

**SUSTAINING HIGH
QUALITY CARE
THROUGH INCLUSION**

**GENDER PAY GAP
REPORT 2018**



TAKING **PRIDE** IN OUR CARE

Barking, Havering and Redbridge
University Hospitals

NHS Trust





Gender in the NHS



% of England's working population who are...¹

Men
53%

Women
47%

% OF NHS
WORKFORCE
WHO ARE...²

Men 23%
Women 77%



5%

of female
staff are
doctors and
dentists²

22%

of male staff
are doctors
and dentists²



46% of very
senior manager
roles in the NHS
are held by
women³

NHS

The % of all **Agenda for Change** staff who are...²

Bands 8a-9 who are...²
31% men 69% women

Bands 1-4 who are...²
20% men 80% women

Bands 5-7 who are...²
18% men 82% women

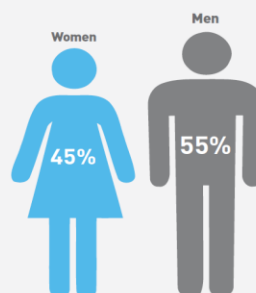


Men

20%



The % of all **medical & dental** staff who are...²



% of consultants who are...²
65% men 35% women

% of other medical &
dental staff who are...²
53% men 47% women

% of GPs who are...⁴
48% men 52% women

% of doctors in training
who are...²
47% men 53% women

Source:

1. England population in employment aged 16+. Office for National Statistics - Annual Population Survey, 12 months to September 2016.
2. NHS Digital, Hospital and Community Health Services (HCHS) workforce statistics: Equality and Diversity in NHS Trusts and CCGs in England, September 2016 - Experimental Statistics. Gender - Source Data. NHS Digital, Hospital and Community Health Services (HCHS) workforce statistics: Gender by grade in NHS Support Organisations and Central Bodies in England, September 2016. Healthcare. Gender by grade. http://content.digital.nhs.uk/media/2044/Statistical_Change_Note-Relating-to-NHS-HCHS-in-England-Workforce-Statistics.pdf
3. http://content.digital.nhs.uk/media/2044/Statistical_Change_Note-Relating-to-NHS-HCHS-in-England-Workforce-Statistics.pdf
4. NHS Digital, General and Personal Medical Services, England September 2015 - March 2016, Provisional Experimental statistics



www.nhsemployers.org



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NHS Employers



OUR WORKFORCE BY THE NUMBERS

| Band | Female | Male | Total | Female ratio | Male ratio |
|---------|--------|------|-------|--------------|------------|
| 1 | 2 | 3 | 5 | 40% | 60% |
| 2 | 919 | 200 | 1119 | 82% | 18% |
| 3 | 668 | 135 | 803 | 83% | 17% |
| 4 | 431 | 43 | 474 | 91% | 9% |
| 5 | 930 | 149 | 1079 | 86% | 14% |
| 6 | 938 | 202 | 1140 | 82% | 18% |
| 7 | 513 | 134 | 647 | 79% | 21% |
| 8a | 146 | 65 | 211 | 69% | 31% |
| 8b | 64 | 26 | 90 | 71% | 29% |
| 8c | 22 | 21 | 43 | 51% | 49% |
| 8d | 9 | 9 | 18 | 50% | 50% |
| 9 | 15 | 11 | 26 | 58% | 42% |
| Medical | 345 | 521 | 866 | 40% | 60% |
| VSM | 12 | 5 | 17 | 71% | 29% |
| Total | 5014 | 1524 | 6538 | 77% | 23% |

| Staff Group | Female | | Male | |
|---|--------|----|--------|----|
| | Number | % | Number | % |
| Additional professional, scientific and technical | 116 | 62 | 72 | 38 |
| Additional clinical services | 1042 | 82 | 236 | 18 |
| Administrative and clerical | 1209 | 81 | 279 | 19 |
| Allied health professionals | 263 | 71 | 110 | 29 |
| Estates and ancillary | 3 | 18 | 14 | 82 |
| Healthcare scientists | 118 | 62 | 76 | 39 |
| Medical and dental | 345 | 40 | 520 | 60 |
| Nursing and midwifery registered | 1869 | 90 | 210 | 10 |
| Students | 49 | 88 | 7 | 13 |
| Total | 5014 | 77 | 1524 | 23 |



GENDER PAY GAP DATA

- On average our mean pay gap is 30.3%
- The average woman at this company is paid 23.4% less than the average man
- Women make up 57.2% of higher-paid jobs and 83.6% of lower-paid jobs
- Nationally 91% of NHS organisations reported a pay gap in favour of men - ranging from 0.1% of median hourly pay (Lancashire Teaching Hospitals) to 52.5% (Health Education England)



MIND THE GENDER PAY GAP



REASONS FOR OUR GENDER PAY GAP

- Lower number of women compared to men in bands 8c, 8d, 9 and the medical workforce
- Men are 3x as likely than women to receive bonus pay
 - More men being in the medical workforce
 - More men receive the Clinical Excellence Award because they are more likely to apply
- Our local picture reflects the wider NHS

Two-thirds of councils and 90% of NHS trusts have a gender pay gap



▲ 'Despite having longstanding pay scales and an overwhelmingly female workforce, sometimes at senior levels, many councils and NHS trusts have above-average pay gaps.' Photograph: Joe Giddens/PA

Men still earn more at overwhelming majority of public

Myth

It's going to cost lots of money to get rid of my gender pay gap



Fact

Many changes involve addressing attitudes and practices rather than your bank balance - and some will save you money while improving staff retention



**GENDER
PAY GAP**
Closing it together

www.acas.org.uk/genderpay



OUR RESPONSE TO OUR GENDER PAY GAP

- Inclusive recruitment approaches with Diversity Partners representing our diverse workforce
 - We are launching Diversity Partners on the 1 October 2018
- Revised approach to and promotion of flexible working
 - We have removed the statutory qualifying period and made applying a two step process rather than a four step process
 - This new approach to flexible working enables us to better support staff members to stay at work and explore opportunities to progress their careers in-house
- Specific focus on Clinical Excellence Awards with workshops and encouraging women to apply in 2018/19

