

Kent and Medway NHS and Social Care Partnership Trust Gender Pay Gap Report 31st March 2023

1. Background and context

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees. There are two sets of regulations but it is the second set which is relevant to KMPT as a public authority. Employers will have up to 12 months to publish their gender pay gaps from the snapshot date of 31 March each year.

The results must be published on the employer's website and a government website. While employers may already be taking steps to improve gender equality and reduce or eliminate their gender pay gap, this process will support and encourage action. Whilst we are not obliged to publish a narrative accompanying the figures, we believe it is important do so to be transparent about the pay gap in KMPT and the steps we will be taking to address this gap.

Gender pay reporting is different to equal pay – equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

The gender pay gap shows the difference in the average pay between all men and women in a workforce. If a workforce has a particularly high gender pay gap, this can indicate there may be several issues to deal with, and the process of analysing the individual calculations may help to identify what those issues are.

The NHS terms and conditions of service handbook contain the national agreements on pay and conditions of service for NHS staff other than very senior managers and medical staff.

Job evaluation (JE) enables jobs to be matched to national job profiles or allows trusts to evaluate jobs locally, to determine in which Agenda for Change pay band a post should sit.

2. The Gender pay Gap Indicators

An employer must publish six calculations showing their:

- Average gender pay gap as a mean average
- Average gender pay gap as a median average
- Average bonus gender pay gap as a mean average
- Average bonus gender pay gap as a median average
- Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
- Proportion of males and females when divided into four groups ordered from lowest to highest pay, known as quartiles.

3 Approach

Our gender pay data has been obtained from our Electronic Staff Record System (ESR) for all staff employed and paid on the snapshot date 31st March 2023.

The data and calculations have been derived from hourly rates of pay of:

- all employees (male/female) employed on the snapshot date (31 March 2023) – these are referred to as ‘relevant employees’
- all employees (male / female) who were paid their usual full pay in their pay period that included the snapshot date - these are referred to as ‘full-pay relevant employees’ (whether full time or part time they would have earned their usual pay in the pay period of the snapshot date.

The pay in consideration of the gender pay analysis is:

- basic pay
- allowances (such as payments for extra responsibilities, location-related payments, car allowances, recruitment or retention incentives)
- shift premium pay

Bonuses are considered separately and, as per national guidance, include any rewards related to:

- profit-sharing
- productivity
- performance
- incentive
- commission

These are considered over a 12-month period to March 2023 as per guidance.

4. KMPT workforce context and gender pay results 31 March 2023

The current gender split within the overall workforce is 74.92% female (2848) and 25.07% male (953) (Headcount). The data shows a 2% increase in females employed in 2022/2023 compared to 72.99% in 2021/2022 and a decrease in males employed by 2.0% from 27.1% in 2021/2022.

The breakdown of proportion of females and males in each banding by Headcount. The table shows the breakdown of the proportion of males and females by head count highlighting with red and green arrows an increase/decrease when compared to the previous year.

	2021/2022		2022/2023			
	Female	Male	Female		Male	
Band 2	9.64	3.99	8.79	↓	3.78	↓
band 3	12.86	3.37	12.52	↓	3.48	↑
Band 4	7.04	1.34	6.72	↓	1.42	↑
Band 5	6.92	2.17	6.74	↓	1.89	↓
Band 6	13.37	3.51	13.51	↓	3.84	↑
Band 7	8.16	2.34	7.62	↓	2.29	↓
Band 8 Range A	2.96	1.03	3.35	↑	1.1	↑
Band 8 Range B	1.53	0.76	1.24	↓	0.47	↓
Band 8 Range C	0.76	0.29	0.81	↑	0.45	↑
Band 8 Range D	0.45	0.26	0.43	↓	0.25	↓
Band 9	0.14	0.19	0.13	↓	0.09	↓
Other	9.02	7.9	10.58	↑	8.52	↑

Difference between mean and median

We look at both the mean (average) and median (middle) when pay gap reporting.

The mean difference is the difference in average hourly pay, adding all pay rates together and dividing by the total number of employees.

The median difference is the difference in hourly pay between the middle paid male employee and middle paid female employee.

Both the mean average pay and median average pay have decreased since 2021/2022.

Average gender pay gap as a mean average

This data provides the mean average gender pay gap in hourly pay as a percentage of men's pay. The pay difference for 2022/2023 is £3.33.

Mean hourly rate	Male (AfC)	Female (AfC)	% Difference
2022/2023	£21.60	£18.27	15.4%
2021/2022	£20.96	£17.52	16.4%

The table shows a 1.0% of a reduction in the difference in the mean average from 2021/2022 gender pay gap with men's mean hourly rate increasing by .64p and women's mean hourly rate increasing by .75p when compared to the previous year 2021/2022.

In 2022/2023 KMPT's gender pay gap is 15.4% which is still above the National Average of 14.3%

Average gender pay gap as a median average

This data provides the median gender pay gap in hourly pay as a percentage of men's pay. The pay difference is £1.82.

Median hourly rate	Male (AfC)	Female (AfC)	% Difference
2022/2023	£18.00	£16.18	10.0%
2021/2022	£17.47	£15.24	12.7%

This shows a 2.7% of a reduction in the difference with men's increasing by 0.53p and women increasing by 0.94p when compared to the previous year 2021/2022.

A pay gap exists because of an imbalance in the proportion of men and women across all levels of the organisation. This is not the same as equal pay where it is a legal requirement for men and women to be paid the same for performing the same work, or work of equal value.

Bonus Pay Gap

Bonus pay is defined as any remuneration in the form of money, vouchers or securities and related to profit sharing, productivity, performance, incentive or commission. Income that would be categorised under the heading would include, National and local Clinical Excellence Awards.

Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment

This calculation shows the proportion of males and females receiving a bonus payment.

Male employees paid bonus	Male employees paid bonus	Male staff overall	% diff	Female employees paid bonus	Female staff overall	% diff
2022/2023	19.0	953	1.99%	14.0	2848	0.49%
2021/2022	19.0	930	2.04%	16.0	2700	0.59%

This evidences a reduction in the number of female employees receiving bonus payments, whilst the number of male employees receiving bonus payments has remained the same when compared to the previous year despite the number of both male and female staff increasing overall when compared to the previous year.

Average bonus gender pay gap as a mean average

This data shows the difference in the mean (average) bonus pay paid to men and women.

Mean bonus payment	Male	Female	% Difference
2022/2023	£10121.08	£8668.62	14.35%
2021/2022	£9088.47	£8842.22	2.71%

This shows an increase of 11.64% in the mean average difference of the bonus gender pay gap when compared to the previous year.

Average bonus gender pay gap as a median average

This calculation shows the difference in the median bonus pay paid to men and women.

Median bonus payment	Male	Female	% Difference
2022/2023	£6032.04	£4222.39	30.00%
2021/2022	£6032.04	£4637.10	23.13%

This demonstrates an increase of 6.87% in the median average bonus gender pay gap when compared to the previous year.

Headcount by quartiles - Proportion of males and females when divided into four groups ordered from lowest to highest pay

If we split our lowest to highest paid employees into four groups (quartiles): Upper quartile being the highest paid. A pay quartile represents a quarter of the workforce ranked by pay, that 25% is then categorised based on gender to illustrate the proportion of males and females in each quartile.

This data shows the proportion of males and females in each of the pay quartiles by percentage highlighting with the red and green arrows an increase/decrease when compared to the previous year.

	2021/2022		2022/2023			
	Female	Male	Female		Male	
Lower (Q1)	79.5	20.4	80.76	↑	19.24	↓
Lower middle (Q2)	74	25.9	73.28	↓	26.72	↑
Upper middle (Q3)	77.8	22.1	77.42	↓	22.58	↓
Upper (Q4)	66.3	33.6	67.3	↑	32.7	↓

In the current gender pay gap for 2023, quartile 4 (highest paid jobs) shows women occupy 67.3% (599) and men occupy 32.7% (291) of the highest paid jobs within KMPT. This is in contrast of quartile 1 where women occupy 80.76% (718) and men occupy 19.24% (171) of the lowest paid jobs. Compared to 2022 gender pay gap there is a slight increase for women in both the lower quartile (1.26%) and the upper quartile (1.0%).

5 Conclusion

The Trust has made good progress in 2022/2023 in the following areas:

- A reduction of the mean average pay gap of 1%
- A reduction of the median pay gap of 2.7%
- A marginal increase in the number of males being recruited to work for the Trust in bandings 3,4 and 6.
- A slight increase of women being employed in higher band roles 8a and 8c.

6 Actions to take forward

In terms of next steps, the following action plan has been developed:

Gender Pay Gap Action Plan

Area and Objective	Lead	Timescales
Review recruitment/pathway of men in higher band roles <ul style="list-style-type: none"> • Rate of promotion to higher bands compared to women • Recruitment – spinal point at entry to organization. • Query are men negotiating higher bands at recruitment • Compare full time and part time gaps to see if this is reflective. • Compare requests (approved and declined) for men to change from full time to part time or women from part time to full time and vice versa. • Explore whether there is a gender bias in recruitment, advertising and job descriptions 	EDI Practitioner – Workforce Lead and Recruitment Manager	September 2024