

## Oxleas NHS Foundation Trust Gender Pay Gap report 2020/21

### 1. What is the gender pay gap report?

Gender pay reporting is different to equal pay which deals with pay difference between men and women who carry out the same jobs, similar jobs or work of equal value.

The gender pay gap shows the difference in the average pay between all men and women in the workforce. If the pay gap is higher, it can indicate that there may be issues to deal with, and the various calculations may help to identify what those issues are.

Oxleas NHS Foundation Trust is committed to promoting equality and inclusion. Our current gender split within the overall workforce is 78% female and 22% male. We promote a range of options to support flexible working solutions for all our staff.

The NHS terms and conditions of service handbook contains the national agreements on pay and conditions of service for NHS staff, other than very senior managers and medical staff. Job evaluation enables posts to be matched to national job profiles; or allows trusts to evaluate jobs locally and determine in which Agenda for Change pay band a post should sit.

The only pay elements we have that fall under the “bonus” pay criteria are Clinical Excellence Awards that are only applicable to medical consultants in accordance with the Medical and Dental Consultant contract. The Clinical Excellence Awards recognise and reward those consultants who contribute most towards the delivery of safe and high quality care to patients; and to the continuous improvement of the NHS.

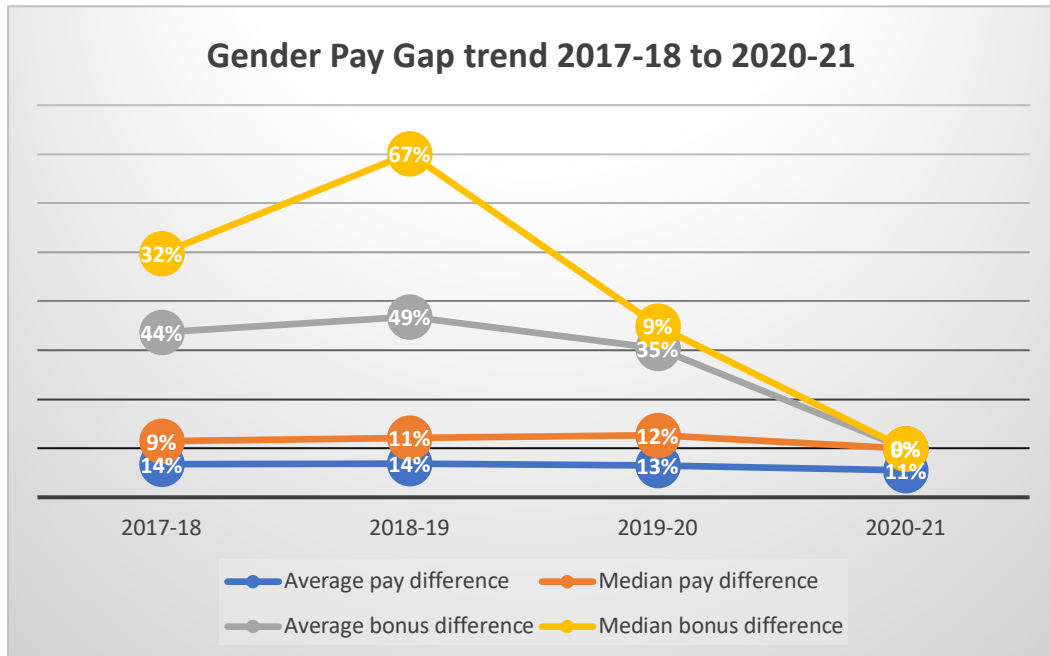
### 2. Progress and trends

The data for the year ending 31 March 2021 shows that the average pay difference and median pay difference has reduced slightly. In terms of bonus payments these relate to a small number of medical staff eligible to apply for Clinical Excellence Awards. These are known as Employer Based Awards at Oxleas and for 2020/21 they were awarded equally to all those eligible, in line with guidance from the BMA. Therefore, there was **no difference** between the award for female and male doctors and consultants.

	2017-18	2018-19	2019-20	2020-21
Average pay difference	14%	14%	13%	11%
Median pay difference	9%	11%	12%	9%
Average bonus difference	44%	49%	35%	0%
Median bonus difference	32%	67%	9%	0%

*\*the data shows the percentage by which women are paid less than men.*

The bonus is the Clinical Excellence Award that staff who are doctors are eligible to apply for. This is a very small percentage of the overall workforce. In 2020/21 the awards we distributed evenly across all those eligible to apply.



Line graph showing trend from 2018 to 2021

## 1. Results – March 2021

The figures in section 2 are for the average over the year. When looking at the position for the month of March there is a further improvement, particularly in the median hourly rate.

### 1.1 Gender pay gap as a mean (average)

	Male	Female	% difference
<b>Mean Hourly rate</b>	£22.09	£19.58	11%

### 1.2 Gender pay gap as a median (half way point comparing the full salary range)

	Male	Female	% difference
<b>Median Hourly rate</b>	£20.25	£18.44	9%

2.1 Proportion of males and females from lowest to highest pay, when divided into four groups (quartiles)

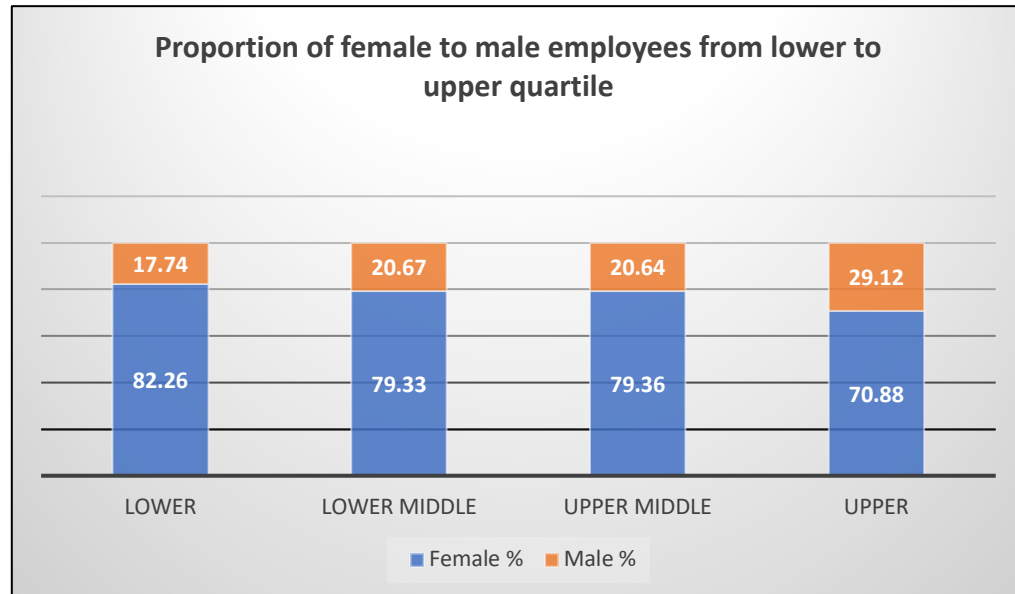


Chart showing percentage of female to male employees by quartile

By presenting the information by quartiles we can see there is a significant difference in the proportion of men versus women at all levels, but this is lower in the upper quartile (where the highest paid staff are).

2.2 Bonus (Medical Clinical Excellence Award / Employer Based Awards) gender pay gap as a mean (average)

	Male	Female	% difference
<b>Mean bonus payment</b>	£1,311	£1,311	0%

Of the 82 medical staff given an Award, 46 were female and 36 were male. In line with BMA guidance the awards were shared equally between all those eligible.

2.3 Bonus (Medical Clinical Excellence Award / Employer Based Awards) gender pay gap as a median (mid-point amount)

	Male	Female	% difference
<b>Median bonus payment</b>	£1,311	£1,311	0%

2.4 Proportion of male and female medical staff receiving a Clinical Excellence / Employer Based Award

	Male	Female
<b>Proportion of eligible medical staff receiving a bonus</b>	100%	100%

**3. Summary of results and next steps**

It is encouraging to note that there is a slight improvement on the overall difference when calculated on the mean (average) and median. This is indicative of a continued positive direction of travel and is likely due to improved representation of women in senior roles within Oxleas.

Due to COVID-19 the BMA and NHSE/I agreed that the Local Clinical Excellence awards would not run for the year 2020-21. Instead, the existing funding for this award round was redistributed equally among eligible consultants. This included part-time consultants and this was not awarded pro-rata. Had it been so, this would have disadvantaged part-time staff, who are often female.

Since 2019 the awards process has been based on locally defined criteria which makes it easier for all eligible consultants, irrespective of gender to demonstrate that they meet the criteria. The criteria are set by the directorate Clinical Directors and agreed by the Medical and Deputy Medical Directors with input from the chair of the Local Negotiating Committee (LNC).

Our Board remains committed to creating inclusive environments where our staff are truly representative of our population at all levels, and in all professions. To support this, we have a programme of work called Building a Fairer Oxleas. This is initially focusing on fairer recruitment and career progression and improving cultural understanding.

The trust's actions in 2021/22 include:

- Supporting the launch of a Women's Network
- Increasing the profile of female leaders both within the organisation and the wider NHS through a speaker series starting in May 2021
- A new leadership programme with a core module on inclusion