

Gender Pay Gap Report 2018/19

The Countess of Chester Hospital NHS Foundation Trust (COCH) is committed to embedding equality and human rights across the whole organisation and to reducing inequality between any of the protected characteristics in the workplace. Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, COCH is required to report annually on gender pay gap, utilising a reporting framework set out by the Government Equalities Office (GEO) and to register with the GEO and submit its annual Gender Pay Gap Report (GPGR).

Gender pay gap definition:

The gender pay gap is a figure that shows the difference in the average pay between all men and women in a workforce. The gender pay gap is the difference between women's and men's average salary earnings, expressed as a percentage of men's earnings. It is a measure of women's overall position in the paid workforce and does not compare like for like roles.

How is this different to Equal Pay?

In contrast, 'equal pay' is a more specific legal concept that deals with the pay differences between men and women carrying out comparable jobs. While the gender pay gap focuses on an average across the whole organisation across a variety of different roles and pay bands. A large difference in the gender pay gap does not necessarily indicate unequal pay, which is determined by what people earn in comparable jobs.

What will the Gender Pay Gap show?

The gender pay gap can indicate that there is some practice to address if women are in roles that are paid less than men, and potentially, the reasons for this. This may be due to varied reasons, examples of which are listed below. An organisation can look to put together an action plan to improve their Gender Pay Gap.

Examples of potential gender pay gap dynamics in organisations:

- discrimination and bias in hiring and pay decisions
- women and men working in different industries and different jobs, with female-dominated industries and jobs attracting lower wages
- women's disproportionate share of unpaid caring and domestic work
- lack of workplace flexibility to accommodate caring and other responsibilities, especially in senior roles

- Women's greater time out of the workforce impacting career progression and opportunities.
- Lack of confidence among female staff seeking pay increases/leadership roles
- Occupational segregation
- Market-rate salaries. There's absolutely nothing wrong with setting market-rate salaries, but when this happens in sectors typically dominated by male workers, a gender pay gap can easily surface as a result.

The range of reasons as to why gender pay gap exists across different organisations in all of the workforce sectors is a complex issue. It is important to note that a gender pay gap does not equate to the existence of an equal pay problem, though a gender pay gap may be a catalyst for organisations to look into any reasons as to why the gap exists.

COCH Gender Pay Gap Report 2018/19:

The Mandatory Gender Pay Gap Reporting proposed that organisations should capture data as a snapshot on 5 April 2017 and then publish their findings no later than 4 April 2018. This cycle will then continue year on year going forward with organisations being required to maintain the data on their websites for three years in order to show progress made. This second report captures data as a snapshot on 5 April 2018.

Table 1

Gender	Avg. Hourly Rate	Median Hourly Rate
Male	20.2715	14.1326
Female	14.0004	12.2195
Difference	6.271	1.913
Pay Gap %	30.9353	13.5364

Table 2

Quartile	Female	Male	Female %	Male %
1	868	154	84.93	15.07
2	836	187	81.72	18.28
3	867	156	84.75	15.25
4	725	298	70.87	29.13

Analysis:

The tables above follow the GEO defined gender pay reporting format for the entire workforce establishment, as per the regulations.

Table 1 shows in column 2, that in 2018 the mean (average) difference in hourly rate by gender and determines that women are paid £6.27 per hour less than their male colleagues, which is equivalent to a pay gap of 30.94%. This is an increase in the GPG of 2017 by £0.85p per hour, which is equivalent to a pay gap increase of 3.14%.

In column 3, the difference in hourly rate by gender is calculated as a median hourly rate, as per GEO reporting requirements. This demonstrates that the median figure women are paid is £1.91 per hour less than men which is equivalent to a median pay gap of 13.54% which is an increase of 4.81% from 2017.

Table 2 provides a gender make-up by quartile, of the whole workforce establishment. Quartile 1 represents staff paid on lower salaries, with Quartile 4 representing the highest paid cohort of employees. Women account for 70.87% in quartile 4, a 1.33% decrease from 2017. The total percentage of women across the whole organisation 80.5% (1), so quartile 4 shows an underrepresentation of women, with all other quartiles being slightly above the overall workforce figure for women of 80.5%.

Table 3

Grade	Female		Male		Difference in hourly rate	Percentage difference
	Headcount	Average Hourly Rate	Headcount	Average Hourly Rate		
Band 1	205	£9.61	63	£9.90	£0.29	3%
Band 2	1101	£9.84	178	£10.01	£0.17	2%
Band 3	341	£9.92	83	£10.50	£0.57	5%
Band 4	219	£11.39	47	£11.68	£0.28	2%
Band 5	657	£14.39	85	£13.65	-£0.75	-5%
Band 6	471	£17.46	71	£16.47	-£0.99	-6%
Band 7	243	£20.31	52	£19.66	-£0.65	-3%
Band 8a	65	£23.17	16	£23.52	£0.35	1%
Band 8b	9	£27.75	7	£28.73	£0.98	3%
Band 8c	12	£33.15		£36.16	£3.01	8%
Band 8d		£38.62		£37.99	-£0.63	-2%
Band 9	0	£0.00		£47.04	£0.00	0%
Consultant	62	£45.77	126	£46.42	£0.65	1%
Other Ancillary	31	£4.95	1	£3.50	-£1.45	-41%
Other M&D	74	£23.17	78	£27.58	£4.41	16%
Snr Managers	6	£37.60	6	£47.29	£9.69	20%
Grand Total	3498	£13.85	823	£19.97	£6.11	31%

Table 3 above provides a representation of the workforce establishment, based on pay-bands. Headcounts of less than 6 are not shown to adhere to information governance guidelines. In the pay band group ‘Senior Managers’ there is a slightly higher female headcount, however this group doesn’t include Medical Leads who are counted in the ‘Consultant’ cohort. It is important to note from the earlier data in Table 2 for quartile 4, which is the highest paid cohort of employees, that women accounted for 70.87%, rather than the workforce total of 80.5%. The gender make-up in the *Consultant* cohort is statistically significant, in what is the highest hourly rate paid group of employees at an average £46.20. Women in this cohort account for just 33% of employees.

Table 4

Average & Median Bonus		
Gender	Avg. Pay	Median Pay
Male	11723.64	9040.5
Female	8632.13	6027.04
Difference	3091.51	3013.46
Pay Gap %	26.37	33.33

Table 5

Gender	Employees Paid Bonus	Total Relevant Employees	%
Female	15	3833	0.39
Male	47	916	5.13

Tables 4 and 5 above provide information on bonus payments to employees and gender, including headcount (table 5) for this reporting period. It can be seen from table 4 that women were paid a mean average of £3,091.51 less and a median of £3,013.46 less than their male counterparts, equating to pay gaps of 26.37% and 33.33% respectively.

In 2017 women were paid a mean average of £4,876.89 and a median of £5,967.10 less than their male counterparts, pay gaps of 36.5 and 50% respectively, therefore a decrease in the pay gap for bonuses has occurred. This is likely due to the decrease in average pay for male bonuses which has decreased from £13,360.71 in 2017 to £11723.64 in 2018.

Preliminary action plan:

The 2017 action plan has been superseded and an updated plan is provided below to better address statistics from more recent figures in 2018.

In order to address its Gender Pay Gap, COCH will consider initiatives with regard to reducing gender pay gap and building on its inclusive values and high equality performance rating;

- To set up a Gender pay gap working group that will oversee analysis and planning on gender pay gap reduction, to include membership from Human Resources, Council of Governors, Executive lead, Equality and Diversity, Staff Side, HR Business Services and Learning and Development.
- The Gender pay gap working group to formulate a three year action plan and report on gender pay gap working group activity and recommendations into to People and Organisational Development Committee, Equality Diversity and Human Rights Strategy Group and Gender and Sexuality Equality Group.
- Utilise strategic communications to promote policies and functions to support all staff to develop and undertake opportunities such as:
 - Flexible working
 - Carers Strategy initiatives
 - Shared parental leave
 - Continuing Professional Development
 - Career progression workshops
 - Leadership development programmes
- Consider positive action options in roles and pay bandings where men or women may be under-represented, within recruitment and development programmes.

- Publicise gender pay gap data and collaborate with regional colleagues to look at benchmarking, share best practice and initiatives.

Action	Responsible	Evidence	Time scale	RAG
Set up a Gender pay gap working group that will oversee analysis and planning on gender pay gap reduction, to include membership from Human Resources, Council of Governors, Executive lead, Equality and Diversity, Staff Side, HR Business Services and Learning and Development.	People and Organisational Development Committee	Gender Pay Gap Working Group established Minutes Briefings Reports Terms of reference Action plans	May 2019	
Formulate a three year action plan and report on gender pay gap working group activity and recommendations into to People and Organisational Development Committee, Equality Diversity and Human Rights Strategy Group and Gender and Sexuality Equality Group. The working group will be monitored by the People and Organisational Development Committee.	Gender Pay Gap Working Group	3 year action plan formulated Presentations / briefings to POD Committee, Board, Equality Diversity and Human Rights Strategy Group Evidence of 3 year action plan ratification by executive committee recorded	July/August 2019	
Utilise strategic communications to promote policies and functions to support all staff to develop and undertake opportunities such as: Flexible working Carers Strategy initiatives	Gender Pay Gap Working Group Communications Team	Round Up Staff Side communications Engagement activities Presentations Audit Focus groups	Ongoing	

Shared parental leave Continuing Professional Development Career progression workshops Leadership development programmes				
Consider positive action options in roles and pay bandings where men or women may be under-represented, within recruitment and development programmes.	People and Organisational Development Committee	Briefings Action plans GRGR updates	Ongoing	
Review gender pay gap analysis in line with the local Clinical Excellence Awards.	Medical Workforce Board	Minutes Recommendations	September 2019	
Publicise gender pay gap data and collaborate with regional colleagues to look at benchmarking, share best practice and initiatives.	E&D Manager HR & Wellbeing Business Services Gender Pay Gap Working Group	Annual GPGR submission to GEO within required timeframes Benchmarking reports Minutes Joint working initiatives	GPGR - Annually by 31 st March Ongoing	

Notes:

- 1 – Source [COCH Workforce Equality Analysis Report \(2017\)](#)
- 2 – Consultant pay band cohort includes some Senior Managers
- 3 – Senior Managers cohort does not include Medical Senior Leads

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