



King's College Hospital
NHS Foundation Trust

Gender Pay Gap Report

Reference period: 31 March 2019

Report published: April 2020

Version 1

1. Background

1.1 The Government introduced legislation in 2017 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 2019.

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 leave, and shift premium pay. It does not include overtime payments (which includes on call and additional programmed activities).

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. The only bonuses at King's are clinical excellence awards and long service awards. As these are awarded for different reasons and there is no potential for bias in the long service awards process only the clinical excellence awards have been included in the overall bonus pay gap calculation. The long service awards are discussed separately in this report.

2. Distinction with Equal Pay

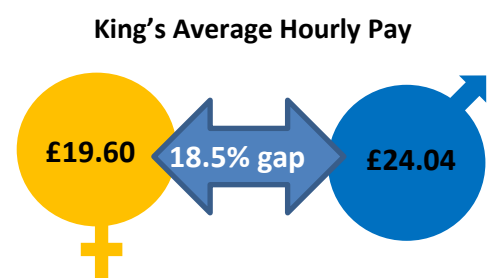
2.1 It should be noted that the gender pay gap is different to equal pay. Equal pay relates to the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because of their sex.

2.2 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 the pay gap.

3. What is King's Gender Pay Gap?

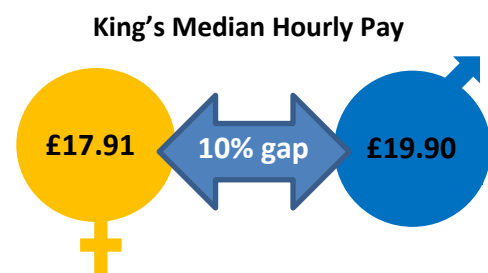
3.1 King's Average (Mean) Gender Pay Gap

Our gender pay gap analysis shows that at King's College Hospital, females employed by the Trust earn £19.60 per hour compared to £24.04 for males when the average (mean) hourly rate of pay is calculated. This means that females earn £4.44 less per hour which equates to an **18.5%** gender pay difference.



3.2 King's Median Gender Pay Gap

If the median position is taken females earn £17.91 per hour compared to £19.90 per hour for males. This equates to females earning £1.99 less per hour and a median percentage difference of **10%**. The median is included as it not affected by unusually high or low salaries.



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

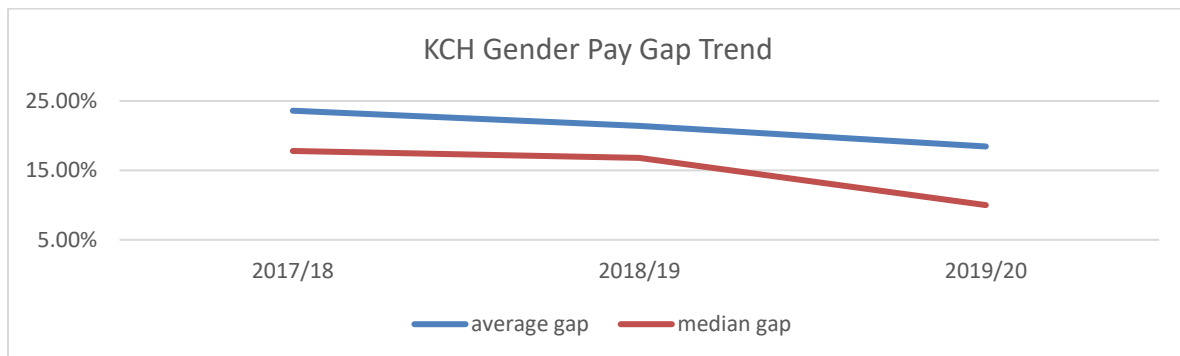
3.4 Why do we have a Gap?

Our analysis into the gender pay gap at King's shows that factors such as age, length of service and progression all influence our gender pay gap. For medical staff males are over represented in senior medical grades, such as consultants and specialist registrars, which has large impact on our gender pay gap. Males are also over represented at higher levels (band 8a upwards) which is why the mean gender pay split favours men even with AfC pay scales.

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

4.1 Last year the Trust reported an average pay gap of 21.4% on the basis of male's average hourly rate of pay of £24.83 compared to £19.52 for females. The average pay gap has reduced slightly by 2.9% (£0.87). The Trust reported a median pay gap last year of 16.8%. This has reduced by 6.78% this year to 10%.

4.2 The graph below shows that the gender pay gap at King's has steadily decreased since 2017, this is due to a more even spread of males and females across the quartiles.



5. How Does King's Compare?

The gender pay gap among all employees in the UK fell from 17.8% in 2018 to 17.3% in 2019, and continues to decline.¹ The overall NHS gender pay gap for 2018 was 23%.² King's average pay gap is lower than this at 18.5%, 4.5% lower than the NHS average.

An independent review, the Gender Pay Gap in Medicine Review has found that the continued dominance of men in senior medical positions is one of the main causes of the gender pay gap in medicine. The review showed that the gender pay gap for doctors is 17%.³

6. King's College Hospital – Gender Profile

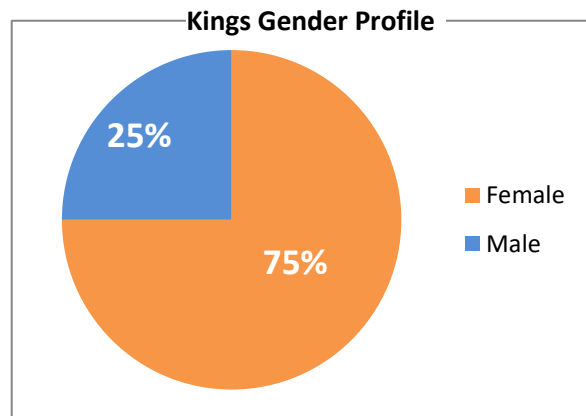
6.1 While the overall working population of England is largely male with a split of 53% male and 47% female, the NHS Workforce in England is significantly female, with 77% female staff and 23% male staff.

¹<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2019>

² <https://www.gov.uk/government/news/new-data-on-gender-pay-gap-in-medicine>

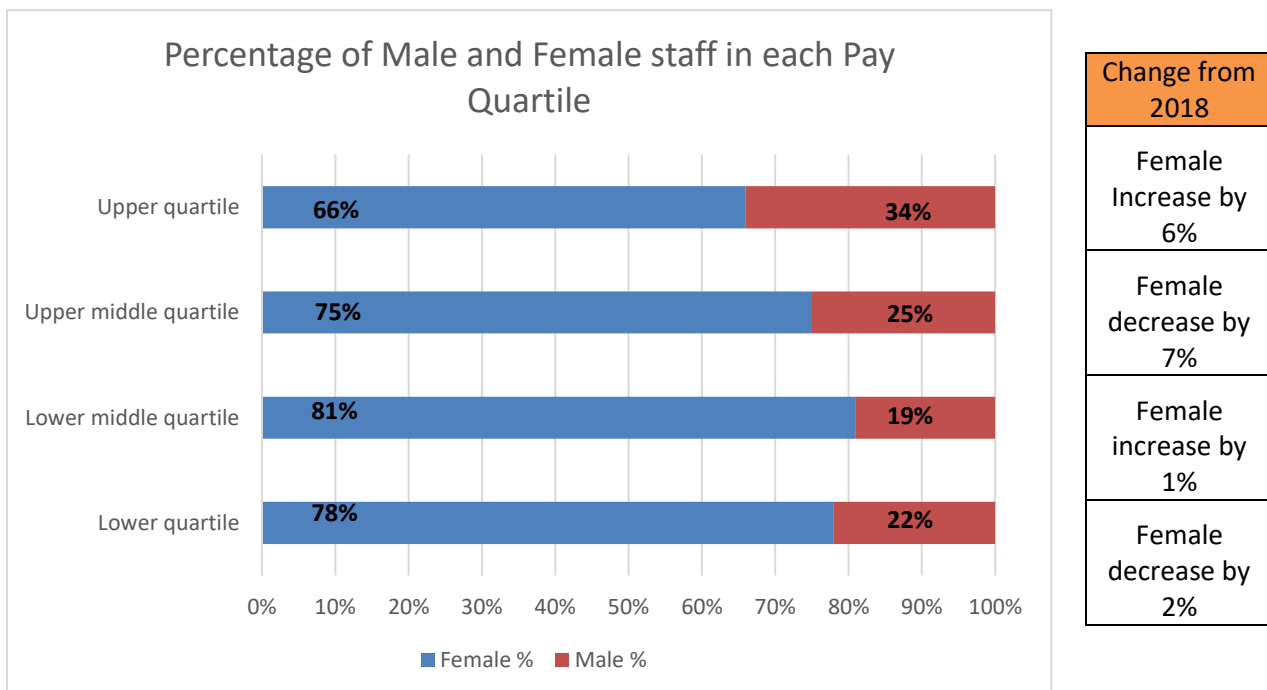
³ <https://www.gov.uk/government/news/new-data-on-gender-pay-gap-in-medicine>

6.2 King’s workforce is predominantly female, the staff population is 75% female and 25% male, which is unchanged from last year. This is consistent with the overall trend as the NHS as a whole. The eligible population of 31 March 2018 was 8873 females and 2967 males, a slight increase in number for both males and females compared to 2018.



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. The upper quartile includes the highest earners, and the lower quartile the lowest earners.

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 significantly less. More than a third of the whole male population at King’s are in the upper quartile.



	Females	Males
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	Number	% of female population	Number	% of male population
Upper Quartile (4)	1937	21.8%	1011	34.1%
Upper Middle Quartile (3)	2245	25.3%	729	24.6%
Lower Middle Quartile (2)	2377	26.8%	568	19.1%
Lower Quartile (1)	2314	26.1%	659	22.2%
Total	8873	100%	2967	100%

6.5 Although we have more females than males in the upper quartile, 34.1% of the total male population can be found in the upper quartile, compared to 21.8% of the female staff population. Although still disproportionate, this has improved since last year, which saw 40.53% of the male population and 19.91% of the female population in the upper quartile. This means the average male is paid more than the average female, hence the pay gap. In the upper quartile males earn on average £6.93 more an hour than females.

6.6 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, VSM and Medical staff

To understand more about the gender pay gap, staff on agenda for change (AfC) pay scales, very senior manager (VSM) and medical staff gender pay gaps have been analysed separately.

The table below shows the average and median hourly earnings for female and male staff in each of the groups mentioned above.

Pay Groupings	Female	Male	Difference in average hourly rate	Pay Gap
AfC	£18.13	£18.58	£0.45	2%
Medical	£30.88	£33.61	£2.74	8%
VSM	£57.19	£57.00	£-0.19	0%

From the above calculations, it is apparent that when looking at the whole staff population the largest gender pay gap is for medical colleagues, with females earning £2.74 less an hour than their male colleagues. For staff on AfC pay scales, there is a small gap (45p less an hour) and a gap which marginally favours females for the very senior managers (this group includes directors, the Trust Chair and non-executive directors [21 staff]).

7.2 When the data is examined by age, we can see that for AfC staff the gap is in favour of females in under 30. The gap also favours females at 41 - 45 and 66 - 70. For all other age ranges the gap favours males, and the pay gap generally increases with age. This indicates that women may be affected by the “motherhood penalty”. For medical staff, the gap favours women up until the 41 - 45 age range against suggesting the “motherhood penalty” or other caring arrangements are having an impact on pay and pay progression.

8. The Gender Pay Gap – Bonus Payments

8.1 Two bonuses are given at King’s:

- Clinical Excellence Awards (CEAs)
- Long service awards

8.2 Clinical Excellence Awards

This year, the Trust’s bonus gender pay gap is calculated on a small population of 289 (see table below) in receipt of Clinical Excellence Awards (CEAs).

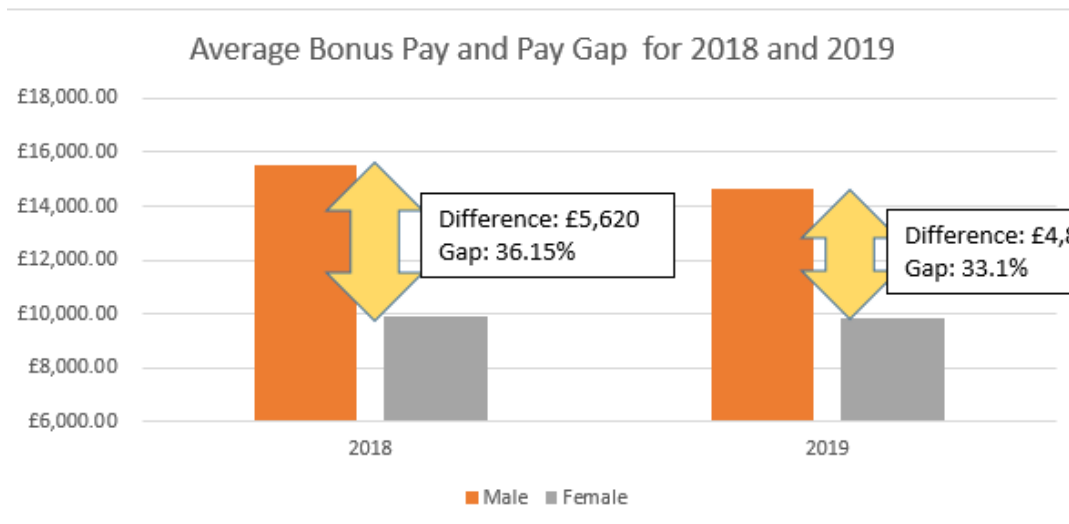
8.3 The table below represents the number and percentage difference of male and female employees receiving a bonus payment. This includes local CEAs and national CEAs in line with the NHS Employers guidance. All staff are included for the bonus pay gap calculations on the proportion of staff receiving a bonus, hence a larger staff population larger than the total used for the ordinary pay calculations.

Gender	Number of Bonuses	% of male or female	Proportion receiving bonus payment
Female	96	34%	1.01%
Male	193	66%	6.33%

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. This equates to 33.11% more if the average position is taken and 33.33% greater if the median calculation is applied.⁴

Gender	Average Pay	Median Pay
Male	14,653.58	9,048.00
Female	9,802.39	6,032.04
Difference	4,851.19	3,015.96
Pay Gap %	33.11%	33.33%



8.6 Long Service Awards

Commitment to King’s Awards recognise individual's commitment to King's through their length of continuous service with the organisation. Members of staff with 25 or 40 years continuous substantive service with King's College Hospital NHS Foundation Trust will receive an award, a £100 or £200 voucher respectively. 81 staff received long service awards in the reporting period. 64 females and 17 males received a long service award, representing a slightly higher proportion of females than the overall staff population. There is a slight overall long service award gap (0.03%) as there were only 3 staff who received the 40 years’ service, one of these being male. There is no median gap.

⁴ A new local CEA scheme is in place 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.

9. Closing the Gender Pay Gap

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

- Ensure that gender equality continues to be an integral part of our Equality, Diversity and Inclusion Strategy.
- Undertake further analysis in areas where we discover factors influencing the gender pay gap.
- Discuss gender pay gap data at the Board, Workforce Delivery group, EDI Steering Group and consultant Committee meetings.
- Review of flexible working policy to ensure this is supportive and being applied fairly.

Examples of Specific Initiatives:

Clinical Excellence Awards

- In 2019 we participated in a research project funded by the Government Equalities Office conducted by the Gender and Behavioural Insights programme team, examining whether there is any gender bias in Clinical Excellence Awards. For this evaluation, King's College Hospital Foundation Trust provided pseudonymised data on our consultant population and CEA applications and awards, to help understand any gender disparity in local award schemes and why it may be occurring. The main findings of the project highlighted:
 - No significant difference in application rates by gender
 - No significant difference in success rates by gender
 - Part-time staff are less likely to apply, but more likely to be successful
 - Men are more likely to have a CEA, especially higher levels
 - The key driver of the gender gap in existing CEA awards is age
- We have introduced CEA support and training sessions, aimed at all consultants. The session provided advice from previous successful applicants and practical local guidance on how to apply and what makes a successful application. Review services were offered for those who wanted a senior consultant colleague to review and advise on their application. It was to give those who might need more advice and confidence around applying.
- Continue to ensure male and female representation on the scoring panels for 2020 local CEAs to encourage fairness and proportional representation.

Recruitment and Career Progression

- A number of changes to our recruitment and career development processes are planned for early 2020, such as a new recruitment eLearning module focusing on

value based recruitment and unconscious bias, diverse recruitment panels and the mandation of having a EDI questions at interview panels.

- A career development portal, King's Jobs was launched in 2019. This allows transparency over acting up opportunities and gives internal staff the first opportunity to apply for roles before going to the external market.