



GENDER PAY GAP REPORT

Reference period: 31 March 2020

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1. Introduction

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 requires employers to report their gender pay gaps for any year where they have a headcount of 250 or more employees with effect from 31 March 2017.

1.1. 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 2020.

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 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 have been included in the overall bonus pay gap calculation.

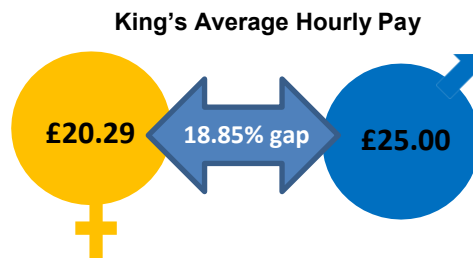
2. Reporting methodology

2.1. The gender pay gap data provided in this report was obtained through the national Gender Pay Gap dashboards via the Electronic Staff Record (ESR). The standard National Returns Dashboard has been specifically designed to produce the results for all the required calculations.

3. Kings Gender Pay profile

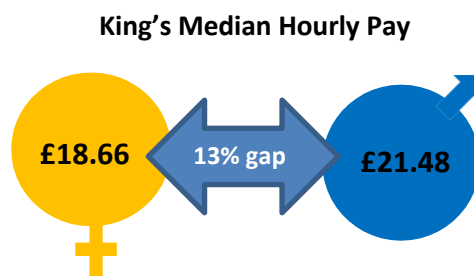
3.1. King's Average (Mean) Gender Pay Gap

- Females earn on average **£20.29** per hour compared to **£25.00** for Males.
- This means that females earn **£4.71** less per hour which equates to an **18.85%** gender pay difference or 'gap'.
- **Last year this was 18.47% which means that our gap marginally widens (by 0.38%) on a year on year basis.**



3.2. King's Median Gender Pay Gap

- Females earn £18.66 per hour compared to £21.48 per hour for Males.
- This equates to females earning £2.83 less per hour and a median percentage difference of 13.16%
- Last year this was 10.4% which means that our gap widens by 2.76% on a year on year basis





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

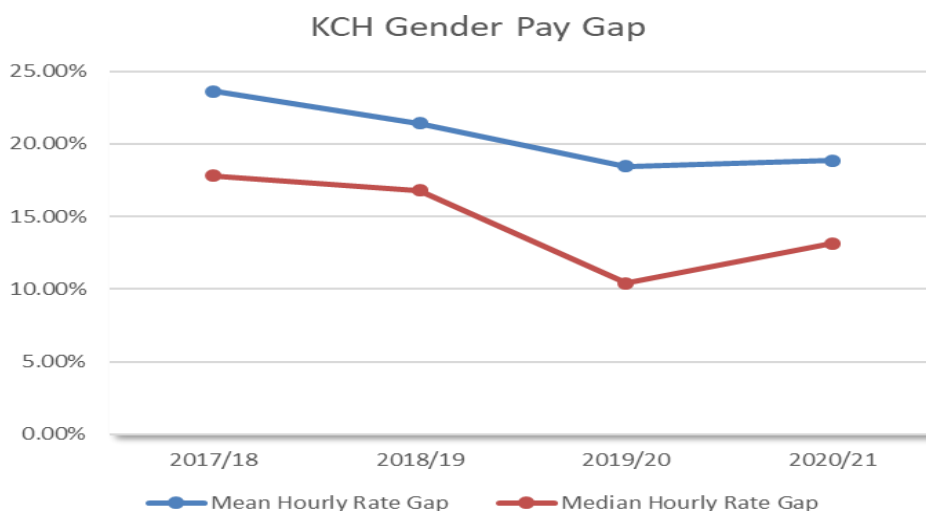
3.4. Why do we have a gap?

Our analysis into the gender pay gap at King's has identified two key drivers of our pay gap: the uneven distribution of men in our overall workforce, and the higher number of male consultants than female consultants in the upper quartile of our pay distribution.

4. How does King's compare to last year?

4.1. Last year the Trust reported an average pay gap of 18.5% on the basis of male's average hourly rate of pay of £24.04 compared to £19.60 for females. The average pay gap has increased slightly by 0.38% to 18.85%. The Trust reported a median pay gap last year of 10.4%. This has increased by 2.76% this year to 13%.

4.2. The table below shows the year on year comparison of gender pay gap at Kings since 2017. Until 2019/20 there had been a steady decrease in the pay gap, as of 2012/22 the trend has reversed most noticeably showing an increase in the median hourly rate gap which equates to females earning £2.83 less per hour:

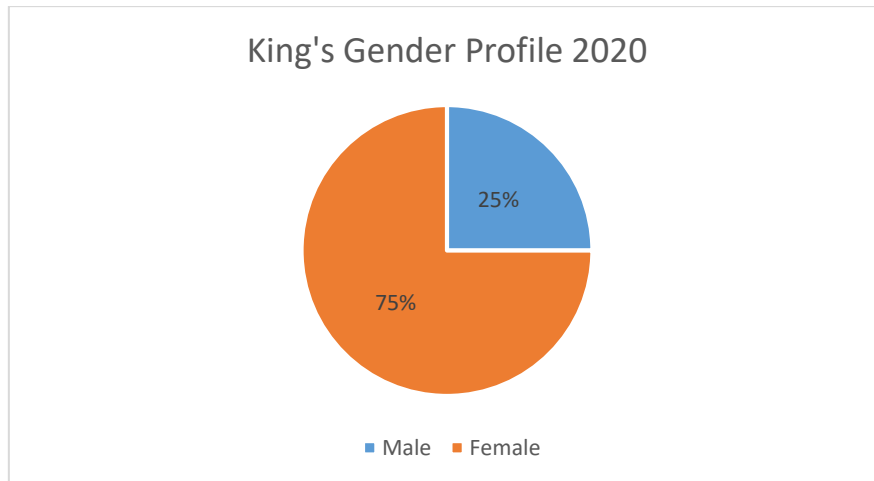


5. King's College Hospital – Gender Profile

5.1. 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 76.7% female staff and 23.3% male staff.

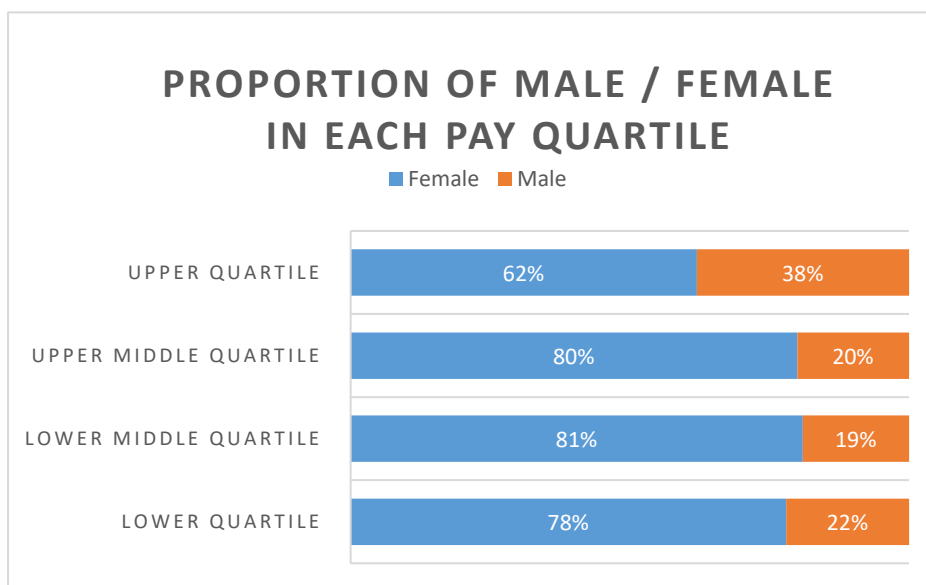


5.2. King's workforce is predominantly female, the staff population is 75% female and 25% male, which is unchanged from last year. This is consistent with the overall trend as the NHS as a whole. The eligible population of 31 March 2020 was 9,047 females and 3,056 males. This compares similarly with the overall gender profile of the NHS, with 77% female and 23% male staff.



5.3. 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.

5.4. 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.



Female to Male proportion in each quartile		
Upper Quartile	Female decreased by 4%	↓
Upper Middle Quartile	Female increased by 5%	↑
Lower Middle Quartile	Proportion female to male static	↔
Lower Quartile	Proportion female to male static	↔



- 5.5. Although we have more females than males in the upper quartile, 42% of the total male population can be found in the upper quartile, compared to 23% of the female staff population. The proportion of males in the upper quartile has increased since last year, which saw 34.1% of the male population and 21.8% of the female population in the upper quartile. This means the average male is paid more than the average female, resulting in the pay gap. In the upper quartile males earn on average £5.08 more an hour than females, this is £1.85 less than last year's figure of £6.93.
- 5.6. 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.

6. Closing the Gender Pay Gap

- 6.1. There is still a gender pay gap owing to the distribution of male and female employees across the pay quartiles at King's despite the NHS pay system which comprises of a series of nationally negotiated pay steps underpinned by national job evaluation processes. There are a number of actions that are being taken to reduce any potential for gender discrimination and promote gender equality.
- 6.2. For more information and updates on how we address the Gender Pay Gap, please contact the Equality, Diversity and Inclusion team on kch-tr.edi@nhs.net