



King's College   
Hospital  
NHS Foundation Trust

## **Gender Pay Gap Report**

2016/17 Report

Version 1.0

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## **1. Introduction**

1.1 Earlier this year, the Government introduced legislation which made it statutory for organisations with 250 employees or more to report annually on their gender pay gap.

1.2 The gender pay gap is the percentage difference between average hourly earnings for men and women.

1.3 To comply with the legislation, organisations with 250 staff or more must include the following information

- their mean and median gender pay gaps;
- the mean and median gender bonus gaps;
- the proportion of men and women who received bonuses;
- the proportions of male and female employees in each pay quartile.

1.4 The figures in paper have been calculated using a specific reference date - this is called the 'snapshot date'. The snapshot date is the 31 March as we are an public sector organisation.

## **2. Purpose of report and distinction with Equal Pay**

2.1 This report provides more detail as to why there is a gap and what the Trust is doing to address this.

2.2 It should be noted that the gender pay gap is different to equal pay. Equal pay relates to 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.

2.3 Therefore, an organisation may be an equal pay employer, paying male and female staff equally for doing equal work and it may still have a gender pay gap. This is because while male and female employees doing like work or work of equal value are paid equally, there are different numbers of male and female employees doing different work for which they are paid differently.

## **3. What is our Gender Pay Gap?**

3.1 According to the Office for National Statistics (ONS) in April 2017, male employees earn 18.4% (based on the mean calculation) more than female workers.

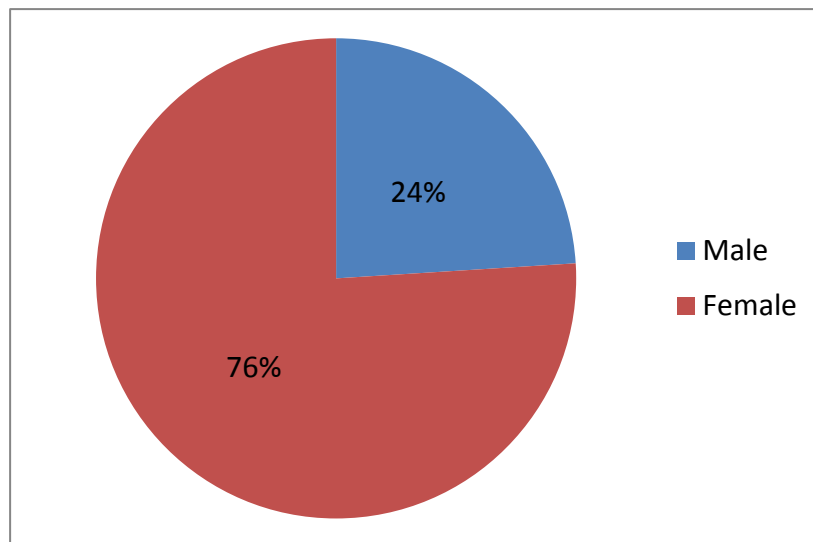
3.2 Our gender pay gap analysis shows that at King’s College Hospital, women employed by the Trust earn an average of 23.63% less than men per hour and 17.75% less than men per hour when the median calculation is applied (see section 6).

3.3 King’s College Hospital (KCH) is committed to the fair treatment and equitable reward of all staff irrespective of gender or other protected characteristics.

#### 4. King’s College Hospital – Gender Profile

4.1 While the overall working population of England is largely male, with a split of 53% male and 47% female, the NHS Workforce in England is significantly female, with 77% female staff and 23% male staff.

4.2. Like the NHS, King’s workforce is predominantly female with 76% female and 24% male.



4.3 The table below in section 4.6 shows the number and percentages of males and females at each quartile.

4.4 Quartiles are calculated by ranking the hourly pay rates for each employee from lowest to highest, before splitting the ranking into four equal-sized groups and calculating the percentage of males and females in each group.

4.5 While the pay system safeguards against equal pay issues there is still a gender pay gap owing to the distribution of male and female employees across the pay quartiles.

4.6 As can be seen from the table below, the percentage of female staff across the pay quartiles is relatively even except in the upper quartile where it is less.

<b>Quartile Descriptor</b>	<b>Male %</b>	<b>Female %</b>
Lower quartile	20.83	79.17
Lower middle quartile	18.16	81.84
Upper middle quartile	18.62	81.38
Upper quartile	39.61	60.39

4.7 Moreover, 40% of the total male population occupying roles of senior managers, senior consultants and higher grade doctors can be found in the upper quartile which is almost twice as many males found in any of the other quartiles. This is a significant contributor to the gender pay gap.

<b>Quartile Descriptor</b>	<b>Males%</b>	<b>Female %</b>
Lower quartile	21.4	26.1
Lower middle quartile	18.7	27.0
Upper middle quartile	19.2	26.9
Upper quartile	40.8	20.0

4.8 The impact of this distribution distorts the male median pay even though male employees are significantly outnumbered by female employees in all of the pay quartiles.

4.9 There are more male consultants (479) than female consultants (357) and this occupational group will fall into the upper quartile. When consultants are removed from the data set, the mean gender pay gap reduces significantly to £9.71 (from £23.63) and the median hourly rate reduces from £17.75 to £6.76.

4.10 We have also carried out some analysis to determine the impact on the average hourly pay by quartile which shows that females earn 17.29% (£6.71) less than males on average per hour (see table below).

<b>Quartile</b>	<b>Male (average pay hourly rate)</b>	<b>Female (average pay hourly rate)</b>	<b>% difference</b>
Lower quartile	11.61	11.65	-0.30%
Lower middle quartile	15.56	15.70	-0.89%
Upper middle quartile	20.94	20.68	1.28%
Upper quartile	38.73	32.02	17.29%

## 5. Distribution of Gender by Band

5.1 The table below illustrates that 2 out of the 9 staff groups across King's have a higher number of men within them i.e. Estate and Ancillary and Healthcare Scientists.

5.2 Notwithstanding this, there are broadly similar numbers of females and males in Medical and Dental staff group.

5.3 All of the other six staff groups have a significantly higher number of females.

<b>Staff Group</b>	<b>Male</b>	<b>Female</b>	<b>Grand Total</b>
Add Prof Scientific and Technic	97	315	412
Additional Clinical Services	318	1364	1682
Administrative and Clerical	540	1704	2244
Allied Health Professionals	99	474	573

Estates and Ancillary	60	36	96
Healthcare Scientists	121	115	236
Medical and Dental	979	987	1966
Nursing and Midwifery Registered	485	3398	3883
Students		12	12
<b>Total</b>	<b>2699</b>	<b>8405</b>	<b>11104</b>

## 6. The Gender Pay Gap – hourly rate of pay

6.1 When the basic hourly rates of pay are compared between men and women for all employees the table below shows that women earn 23.63% less than men or 17.75% if the median rate is applied. This is known as the Gender Pay Gap.

	Male	Female	Pay Gap Percentage (Women's earning are)
Mean (average) hourly rate for all employees	£25.18	£19.23	23.63% lower
Median hourly rate for all employees	£21.23	£17.46	17.75% lower

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reason is because males in some work areas tend to spend longer in post than females for example in Healthcare Scientists and Medical and Dental and because of this are higher up the pay scale or on a higher hourly rate.

## 7. The Gender Pay Gap – bonus payments

7.1 The Trust's bonus gender pay gap is calculated on a small population of 43 (see table below) in receipt of Clinical Excellence Awards (CEAs). CEAs are the only bonuses paid in King's. The table below represents the proportion of male and female employees receiving a bonus payment. We have excluded those receiving CEAs at levels 1 to 8 from the calculation.

Gender	% of male or female
Female	0.08%
Male	1.30%

7.2 CEAs are not awarded automatically and must be applied for. They recognise and reward NHS consultants who perform ‘over and above’ the standard expected for their role. Awards are given for quality and excellence, acknowledging exceptional personal contributions.

7.3 The table below illustrates that females receive a higher mean yearly bonus payment compared to males but when the median is applied there is no difference.

	<b>Male (£)</b>	<b>Female (£)</b>	<b>Pay Gap Percentage</b>
Mean bonus pay per annum	35818.17	40666.36	-13.54%
Median bonus pay per annum	35803.00	35803.00	0.00%

7.4 CEAs often relate to length of service so it will take many years for newly qualified consultants to progress through the CEA scale.

## **8. Closing the Gender Pay Gap**

8.1 King’s College Hospital is committed to closing the Gender Pay Gap. To work towards this we will:

- Ensure that gender equality is an integral part of our Equality, Diversity and Inclusion Strategy.
- Further analysis will be undertaken in areas where we discover factors influencing the Gender pay gap.
- Undertake further work to understand why there are less women receiving and/or applying for CEAs and put actions in place to specifically address this
- Discuss Gender Pay Gap data at the Board and at the Education Workforce Development Committee meetings.