



King's College 
Hospital
NHS Foundation Trust

Gender Pay Gap Report

Reference period: 31 March 2018

Report published: March 2019

1. Background

1.1 The Government introduced legislation in 2018 which made it a statutory requirement for organisations with 250 employees or more to report annually on their gender pay gap. The gender pay gap is the percentage difference between average hourly earnings for men and women. This report deals with the gender pay gap and the bonus pay gap.

1.2 This report provides more detail as to why there is a gap and what the Trust is doing to address this. The figures in this report have been calculated using a 'snapshot date'. As a public sector organisation, we are obliged to report on a snapshot date of the 31 March 2018.

1.3 Who is Included?

For the purposes of gender pay reporting, the 'extended' definition of who counts as an employee is defined in the Equality Act 2010. This includes employees (those with a contract of employment or a contract of apprenticeship), workers and agency workers (those with a contract to do work or provide services) and some self-employed people (where they have to personally perform the work). As per the national NHS Employers guidance:

- Self-employed workers and contractors of the Trust are excluded as it is not reasonably practicable to obtain the data, in line with regulation 2(3) of the Gender Pay Gap Information Regulations 2017.
- Agency workers will form part of the headcount of the agency that provides them and not the employer they are on assignment to, hence are excluded.
- Doctors under honorary contracts are counted by their academic institution and are also excluded from the calculations.

1.4 What is Counted?

The **gender pay gap** is calculated with employees 'ordinary pay'. 'Ordinary pay' is defined as basic pay, allowances, pay for piecework, pay for leave, Additional Programmed Activities and shift premium pay. It does not include overtime payments.

The **bonus pay gap** includes any remuneration in the form of money, vouchers, securities or options and relates to profit sharing, productivity, performance, incentive or commission.

2. Distinction with Equal Pay

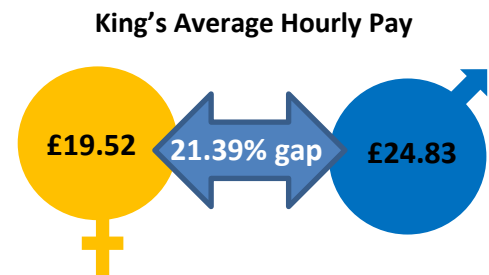
2.1 It should be noted that the gender pay gap is different to equal pay. Equal pay relates to the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because of their sex.

2.2 Therefore, an organisation may be an equal pay employer and it may still have a gender pay gap. This is because there are different numbers of males and females in roles and in the seniority of those roles; hence there may be a gender pay gap.

3. What is King's Gender Pay Gap?

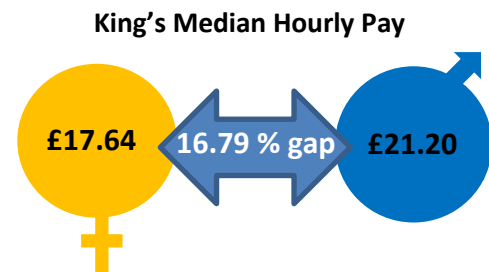
3.1 King's Average (Mean) Gender Pay Gap

Our gender pay gap analysis shows that at King's College Hospital, females employed by the Trust earn £19.52 per hour compared to £24.83 for males when the average (mean) hourly rate of pay is calculated. This means that females earn £5.31 less per hour which equates to a **21.39%** gender pay difference.



3.2 King's Median Gender Pay Gap

If the median position is taken females earn £17.64 per hour compared to £21.20 per hour for males. This equates to females earning £3.56 less per hour and a median percentage difference of **16.79%**. The median is included as it not affected by unusually high or low salaries.



3.3 The main reason for the pay gap is due to the distribution of males across the quartiles; although we have more females than males in all the quartiles, 40% of the total male population can be found in the upper quartile, over double any other quartile. We have a small gap (or favouring women if the median position is taken) when staff on medical pay scales are removed from the data, highlighting the significant impact this group has on the gender pay gap. We also have more male consultants than female consultants and this group receive some of the highest salaries in the Trust.

4. How Does Kin's Compare to Last Year?

4.1 Last year the Trust reported an average pay gap of 23.63% on the basis of male's average hourly rate of pay of £25.18 compared to £19.23 for females. The average pay gap has reduced slightly by 2.24%.

4.2 The trust reported a median pay gap last year of 17.75%. This has reduced by 0.95% this year to 16.80%.

4.3 King's is committed to the fair treatment and equitable reward of all staff irrespective of gender or other protected characteristics.

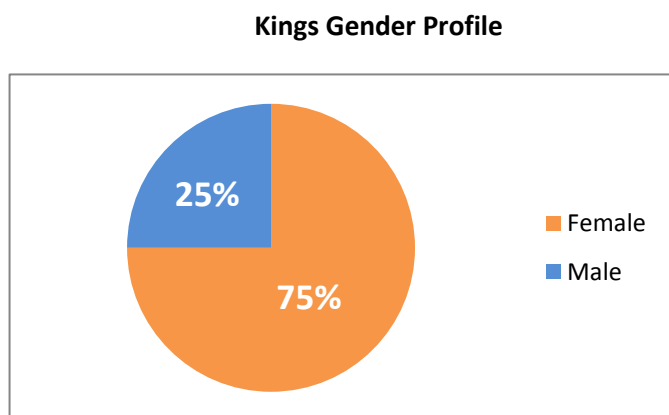
5. How Does King's Compare?

The overall NHS gender pay gap for 2018 is 23% (Department of Health and Social Care, 29 March 2019). King's average pay gap is lower than this at 21.39%, 1.61% lower than the NHS average. Once other London acute/teaching hospitals release their gender pay gap data it is our intent to complete a benchmarking exercise to understand how we compare. This can inform additional actions we may want to take during 2019.

6. King's College Hospital – Gender Profile

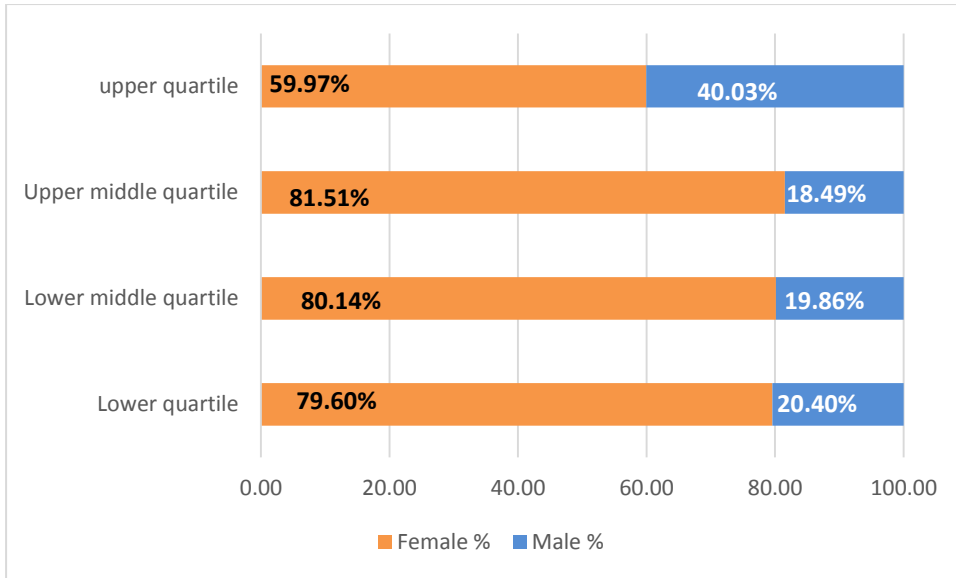
6.1 While the overall working population of England is largely male, with a split of 53% male and 47% female, the NHS Workforce in England is significantly female, with 77% female staff and 23% male staff.

6.2 King's workforce is predominantly female with 75% female and 25% male which is consistent with the overall trend as the NHS as a whole. The eligible population of 31 March 2018 was 8760 females and 2872 males.



6.3 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.

6.4 As can be seen from the graph below, the percentage of female staff across the pay quartiles is relatively even, except in the upper quartile where it is less. There are twice as many males found in upper quartile than the other quartiles.



	Females		Males	
	Number	% of female population	Number	% of male population
Upper Quartile	1744	19.91%	1164	40.53%
Upper Middle Quartile	2389	27.27%	542	18.87%
Lower Middle Quartile	2344	26.76%	581	20.23%
Lower Quartile	2283	26.06%	585	20.37%
Total	8760	100%	2872	100%

6.5 Although we have more females than males in the upper quartile, 40.53% of the total male population can be found in the upper quartile, compared to 19.91% of the female staff population. This means the average male is paid more than the average female, hence the pay gap. The pay gap for the upper quartile is 13.90%, with males earning on average £5.22 more an hour than females.

6.6 There are more male consultants (473) than female consultants (339) at Kings and all of this occupational group fall into the upper quartile except 2 females. 40% of males in the upper quartile are consultants, compared to 19% of females.

6.7 This distribution of males impacts the average and median pay gap even though male employees are significantly outnumbered by female employees in all of the pay quartiles.

7. The Gender Pay Gap – Further Analysis

7.1 Agenda for Change, Directors and Personal Salary Pay Scales

It is useful to look into the data to understand more about the gender pay gap by looking at the gender pay gap for staff on agenda for change (afc) pay scales, director emolument and personal salary, with those on medical pay scales removed from the data set. The table below shows the average and median hourly earnings for female and male staff on afc pay scales, and the percentage gap. Once staff on medical pay scales are removed from the data set the gap reduces significantly from 21.39% to 2.98% if the average is taken and 16.80% to -3.25% if the median position is taken. The negative figure indicates a gap in favour of women.

Afc	Average pay	Median Pay
Female	£17.88	£16.96
Male	£18.43	£16.42
Difference	£0.55	-£0.53
Pay Gap %	2.98%	-3.25%

7.2 Medical and Dental Pay Scales

The medical population at Kings is made up of 2031 staff, with 992 females (49%) and 1039 males (51%). This is much higher than the representation of males in the trust as a whole at 25%. 36% all the males in the trust fall into this group which includes consultants, registrars, doctors and dentists. The average pay gap for this group is 10.33% and 10.89% if the median position is taken. This indicates this group has a marked influence on the gender pay gap.

Medical and Dental	Average pay	Median Pay
Female	£32.39	£31.76
Male	£36.12	£35.65
Difference	£3.73	£3.88
Pay Gap %	10.33%	10.89%

8. The Gender Pay Gap – Bonus Payments

8.1 Two bonuses are given at King's:

- Clinical Excellence Awards (CEAs)
- Long service awards (none awarded in the reporting period 1 April 2017 to 31 March 2018)

8.2 Clinical Excellence Awards

This year, the Trust's bonus gender pay gap is calculated on a small population of 300 (see table below) in receipt of Clinical Excellence Awards (CEAs).

8.3 The table below represents the number and percentage difference of male and female employees receiving a bonus payment. This includes local CEAs and national CEAs in line with the NHS Employers guidance.

Gender	Number of Bonuses	% of male or female	Proportion receiving bonus payment
Female	101	34%	1.15%
Male	199	66%	6.93%

8.4 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.

8.5 The table below illustrates that not only do males receive more bonus payments than females but males also receive a higher bonus amount equating to a 36.15% more if the average position is taken and 45% greater if the median calculation is applied.¹

Gender	Average Pay	Median Pay
Male	£15,544.08	£10,967.28
Female	£9,924.15	£6,032.04
Difference	£5,619.92	£4,935.24
Pay Gap %	36.15%	45.00%

9. 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.

¹ A new local CEA scheme will be in place from April 2018 until 2021, which is set out in schedule 30 to the 2003 Consultant Terms and Conditions. New local CEAs which are granted between 1 April 2018 and 31 March 2021 under schedule 30 will be non-consolidated and non-pensionable and payable for one year only. The impact of this change on the bonus gender pay gap will be monitored.

- Undertake further analysis in areas where we discover factors influencing the gender pay gap.
- Discuss gender pay gap data at the Board and at the Education Workforce Development Committee meetings.
- Seek an executive gender champion to support closing the gender pay gap and drive change.

Examples of Specific Initiatives:

Clinical Excellence Awards

- Kings is working in partnership with the Behavioural Insights Team from the Government Equalities Office to improve outcomes for women in the Clinical Excellence Awards process through behavioural science for 2019.
- We have written to all consultants informing them of the CEA process and advising how to apply for them, including those on career break, maternity leave and sick leave to ensure inclusivity for those who may not be present at work.
- Ensure male and female representation on the scoring panels for 2018 local CEAs to encourage fairness and proportional representation.

Recruitment

- In 2019 we will launch a new recruitment eLearning module focusing on value based recruitment and unconscious bias. The training builds on the values based recruitment that is already taking place. This will be mandatory learning for recruitment panellists.
- A career development portal which includes advertising job opportunities internally will be explored.

Learning and Development

- We run in house leadership and management workshops (ilead) for staff with management responsibility, equipping managers with the skills to manage capability, discipline, dignity and absence fairly, without discrimination and supportively.
- We run a number of accredited qualification programmes for line managers, including level 3 and 5, MA in leadership and an MBA programme.
- In 2019 unconscious bias training will be mandatory leaning for all staff.

Career Development

- We have launched our first high-potential training programmes; Aspiring Matrons and Aspiring Ward Managers. We will monitor the gender split and career progression of participants on this programme.
- We are looking to launch training programme for existing ward managers and matrons in 2019/20.
- We launched our new appraisal system, LEAP during 2018 and 90% of our staff are recorded as being appraised. It is during this process we encourage our managers to have the career conversation.