

Mid Yorkshire Hospital Gender Pay Gap Report (2017)

Introduction

1. This report provides the Trust's first Gender Pay Gap (GPG) information based on data for the period including the first snapshot date of 31 March 2017.
2. This report is published in line with the requirements set out in the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

Gender Pay Gap Information

3. Ordinary Pay

- Mean Pay Gap = 34.03%
- Median Pay Gap = 21.84%
- Quartile Information:

Quartile	% Female	%Male
1 Upper	69.33	30.67
2	87.70	12.30
3	87.32	12.68
4 Lower	87.05	12.95

4. Bonuses

- Mean Bonus Gap = 37.39%
- Median Bonus Gap = 33.33%
- The gender split for those in receipt of bonuses was 72.08% men compared to 27.92% women

Supporting Narrative

5. The Trust has a job evaluation system which underpins our Agenda For Change pay scales to ensure we pay men and women the same for work of equal value (equal pay)

6. We recognize that our Gender Pay Gaps are relatively large. However, through benchmarking we are aware that they are in line with those of other NHS providers of acute services in the Yorkshire and Humber region.

7. The following are amongst the factors that contribute to these significant gaps:
 - **Pay Gap**
 - The relatively high proportion of women in the NHS workforce; around 80%
 - The predominance of women in the mid range Agenda for Change Pay Bands 5 and 6 particularly in nursing and therapies
 - The relatively higher proportion of men in Medical and Dental Consultant posts

 - **Bonus Gap**
 - The relatively high proportion of male Medical and Dental Consultants who receive clinical excellence awards compared to women Consultants

8. In putting forward these factors, some of which are societal, we are not seeking to talk down the Trust's pay gaps, but rather to provide the context in which they exist. For example, in wider society roles, that have traditionally attracted a higher proportion of women, such as caring and childcare, are often less valued by society than male dominated roles.

What actions to be taken in response?

The Trust plans to undertake further analysis over the coming months so as to gain a better understanding of the causes of the gender pay gaps we have with a view to identifying any actions the Trust might reasonably take to reduce them.