

Gender Pay Gap Report 2021

Executive Summary

This is the fourth year that UHS have been required to report on their gender pay gap. In that time, work has been ongoing to support all staff to develop in their chosen roles at UHS, and to ensure that recruitment and selection for both new starters and promotions remains fair and transparent.

In 2020, which this report covers, the mean gender pay gap at UHS decreased from 26.57% the previous year to 24.76%.

Changes to the gender pay gap is largely dependent on societal trends in the different genders joining healthcare, as currently UHS have a workforce that is 74.6% female.

National Framework

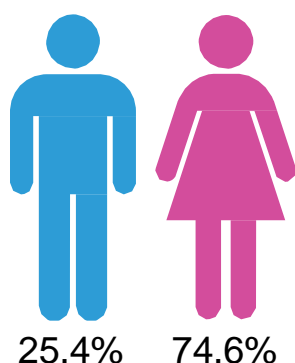
All organisations with over 250 employees are required to produce their gender pay gap data, effective on the snapshot date of 31st March 2020. This report outlines the data for University Hospital Southampton NHS Foundation Trust (UHS), as well as providing readers with further analysis of what the data means within the organisational context.

It's important to note that the pay rates for job are based on national terms and conditions and underpinning job evaluation systems based on qualification, skills competences, and responsibility the post holder will have.

Organisational Context

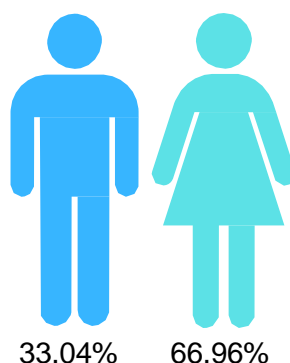
University Hospital Southampton NHS Foundation Trust provides services to some 1.9 million people living in Southampton and south Hampshire, plus specialist services such as neurosciences, cardiac services and children's intensive care to more than 3.7 million people in central southern England and the Channel Islands. The Trust is also a major centre for teaching and research in association with the University of Southampton and partners including the Medical Research Council and Wellcome Trust. Every year we treat around 150,000 inpatients and day patients, including 50,000 emergency admissions. We see over 624,000 people at outpatient appointments and deal with around 135,000 cases in our emergency department. We have approximately 11,500 staff who work with us to provide these services. Under the requirements of the gender pay gap reporting, 11,271 staff were included.

Workforce Profile



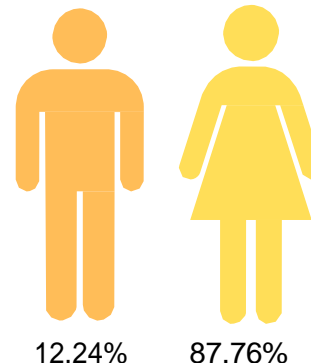
Full time staff

63.62%

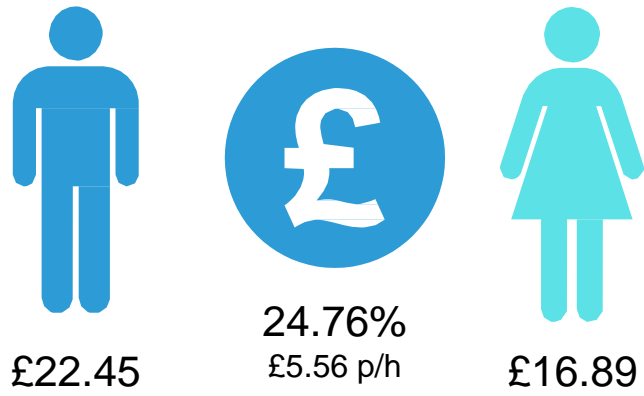


Part time staff

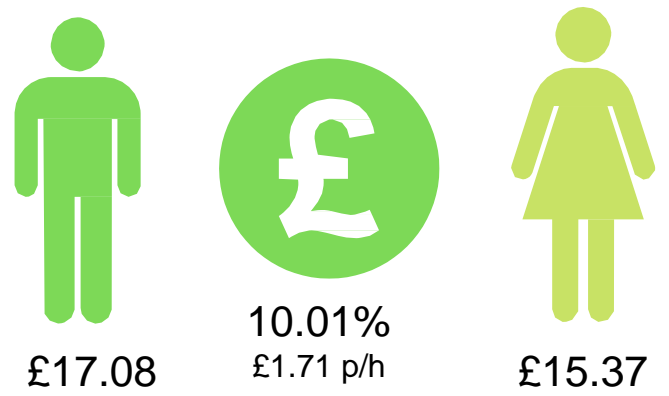
36.38%



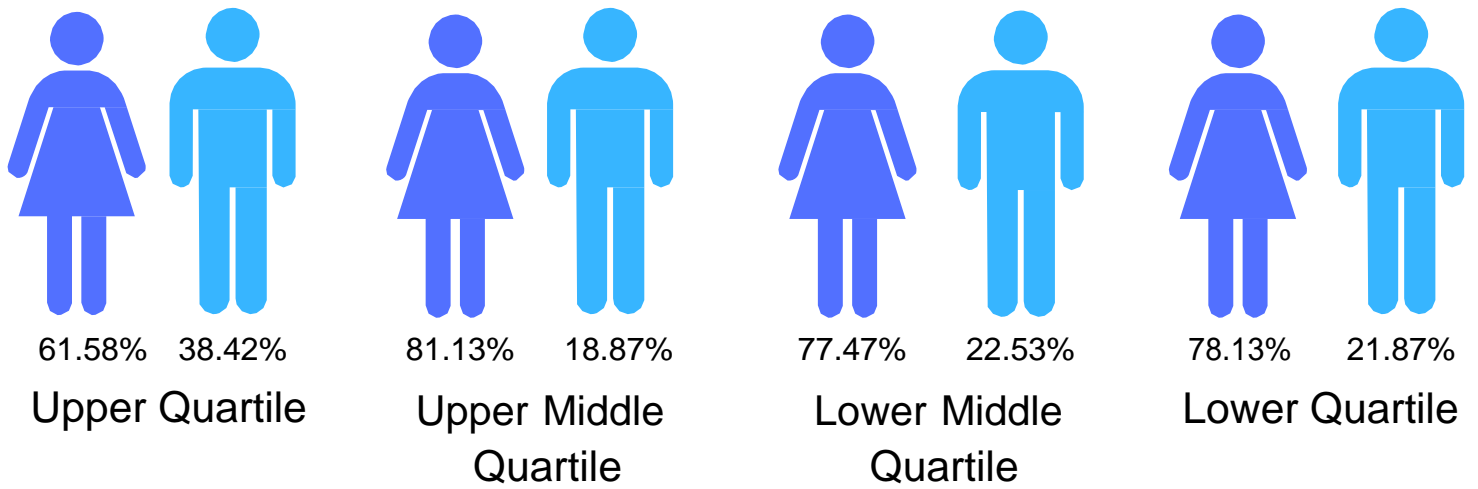
Mean Gender Pay Gap



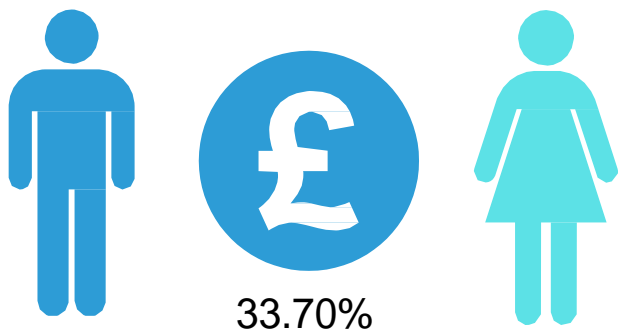
Median Gender Pay Gap



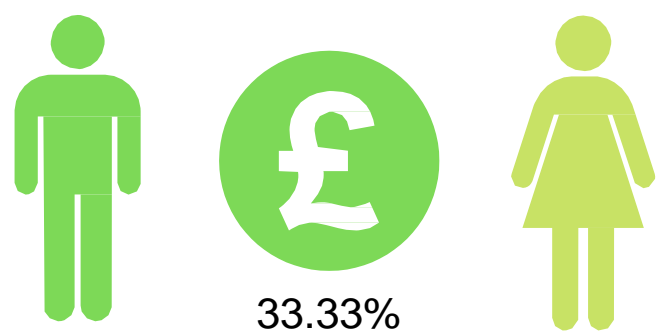
Quartile Pay Bands



Mean Bonus Pay Gap



Median Bonus Pay Gap



Agenda for Change Analysis

The Trust reward strategy is to pay its staff in line with national terms and conditions for medical and non-medical employees. These terms and conditions are collectively bargained with the National Trade Unions representing NHS staff views. The Agenda for Change (AfC) system is used across the NHS to allocate job roles to set pay bands, using a job evaluation system. This was implemented in 2004, and is designed to ensure the NHS can deliver fair pay staff based on the principle of equal pay for equal work. AfC also harmonises terms and conditions of service, including but not limited to, annual leave, working hours, sick pay and unsocial hours requirements. At UHS, AfC covers all staff groups except our Medical & Dental Staff and Trust Board members. AfC pay grades are divided into 9 bands.

By analysing the AfC staff separately from the Medical and Dental staff, and Executives, UHS have a pay gap of 0.59%, with all bands except Bands 1, 3, and 8d weighted in favour of females.

	<i>Mean</i>				<i>Median</i>			
	Female	Male	Difference	% Gap	Female	Male	Difference	% Gap
Band 1	£10.75	£11.01	£0.26	2.36%	£9.98	£10.84	£0.86	7.93%
Band 2	£10.41	£9.91	-£0.50	-5.05%	£9.74	£10.42	£0.68	6.53%
Band 3	£10.45	£10.49	£0.04	0.38%	£10.34	£10.34	£0.00	0.00%
Band 4	£11.69	£11.40	-£0.29	-2.54%	£11.61	£11.16	-£0.45	-4.03%
Band 5	£15.08	£14.54	-£0.54	-3.71%	£15.07	£14.44	-£0.63	-4.36%
Band 6	£18.03	£17.25	-£0.78	-4.52%	£17.90	£17.15	-£0.75	-4.37%
Band 7	£21.18	£20.58	-£0.60	-2.92%	£21.33	£20.38	-£0.95	-4.66%
Band 8a	£24.11	£23.71	-£0.40	-1.69%	£24.63	£24.68	£0.05	0.20%
Band 8b	£28.81	£27.64	-£1.17	-4.23%	£29.42	£29.74	£0.32	1.08%
Band 8c	£34.24	£34.24	£0.00	0.00%	£35.29	£34.63	-£0.66	-1.91%
Band 8d	£40.36	£43.32	£2.96	6.83%	£41.68	£44.33	£2.65	5.98%
Band 9	£54.24	£54.10	-£0.14	-0.26%	£52.01	£53.11	£1.10	-2.07%
All AfC Staff	£15.24	£15.33	£0.09	0.59%	£14.50	£13.54	-£0.96	-7.09%

Trust Board

Members of the Trust Board are employed on terms and conditions agreed locally within the Trust. The majority of the terms, except headline rate of pay, mirror the principles of AfC. Salary is determined by a range of factors including nationally benchmarked NHS pay rates set out by NHS Improvement (the NHS Trusts performance and governance regulator), job evaluation and market forces analysis.

Our analysis does not include our Non-Executive Directors due to the nature of their employment terms with UHS. These are not employees of the Trust and are not required to be included in the reporting analysis.

There are 7 members on the Trust Board, with a mean pay gap of -11.54% (median 5.58%).

	<i>Mean</i>				<i>Median</i>			
	Female	Male	Difference	% Gap	Female	Male	Difference	% Gap
Executives	£89.97	£80.66	-£9.31	-11.5%	£76.58	£81.11	£4.53	5.58%

Medical and Dental Analysis

The Medical and Dental (M&D) Terms and Conditions work in a similar way to AfC, in which they provide a framework that is designed to deliver the principle for equal pay.

For medical staff in training (Junior Doctors) the national contract was re-negotiated in 2016. Our trust fellows are incorporated alongside their equivalent in-training colleagues.

By analysing M&D staff separately, UHS have a gender pay gap of 11.76% for medical staff (this is a substantial decrease from 15.25% in 2019). The table below shows how this pay gap changes across the grades, but is strongest within Specialty Doctors and Consultants. These numbers include the fellows as well as deanery trainees.

	<i>Mean</i>				<i>Median</i>			
	Female	Male	Difference	% Gap	Female	Male	Difference	% Gap
FY1	£14.73	£14.54	-£0.19	-1.31%	£14.82	£14.82	£0.00	0.00%
FY2	£17.37	£18.15	£0.78	4.30%	£17.02	£17.75	£0.73	4.11%
ST1/2	£21.29	£21.37	£0.08	0.37%	£21.17	£21.49	£0.32	1.49%
ST3+	£28.37	£27.63	-£0.74	-2.68%	£27.29	£26.85	-£0.44	-1.64%
SAS	£32.84	£35.86	£3.02	8.42%	£33.01	£34.12	£1.11	3.25%
Consultants	£47.56	£51.05	£3.49	6.84%	£45.93	£49.42	£3.49	7.06%
All medical staff	£32.95	£37.34	£4.39	11.76%	£28.70	£35.80	£7.10	19.83%

Historically, the trend for entrance to medical staff for training for doctors and dentists was heavily weighted towards males. This was reflective of societal trends towards the medical profession. More recently this balance has changed, and as can be seen below, the balance of male and female towards the more junior grades is becoming much more even within UHS. As these staff move through the grades, it is expected that the gender balance at consultant grade (the highest grade) will reflect the overall gender balance.

When the consultant staff are analysed by age banding, it becomes clear that the longer serving staff (and therefore higher paid in line with their terms and conditions) are predominantly male. However, in line with both national and local trends towards training, the staff now coming in at this grade are more balanced across the genders.

Age Banding	Total	Female	Male	Female %	Male %
31-40	141	72	69	51%	49%
41-45	171	66	105	39%	61%
46-50	150	62	88	41%	59%
51-55	122	33	89	27%	73%
56+	114	31	83	27%	73%

Bonus Pay Detail

Our bonus pay reporting only includes Clinical Excellence Awards (CEA's) for our NHS consultants. UHS terms and conditions do not give provision for other forms of performance related bonus for our staff. CEA's are used to recognise and reward those consultants who deliver excellence in innovation, research, safe and high quality care to patients, as well as to the continuous improvement of services. CEA's are awarded at a national and local level in line with the national guidelines. National awards are approved by the Advisory Committee on Clinical Excellence Awards who are an advisory, non-departmental public body sponsored by the Department of Health and Social Care. National awards are for a period of up to five years where they are reviewed.

Local awards are applied for and evaluated by each NHS Trust, at UHS the review process is based on the national framework. UHS has a committee of 16 individuals who will rank and score applications. The committee is diverse in gender and ethnicity. On average 120 awards are made each year to consultants recognising the efforts that have been made. The criteria and scoring structure of CEAs is set out in the ACCEA guidance documents, available via the following link: <https://www.gov.uk/government/organisations/advisory-committee-on-clinical-excellence-awards>

It should be noted that junior medical staff are not eligible for national and local CEA awards.

Proportion of all staff receiving a bonus payment



8.72%

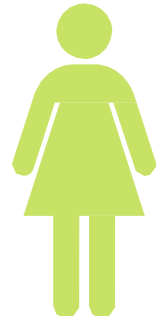


1.56%

Proportion of eligible staff receiving a bonus payment



57.60%



49.32%

Ethnicity Pay Gap Analysis

This is the fourth year that UHS have been required to report on their gender pay gap, and have chosen to examine their data relating to ethnicity using the same calculations, to identify if there is an ethnicity pay gap.

Workforce Profile

	Workforce Profile (headcount)	Full time staff	Part time staff
BAME	19.75%	23.82%	12.30%
White	80.25%	76.18%	87.70%

Ethnicity Pay Gap

	Gap	BAME Average	White Average
Mean Pay	0.016%	£18.3015	£18.3045
Median Pay	0.006%	£15.4676	£15.4675

The high-level data shows promising outcomes, with a negligible gap in mean and median pay across all staff. However, further investigation within staff groups shows that there are some discrepancies.

AfC Analysis

Across the majority of the individual pay bands, the pay gap is in favour of BAME staff.

	Mean				Median			
	BAME	White	Difference	% Gap	BAME	White	Difference	% Gap
Band 1	£11.72	£10.60	-£1.12	-10.56%	£11.45	£10.17	-£1.28	-12.62%
Band 2	£10.85	£10.31	-£0.54	-5.26%	£10.46	£9.73	-£0.73	-7.51%
Band 3	£10.77	£10.43	-£0.34	-3.30%	£10.63	£10.28	-£0.35	-3.43%
Band 4	£11.92	£11.54	-£0.38	-3.30%	£11.61	£11.49	-£0.13	-1.11%
Band 5	£15.25	£14.87	-£0.38	-2.59%	£15.01	£14.88	-£0.13	-0.86%
Band 6	£18.45	£17.81	-£0.64	-3.62%	£18.30	£17.79	-£0.52	-2.90%
Band 7	£20.95	£21.08	£0.13	0.64%	£20.71	£21.23	£0.53	2.48%
Band 8a	£23.42	£24.05	£0.63	2.61%	£23.69	£24.71	£1.02	4.12%
Band 8b	£29.51	£28.49	-£1.03	-3.60%	£29.74	£29.56	-£0.18	-0.61%
Band 8c	£35.70	£34.16	-£1.55	-4.53%	£35.70	£34.63	-£1.07	-3.10%
Band 8d	£44.33	£41.63	-£2.70	-6.48%	£44.33	£43.87	-£0.47	-1.06%
Band 9	£50.55	£52.48	£1.93	3.68%	£50.55	£51.15	£0.60	1.18%
All AfC Staff	£14.91	£15.33	£0.42	2.75%	£14.15	£14.43	£0.28	1.91%

Through other work undertaken at UHS, it has been identified that while the pay may be largely balanced, there are some barriers to progression, especially after band 5. In 2020, the [UHS Race Equality Improvement Plan](#) was developed and published, outlining key actions to address issues faced by BAME staff, including talent support, career development conversations and providing activities such as secondments and mentoring to support staff develop into more senior roles.

Medical and Dental Analysis

Within the medical and dental staff, the discrepancy is not within basic pay, but differences are clear within bonus pay (CEAs), as well as through other metrics such as the proportion of BAME staff in senior leadership positions.

	<i>Mean</i>				<i>Median</i>			
	BAME	White	Difference	% Gap	BAME	White	Difference	% Gap
FY1	£14.58	£14.77	£0.18	1.23%	£14.77	£14.93	£0.16	1.06%
FY2	£17.62	£17.85	£0.23	1.26%	£17.02	£17.75	£0.72	4.07%
ST1/2	£20.90	£21.43	£0.53	2.48%	£20.88	£21.90	£1.02	4.64%
ST3+	£27.12	£27.41	£0.30	1.08%	£26.70	£26.70	£0.00	0.00%
SAS	£34.36	£32.22	-£2.14	-6.64%	£33.36	£32.08	-£1.28	-3.99%
Consultants	£47.99	£50.13	£2.14	4.26%	£46.36	£48.13	£1.77	3.69%
All medical staff	£31.46	£37.85	£6.40	16.90%	£26.88	£37.96	£11.07	29.17%

Proportion of eligible staff receiving a bonus payment

	BAME	White
Proportion	43.13%	60.24%

Work has been ongoing with UHS medical staff to understand barriers to progression to senior roles, as well as application to CEA awards, which has identified issues including lack of knowledge around career pathways, differences in cultural norms (such as where promotions are granted rather than applied for), as well as discrepancies within recruitment processes.

Actions have been developed to address these issues, and are outlined in the [UHS Race Equality Improvement Plan](#). Due to the Covid-19 pandemic, the application requirements were removed from CEAs from April 2020, and CEAs will be awarded to all eligible staff in line with the nationally published criteria. UHS will continue to work on the developments outlined in the improvement plan.

Actions to address the gender pay gap

UHS is committed to continuing its programme of equality, diversity and inclusivity.

The continuing growth of entry of females into the medical profession will drive a change in the overall composition of the medical workforce, and subsequently will close the gender pay gap over time.

Local actions that UHS are taking to address the pay gap include:

- continue to consider how it attracts candidates, including advertising in more places that may help to engage more male applications, including reviewing the language used in adverts so this is not skewed towards one gender;
- continue to seek diverse talent when recruiting to senior managerial roles, to continue to provide opportunities for females to take up positions within senior management. This is already evident in the composition of the Trust's Executive Board and other senior roles;
- continue to monitor the fair distribution of local clinical excellence awards, and ensure ongoing applications from female consultants;
- continue to engage with network groups and diverse voices across the organisation to further commitments to equality and diversity;
- implementing ethnicity pay gap reporting.

Contact details for further information

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