid to some senior doctors (consultants), with the majority currently being male.

Women's bonus pay is on average:

**27%**  
lower

The difference between the midpoints in the ranges of men's and women's bonus pay (**median**) shows women's bonus pay is:

**25%**  
lower

### Proportion of staff who received bonus pay

**6.5%**  
of male staff  
received bonus  
pay



**1.2%**  
of female staff  
received bonus  
pay



## **Reducing the gender pay gap**

The Trust is committed to ensuring an equitable workforce and we will continue to work towards achieving the following actions:

- Develop programmes to encourage women to progress more quickly into leadership roles across the Trust.
- Explore how we can attract more men into the organisation at the lower bands, to create a more even gender balance.
- Raise awareness of shared parental leave entitlements and flexible working opportunities through our training and communications.
- Undertake an annual review of gender split across all bands as part of the annual public-sector Equality Duty process and take action where appropriate.
- Offer workshop sessions to consultants to encourage CEA applications from across the workforce.
- Provide support for women returning to work - through shared parental leave, job sharing, part-time, and term-time only opportunities.
- Encourage men to take advantage of arrangements which enable them to fulfil their caring responsibilities, such as shared parental leave, part time working and compressed hours.
- Monitor pay - to identify pay differences and take targeted action where appropriate, within Agenda for Change pay controls.
- Continuously improve recruitment processes.