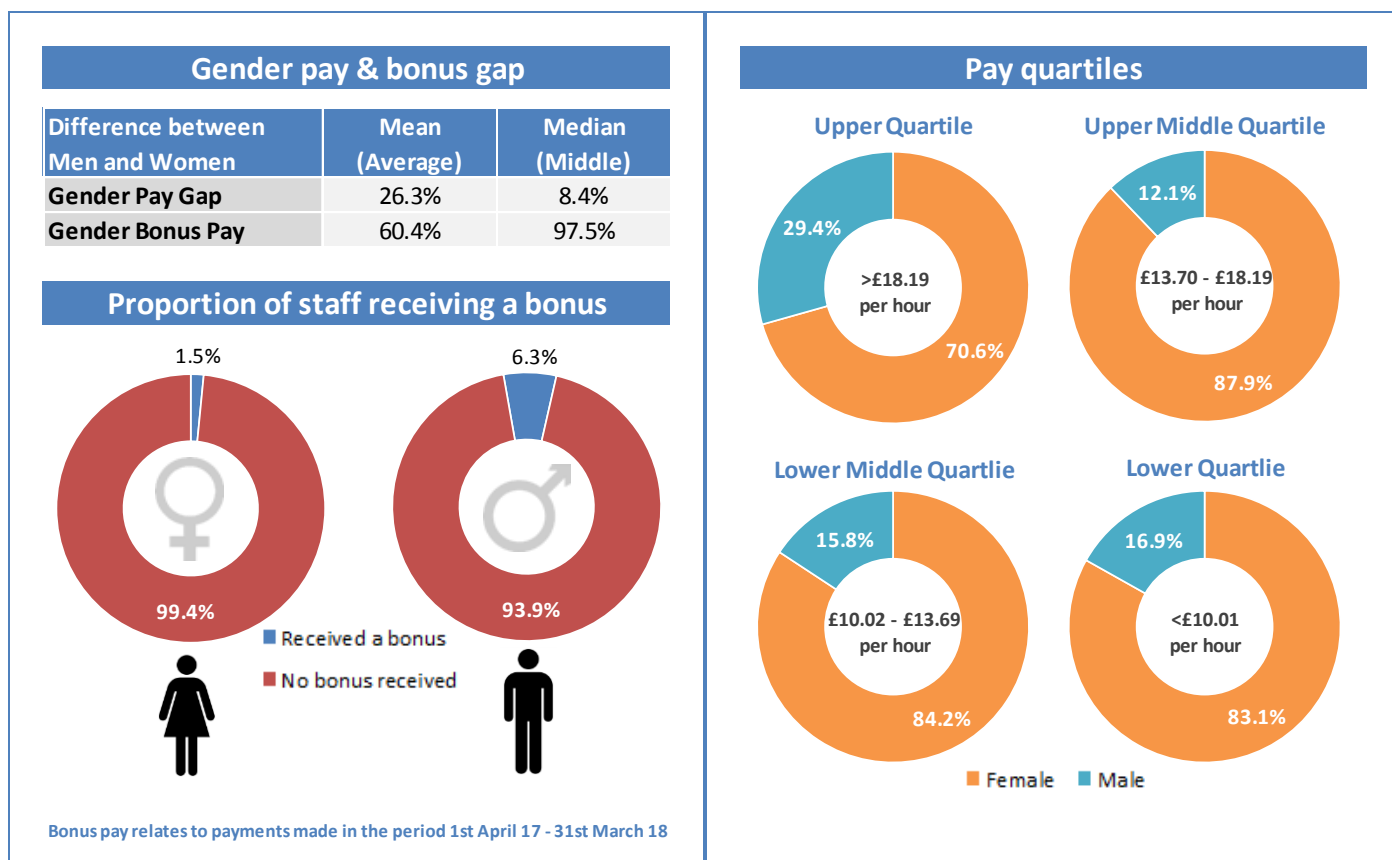


Calderdale and Huddersfield NHS Foundation Trust - Gender pay gap analysis

As at 31 March 2018



All data provided in this report was obtained through the national Gender Pay Gap dashboards via the Electronic Staff Record (ESR) Business Intelligence (BI) reporting suite.

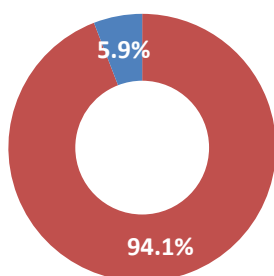
The overall mean gender pay gap for Calderdale and Huddersfield NHS Foundation Trust is 26.3%, while the median gender pay gap is 8.4%.

This indicates that a higher proportion of women are in lower grade roles, and men are in higher grade roles.

The workforce at Calderdale and Huddersfield NHS Foundation Trust comprises of 81.6% female employees. Women are generally more likely to work within the public sector, and more so within the NHS (77.1% of the NHS workforce is female), this in turn introduces strong occupation segregation.

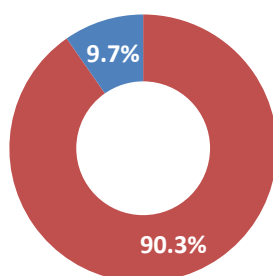
Nursing & Midwifery Registered

■ Female ■ Male



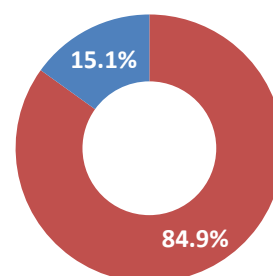
Additional Clinical Services*

■ Female ■ Male



Allied Health Professionals**

■ Female ■ Male

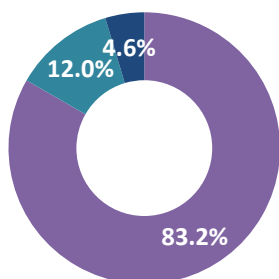


Staff Group	Female % (headcount)	Male % (headcount)
Professional Scientific & Technical	76.0% (158)	24.0% (50)
Additional Clinical Services	90.3% (1119)	9.7% (120)
Administrative and Clerical	77.8% (965)	22.2% (276)
Allied Health Professionals	84.9% (366)	15.1% (65)
Estates and Ancillary	64.1% (243)	35.9% (136)
Healthcare Scientists	73.8% (90)	26.2% (32)
Medical and Dental	41.5% (228)	58.5% (322)
Nursing and Midwifery Registered	94.1% (1747)	5.9% (109)
Total	81.6% (4917)	18.4% (1109)

The Medical and Dental staff group is the only group that has more males than females. All other staff groups are heavily skewed towards women.

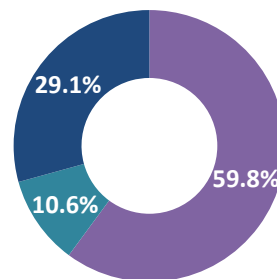
Proportion of Female workforce in grade

- Band 6 and below
- Bands 7-9 and Senior Manager
- Medical & Dental



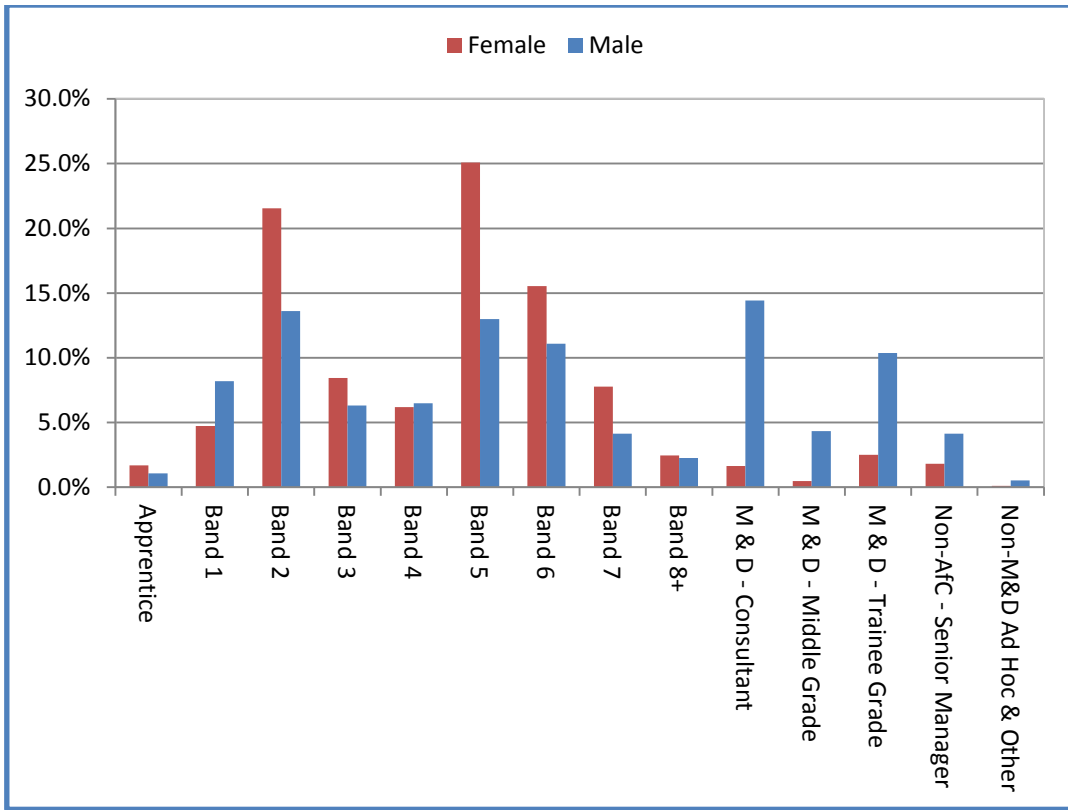
Proportion of Male workforce in grade

- Band 6 and below
- Bands 7-9 and Senior Manager
- Medical & Dental



The data shows that 83.2% of women work at Band 6 or below; compared to 59.8% of men, with the majority of women working at Band 2, 5, and 6. This correlates to additional clinical services support roles and staff nursing grades.

Women are proportionally under-represented in Medical and Dental grades, with only 4.6% of the female workforce in Medical and Dental roles, compared to 29.1% of all males employed by the Trust. Additionally, 1.6% of the female workforce is employed at Medical Consultant grade compared to 14.4% of the male workforce.



Pay Grade	Female	Male
Apprentice	1.7% (83)	1.1% (12)
Band 1	4.7% (233)	8.2% (91)
Band 2	21.5% (1059)	13.6% (151)
Band 3	8.4% (415)	6.3% (70)
Band 4	6.2% (304)	6.5% (72)
Band 5	25.1% (1234)	13.0% (144)
Band 6	15.5% (764)	11.1% (123)
Band 7	7.8% (382)	4.1% (46)
Band 8+	2.5% (121)	2.3% (25)
M & D - Consultant	1.6% (81)	14.4% (160)
M & D - Middle Grade	0.5% (24)	4.3% (48)
M & D - Trainee Grade	2.5% (123)	10.4% (115)
Non-AfC - Senior Manager	1.8% (89)	4.1% (46)
Non-M&D Ad Hoc & Other	0.1% (5)	0.5% (6)
Grand Total	100.0% (4917)	100.0% (1109)

This greater proportion of men in higher paid Medical and Dental roles, combined with the greater proportion of women in lower grades can be clearly seen in the pay quartiles and heavily impacts the mean and median pay gap.

Staff Group	Mean	Median
Professional Science & Technical	12.2%	14.5%
Additional Clinical Services	-2.4%	-1.5%
Administrative and Clerical	17.8%	12.2%
Allied Health Professionals	-9.2%	-11.6%
Estates and Ancillary	1.2%	4.8%
Healthcare Scientists	-8.1%	-5.5%
Medical and Dental	13.6%	23.6%
Nursing and Midwifery Registered	5.6%	3.6%
All Staff Groups - Excluding M&D	0.8%	-10.3%
All Staff Groups	26.3%	8.4%

The Medical and Dental staff group has a major impact on the gender pay gap. Excluding Medical and Dental staff from the calculation significantly decreases the pay gap, to the extent that the overall mean pay gap changes from 26.3% in favour of men to 0.8%.

The mean bonus pay gap between men and women is 60.3%, and the median is 97.5%. 6.3% of males vs 1.5% of females received a bonus payment. Unlike last year, Long Service Awards have been included in the bonus payments which has widened the gap between male and female bonus payments. Other bonus payments included are Clinical Excellence Awards (CEA), discretionary points, and PRP payments. 86.7% of long service awards went to female colleagues in 2017/2018 but only 30.6% of the higher value CEA payments went to Females.

Long Service Awards 2017/2018

	25 Years	40 Years
Male	6	2
Female	44	8

Clinical Excellence Awards

The CEAs are limited to Consultant employees within the Medical and Detail staff group. The payment for the 2016/2017 CEAs was made in August 2018 and the payment for 2017/2018 awards will be made in March 2019 so these are not included in this submission. 2015/2016 awards will be included The table below shows the payment date for each awards round and the year in which they will be included in the Gender Pay Gap submission.

Award Round	Date Paid	Gender Pay Gap submission
2015/2016	May-17	2019 (Data as at 31 March 2018)
2016/2017	Aug-18	2020 (Data as at 31 March 2019)
2017/2018	Mar-19	2021 (Data as at 31 March 2020)

The gender split for the last 3 rounds of CEAs is highlighted below.

Number of eligible Consultants

	2015/16	2016/17	2017/18
Male	113	110	128
Female	55	63	69

Number of applicants

	2015/16	2016/17	2017/18
Male	32	37	43
Female	13	13	17

Percentage of eligible Consultants applied

	2015/16	2016/17	2017/18
Male	28.3%	33.6%	33.6%
Female	23.6%	20.6%	24.6%

The larger proportion of males within the Medical Consultant grade makes it more likely that bonuses are awarded to male employees. In addition, Male Consultants are more likely to apply for a CEA with 33.6% eligible Male Consultants applying for the 2017/2018 round as opposed to 24.6% Females.

Number of successful applicants

	2015/16	2016/17	2017/18
Male	18	21	22
Female	8	5	10

Percentage of applicants that were successful

	2015/16	2016/17	2017/18
Male	56.3%	56.8%	51.2%
Female	61.5%	38.5%	58.8%

However, when applying for a CEA, Female Consultants are generally more successful than Male Consultants with 58.8% of Female applicants in 2017/18 being awarded a CEA. This is a 20.3% increase from 2016/17. 51.2% of Male applicants were successful in being awarded a CEA in 2017/18.

Gender split of successful applicants

	2015/16	2016/17	2017/18
Male	69.2%	80.8%	68.8%
Female	30.8%	19.2%	31.3%

Example Roles	
*Additional Clinical Services	**Allied Health Professionals
Assistant/Associate Practitioner	Advanced Practitioner
Assistant/Associate Practitioner Nursing	Chiropodist/Podiatrist
Cytoscreener	Chiropodist/Podiatrist Manager
Dental Surgery Assistant	Dietitian
Health Care Support Worker	Occupational Therapist
Healthcare Assistant	Orthoptist
Healthcare Science Assistant	Orthoptist Manager
Healthcare Science Associate	Physiotherapist
Helper/Assistant	Physiotherapist Manager
Nursery Nurse	Physiotherapist Specialist Practitioner
Phlebotomist	Radiographer - Diagnostic
Pre-reg Pharmacist	Radiographer - Diagnostic, Manager
Technical Instructor	Radiographer - Diagnostic, Specialist Practitioner
Technician	Speech and Language Therapist
Trainee Healthcare Science Practitioner	Speech and Language Therapist Specialist Practitioner
Trainee Healthcare Scientist	
Trainee Practitioner	

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6 March 2019