

**Report to the Board of Directors
3 March 2021**

Title of report	Gender Pay Gap Report 2019-2020
Report author(s)	Christopher Rowlands
Executive Lead (if different from above)	Lynne Shaw, Executive Director of Workforce & OD

Strategic ambitions this paper supports (please check the appropriate box)			
Work with service users and carers to provide excellent care and health and wellbeing		Work together to promote prevention, early intervention and resilience	
To achieve “no health without mental health” and “joined up” services		Sustainable mental health and disability services delivering real value	
To be a centre of excellence for mental health and disability		The Trust to be regarded as a great place to work	✓

Board Sub-committee meetings where this item has been considered (specify date)	
Quality and Performance	24/02/21
Audit	
Mental Health Legislation	
Remuneration Committee	
Resource and Business Assurance	
Charitable Funds Committee	
CEDAR Programme Board	
Other/external (please specify)	

Management Group meetings where this item has been considered (specify date)	
Executive Team	22/02/21
Corporate Decisions Team (CDT)	
CDT – Quality	
CDT – Business	
CDT – Workforce	
CDT – Climate	
CDT – Risk	
Business Delivery Group (BDG)	

Does the report impact on any of the following areas (please check the box and provide detail in the body of the report)			
Equality, diversity and or disability	✓	Reputational	
Workforce	✓	Environmental	
Financial/value for money		Estates and facilities	
Commercial		Compliance/Regulatory	
Quality, safety, experience and effectiveness		Service user, carer and stakeholder involvement	

Board Assurance Framework/Corporate Risk Register risks this paper relates to

Gender Pay Gap Report 2019-2020
Board of Directors
3 March 2021

1. Executive Summary

Organisations with 250 employees or more are required to report on gender pay gaps using six different measures. This has been a requirement since April 2018 and the legislation underpins the Public Sector Equality Duty. Relevant organisations are required to publish their gender pay gap by 30 March each year. The data included in this report was taken as of 31 March 2020.

The gender pay gap shows the difference in the average pay between all men and women in the workplace. This is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs, or work of equal value.

This report fulfils legislative requirements and sets out what CNTW are doing to close the gender pay gap. It excludes NTW Solutions employees.

The information which must be published is included below alongside the Trust figures which will be uploaded onto the Government portal by 30 March 2021:

1. percentage of men and women in each hourly pay quarter

Quartile	Female	Male	Female %	Male %
1 Lower	1,336	356	78.96%	21.04%
2 Lower Middle	1,261	432	74.48%	25.52%
3 Upper Middle	1,304	373	77.76%	22.24%
4 Upper	1,189	520	69.57%	30.43%

2. mean (average) gender pay gap using hourly pay – 14.62%
3. median gender pay gap using hourly pay – 4.58%
4. percentage of men and women receiving bonus pay - 2.74% and 0.69% respectively
5. mean (average) gender pay gap using bonus pay – 15.23%
6. median gender pay gap using bonus pay – 33.33%

It should be noted that due to the Coronavirus outbreak, the Government Equalities Office and the Equality and Human Rights Commission took the decision in March 2020 to suspend enforcement of the gender pay gap deadlines for this reporting year (2019/20). However, it is felt that in the interests of transparency that the Trust would still report this information in line with previous years.

2. Risks and mitigations associated with the report

There are no specific risks associated with this report.

3. Recommendation/summary

Trust Board is asked to note the content of the report and the actions outlined.

Chris Rowlands
Equality and Diversity Lead

Lynne Shaw
Executive Director of Workforce & OD

Gender Pay Gap Report

2019-2020



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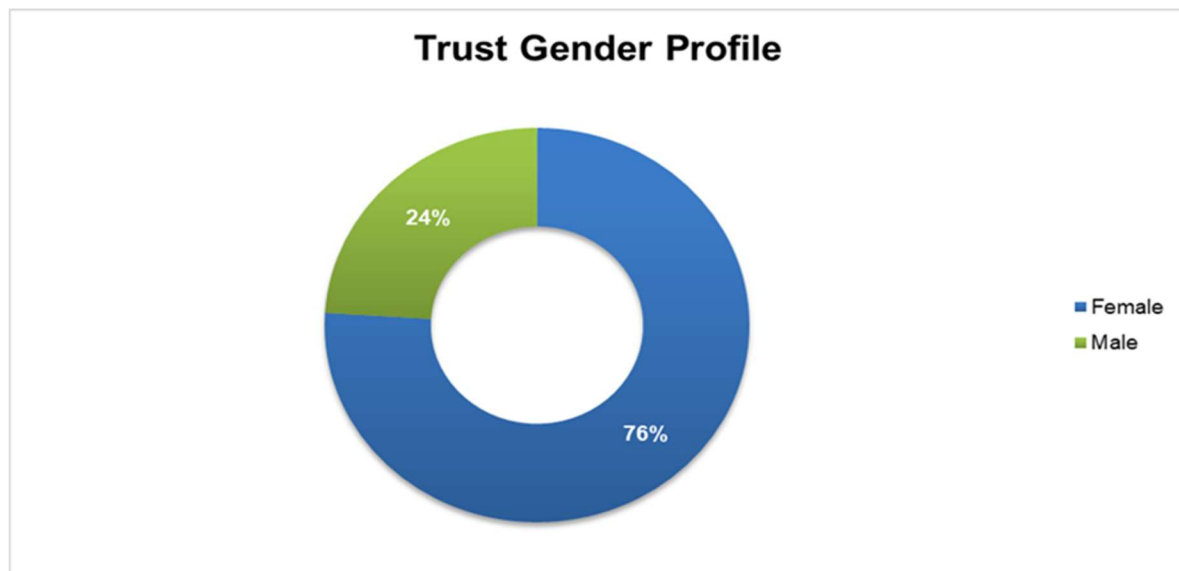
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Gender Profile

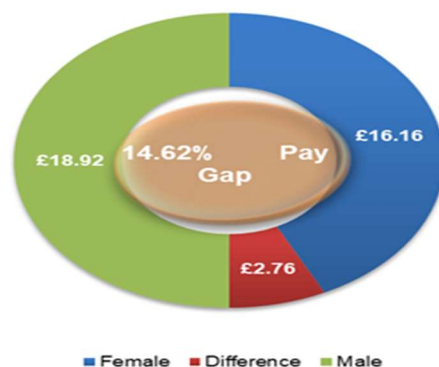


Gender	Number of Employees	%
Female	5090	76%
Male	1681	24%
Total	6771	100%

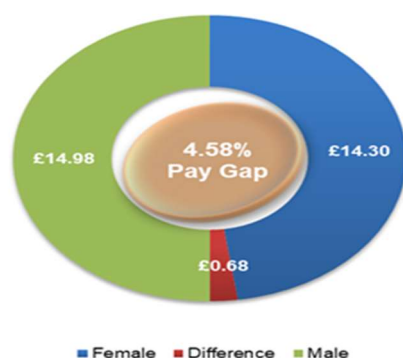
Mean and Median Pay Analysis

Gender	Avg. Hourly Rate	Median Hourly Rate
Female	£16.16	£14.30
Male	£18.92	£14.98
Difference	£2.76	£0.68
Pay Gap %	14.62	4.58

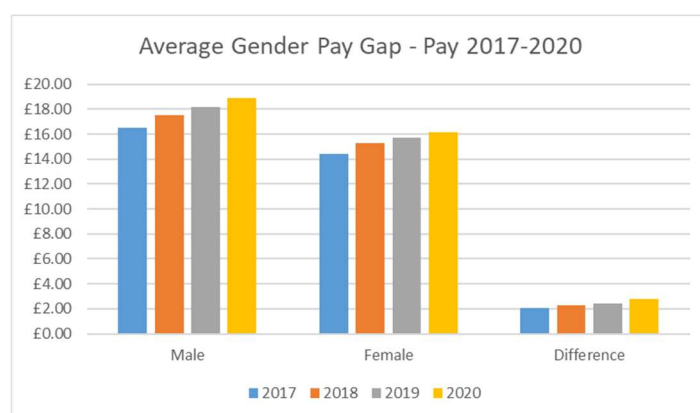
Avg. Hourly Rate



Median Hourly Rate

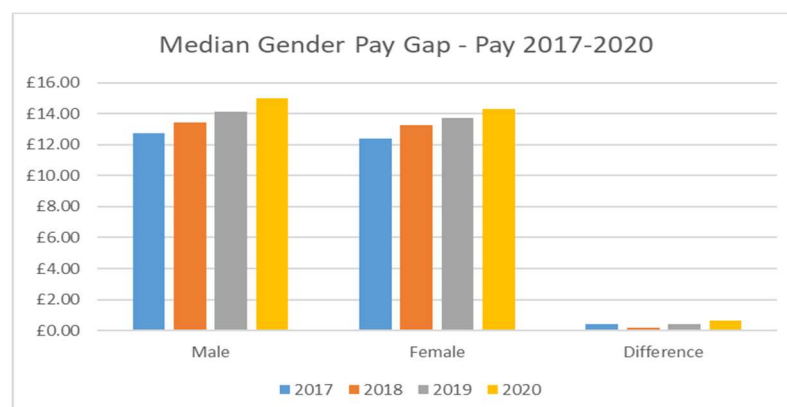


A comparison of the average hourly rate from 2017-2020 can be seen below.



Year	Male	Female	Difference	%
2017	£16.48	£14.43	£2.05	12.45%
2018	£17.55	£15.28	£2.27	12.93%
2019	£18.19	£15.75	£2.44	13.39%
2020	£18.92	£16.16	£2.76	14.62%

A comparison of the median rates for 2017-2020 can be seen below.



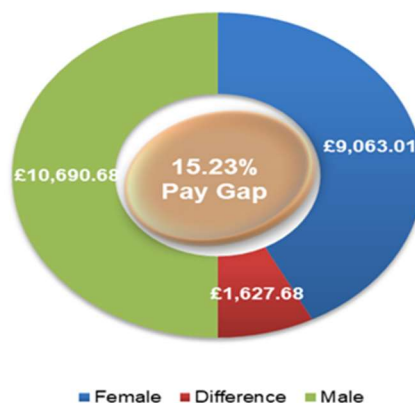
Year	Male	Female	Difference	%
2017	£12.76	£12.36	£0.40	3.18%
2018	£13.44	£13.24	£0.20	1.47%
2019	£14.15	£13.71	£0.44	3.14%
2020	£14.98	£14.30	£0.68	4.58%

Cumbria, Northumberland Tyne and Wear NHS uses Agenda for Change pay grades and local pay scale grades for some senior staff. Each grade has a specific pay range with some spot salaries for senior staff. Grades vary by level of responsibility. Generally, those who have spent longer in the same grade would be expected to earn more regardless of their gender. The hourly rate calculation includes basic pay, bank work shifts, allowances and bonuses (other than Clinical Excellence Awards).

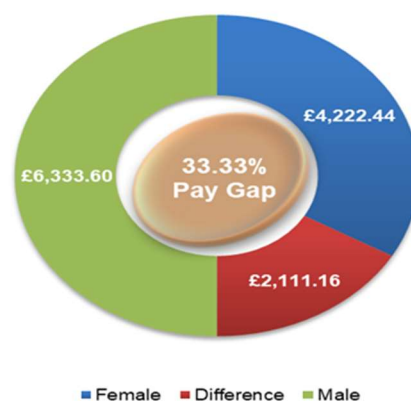
Bonus Gender Pay Gap

Gender	Avg. Bonus Pay	Median Bonus Pay
Female	£ 9,063.01	£ 4,222.44
Male	£ 10,690.68	£ 6,333.60
Difference	£ 1,627.68	£ 2,111.16
Pay Gap %	15.23	33.33

Avg. Bonus Pay



Median Bonus Pay



A comparison of the average bonus pay gap for 2017-2020 is shown below.

Year	Male	Female	Difference	%
2017	£14,733.07	£11,435.31	£3,297.76	22.38%
2018	£12,606.75	£9,977.46	£2,629.29	20.86%
2019	£12,813.35	£8,928.88	£3,884.47	30.32%
2020	£10,690.68	£9,063.01	£1,627.68	15.23%

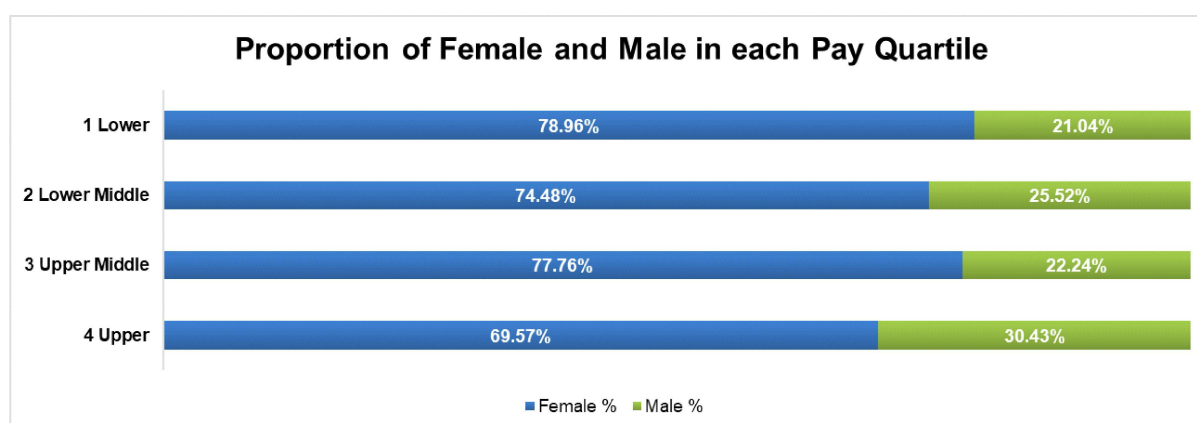
A comparison of the Median bonus for 2017-2020 is shown below.

Year	Male	Female	Difference	%
2017	£11,489.90	£6,937.02	£4,552.88	39.63%
2018	£8,370.17	£4,846.23	£3,523.94	42.10%
2019	£8,665.00	£3,804.20	£4,860.84	46.10%
2020	£6,333.60	£4,222.44	£2,111.16	33.33%

The average (mean) and median bonus gender pay gap (made up solely of Clinical Excellence Awards) is 15.23% and 33.33% respectively. This is based on 46 males compared with 35 females receiving an award during this period. Applications for the awards are voluntary and eligibility depends on application rather than by gender.

Proportion of male and female in each pay quartile

Quartile	Female	Male	Female %	Male %
1 Lower	1,336	356	78.96%	21.04%
2 Lower Middle	1,261	432	74.48%	25.52%
3 Upper Middle	1,304	373	77.76%	22.24%
4 Upper	1,189	520	69.57%	30.43%



Although 76% of our staff are female the pay gap is partly a consequence of a high proportion of females occupying more junior roles.

Summary information

Gender split is 76% female, 24% male

1,590 females work part time compared with 278 males (part time salary is used in the calculations)

There are more females than males in Agenda for Change Bands 2 and 3 positions

More females in Agenda for Change Bands 8a/b/c/d

More males in Agenda for Change Band 9

959 females have salary sacrifice scheme compared to 328 males. This impacts on salary used in calculations.

46 males compared to 35 females receiving Clinical Excellence Awards. More males receiving larger amounts.

Cumbria, Northumberland Tyne and Wear NHS Foundation Trust can confirm that our data has been calculated nationally via the NHS Employee Staff Record (ESR) system according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Christopher Rowlands
Equality, Diversity and Inclusion Lead
February 2021

Lynne Shaw
Exec Director Workforce &OD

Gender Pay Gap Report 2020

Actions

Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust is committed to addressing the gender pay gap and is undertaking a range of actions to reduce this:

- Continue to review our in-house processes and ensure a gender balance on interview panels.
- Actively support women returning to work following maternity or adoption leave.
- Ensure that women have the opportunity and support to develop their careers.
- Design every job as flexible by default.
- Actively encourage and support female doctors with the application for Clinical Excellence Awards.
- Establishment of a network group to consider proactive work around gender issues.
- As a Trust we have signed up to the Equality and Human Rights Commission's "Working Forward" campaign to support pregnant women and new parents. Staff will be able to access the support and resources provided by the campaign.