



# GENDER PAY GAP REPORT

Reference period: 31 March 2022

Report published: April 2023



## King's Gender Pay Gap report 2021-2022

### 1. Introduction

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 requires King's to publish our:

- a) Gender pay gap: calculated with employees 'ordinary pay' which 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).
- b) 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.

The gender pay gap data provided in this report was obtained through the national Gender Pay Gap dashboards via the Electronic Staff Record (ESR) and includes employees, apprentices, 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).

The figures in this report have been calculated using a 'snapshot date' from March 31<sup>st</sup> 2022 and a gender profile of 74% female and 26% male, figures that remain unchanged from last year and are consistent with the NHS as a whole.

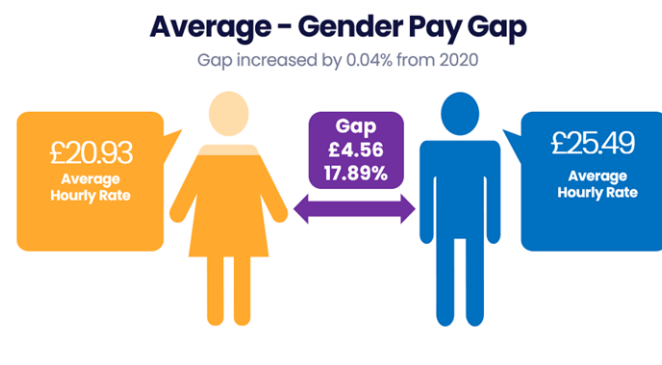
### 2. King's Gender Pay Gap

#### a. King's Average (Mean) Gender Pay Gap:

Females earn on average £20.93 per hour compared to £25.49 for males.

This equates to a 17.89% gender pay difference or 'gap'.

Our gap has increased by 0.04% since last year.



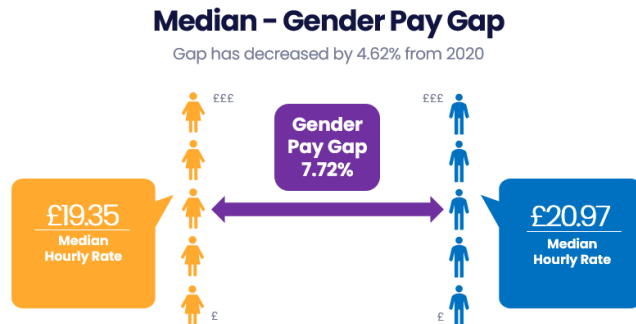


b. King's Median Gender Pay Gap:

Females earn £19.35 per hour compared to £20.97 per hour for males

This equates to a median percentage difference of 7.72%

Our gap has decreased by 4.62% since last year

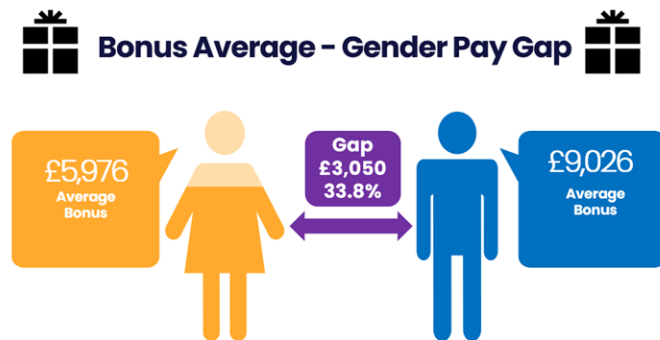


c. King's Bonus Pay Gap:

Female average bonus pay is £5,967.64 compared to £9,026.81 for males

This equates to a difference of 33.8%

Our gap has decreased by 6.39%



The only bonuses paid to our staff are Clinical Excellence Awards (CEAs), which are paid to the Medical and Dental Staff group via local and national awards. Eligible staff (with at least 1 year NHS consultant continuous service) who apply for a CEA receive a bonus payment in recognition of excellent practice, above contractual requirements.

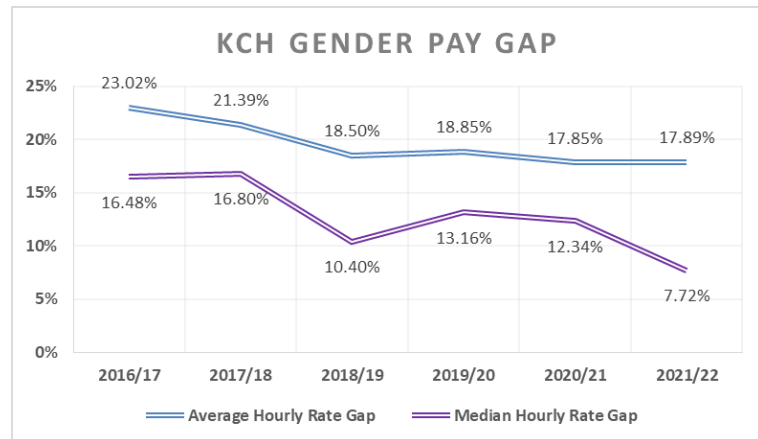
In total, bonus payments were received by 313 Females and 395 males, which is representative of the Consultant gender population percentage (43% Female).

N.b.: there is no median bonus pay gap because more than half of each gender sample was awarded the same amount of money.



## 2.4 How does King's compare to previous years?

The trend has broadly improved; our latest decrease is driven by more males in lower banded roles and therefore resulting in a more even spread of males and females across the quartiles.

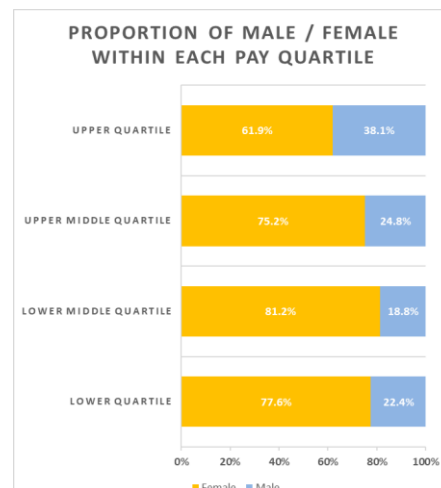


## 3. Pay Quartiles

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 (4<sup>th</sup>) includes the highest earners, and the lower quartile (1<sup>st</sup>) the lowest earners. More than a third of the whole Male population at King's are in the upper quartile.

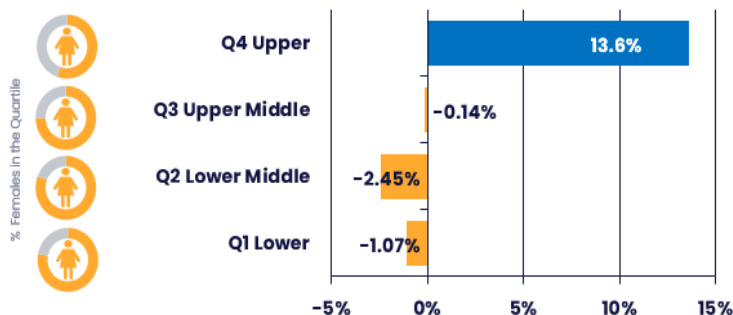
There has been an overall 0.4% decrease in the number of females when compared to last year.

In contrast, there was an increase of 1.2% in the number of females in the lower middle quartile and a 2.5% decrease of females in the upper quartile.



### Quartile - Gender Pay Gap

Females earn more except in 4<sup>th</sup> Upper Quartile - the highest earning





#### 4. Why do we have a gap?

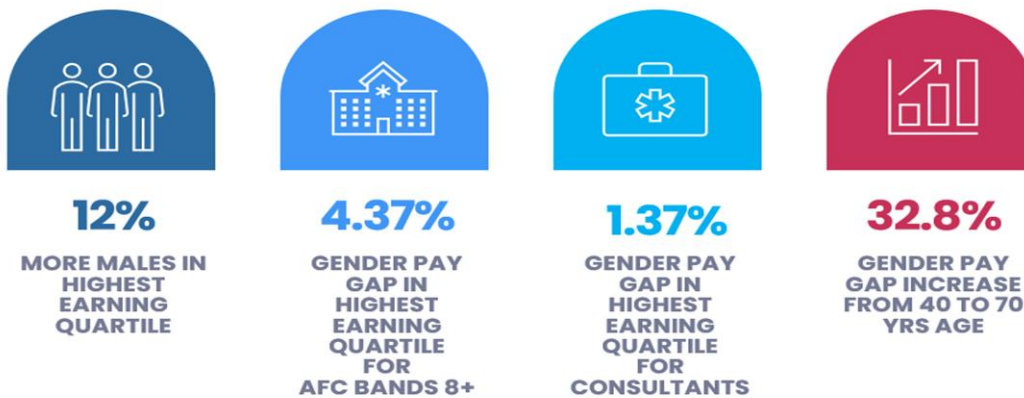
Age, length of service and progression are key factors. There are also a higher number of males in higher paying roles than in the usual trust male/female distribution for Medical and Dental Consultants, Associate Specialists and in Agenda for Change senior roles in some Staff Groups.

There is therefore a higher mean gender pay gap in favour of males specifically for the medical pay group (8%) in comparison with the Agenda for Change pay group (2%).

Drivers more specific in relation to the bonus pay gap include: more males receiving national awards and higher award amounts. A higher amount of males also received a national as well as local award. Significantly, there is a much higher bonus gender pay gap for staff with more than 20 years' service.

### Drivers – Gender Pay Gap

These factors have the largest influence on the gender pay gap results

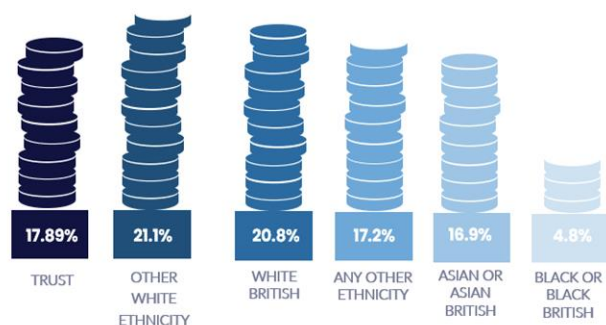


#### 5. Ethnicity

There is a gender pay gap in favour of males within all ethnicity groups. The largest gender pay gap was for the Other White category, where males had an average hourly rate of £30.49 and the females £24.05, a pay gap of £6.44 or 21.1%. More detail in relation to ethnicity and other protected characteristic is available via a resource pack and will be socialised with our staff networks.

### Ethnicity – Average Gender Pay Gap

The pay gap between Males and Females in each Ethnicity category



## 6. Actions taken in the last 12 months

The below align to the Roadmap to Inclusion as well as People & Culture Plan:

Project	What was achieved
Women's Network	Launched in March 2022 (609 members). A key Network objective is to address the gender pay gap, which has led to sessions including: Gender Pay Gap (60 attendees), Imposter Syndrome (28 attendees) and "Work-life Synergy" (35 attendees)
Reciprocal mentoring	Launched a Reciprocal Mentoring programme in September 2022. There are currently 114 participants in total of which: 33 have listed gender as an expertise and 13 have requested a mentor with female lived experience.
Recruitment audit	Established 49 bespoke, actionable recommendations to minimise bias in hiring, including 8 recommendations to minimise gender bias including changing the way pay information is collected and rewording job descriptions.
Skills Boosters	201 gender specific courses have been completed on LEAP, including: <i>Gender Matters, Maternity and Paternity processes, Sexual Harassment at Work: Managers Guide, Understanding and Confronting Sexual Harassment at Work.</i>
Deep dive analysis of data	To help inform the underlying causes of their pay gaps, three documents have been created: (1) A visual, simplified version of the main areas/findings to help inform the underlying causes (2) Summary version which outlines the key findings and comparison to previous years (3) A resource pack with a detailed breakdown of all analysis
Menopause Support	A KCH Menopause Matters Steering Group is co-chaired by a Consultant Gynaecologist and a Physiotherapist, both of whom are members of the NHSI/E menopause task and finish group. The group are piloting telephone consultation staff menopause advice clinics with the aim of making a business case for funding, and recently delivered a menopause lunch and learn session. An intranet page has also been created with information, resources and sign posting for all staff.



## 7. Gender Pay Gap Action Plan 2023-2024

Actions	Action owner			
	EDI	Workforce Analytics, Planning and Productivity	Employee Relations	Head of Health & Wellbeing
Socialise the 21-22 data with Women's Network	✓			
Provide a gender pay gap summary analysis with 22-23 data		✓		
Strengthen Care Groups' understanding of data through the use of People Analytics	✓	✓		
Develop a gender equality statement that states King's' position on gender equality	✓			
Implement recruitment audit recommendations to minimise gender bias	✓			
Promote a wide range of flexible working practices			✓	
Finalising a staff Menopause policy				✓