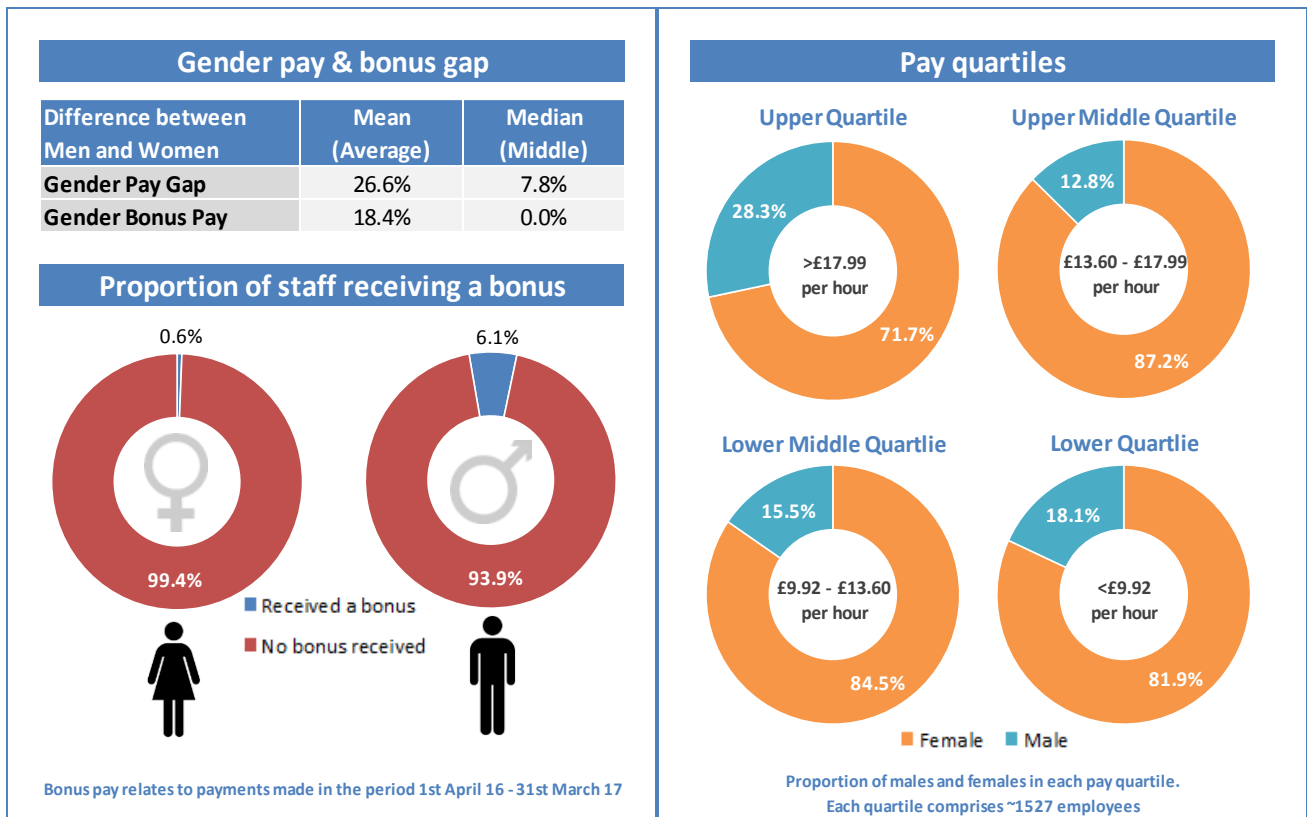


## Calderdale and Huddersfield NHS Foundation Trust - Gender pay gap analysis

As at 31 March 2017



### Reporting Methodology

What is included?

- All pay gap 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. Default filters were used, with the exception of adding local responsibility allowances for medical staff to ordinary pay figures.
- The data includes both staff on Agenda for Change and staff on non-Agenda for Change terms and conditions.
- Clinical Excellence awards for medical staff are included in both ordinary and bonus pay calculations.

What is excluded?

- Additional Programmed Activities (APA) are excluded from the data as APAs are classed as voluntary and are above the 10 PA basic consultant contract.
- Long service awards are excluded from gender pay calculations. The Trust's Long Service Awards are progressed through an application process which is voluntary to all employees who have 25 or 40 years' service with the NHS. Some employees may choose not to apply for Long Service Awards. The Long Service Awards are provided as vouchers and do not pass through ESR Payroll. The Trust's Long Service Awards are based on the length of service within the NHS and are, therefore, not classified as performance pay or bonus pay. The Long Service Awards for 2016-2017 are shown in this document to provide transparency in relation to the Long Service Awards.

## Analysis

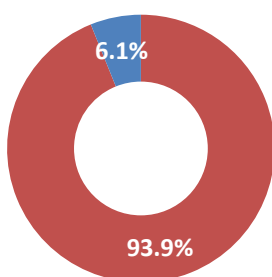
The overall mean gender pay gap for Calderdale and Huddersfield NHS Foundation Trust is 26.6%, while the median gender pay gap is 7.8%.

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 (77.2% of the NHS workforce is female), this in turn introduces strong occupation segregation.

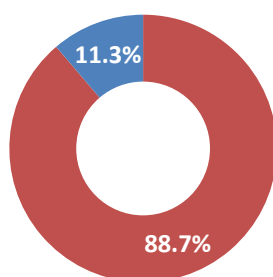
### Nursing & Midwifery Registered

■ Female ■ Male



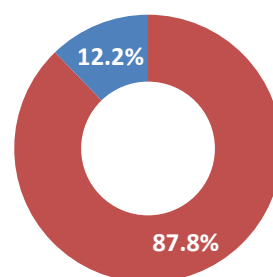
### Additional Clinical Services\*

■ Female ■ Male



### Allied Health Professionals\*\*

■ Female ■ Male



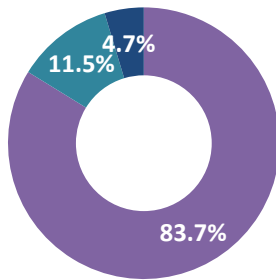
Staff Group	Female % (headcount)	Male % (headcount)
Professional Scientific & Technical	71.8% (148)	28.2% (58)
Additional Clinical Services	88.7% (1316)	11.3% (167)
Administrative and Clerical	76.0% (916)	24.0% (289)
Allied Health Professionals	87.8% (373)	12.2% (52)
Estates and Ancillary	48.5% (96)	51.5% (102)
Healthcare Scientists	75.6% (90)	24.4% (29)
Medical and Dental	42.5% (233)	57.5% (315)
Nursing and Midwifery Registered	93.9% (1828)	6.1% (119)
<b>Total</b>	<b>81.6% (5000)</b>	<b>18.4% (1131)</b>

Additional workforce breakdown data sourced from ESR BI, further national gender split information taken from HSCIC iView.

The Estates and Ancillary staff group shows close parity between genders, Medical and Dental being the second with a 15% difference. All other staff groups have a gender split heavily skewed towards women.

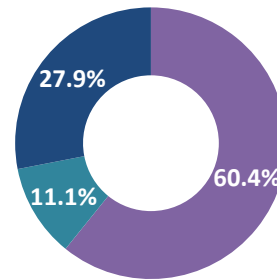
### Proportion of Female workforce in grade

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



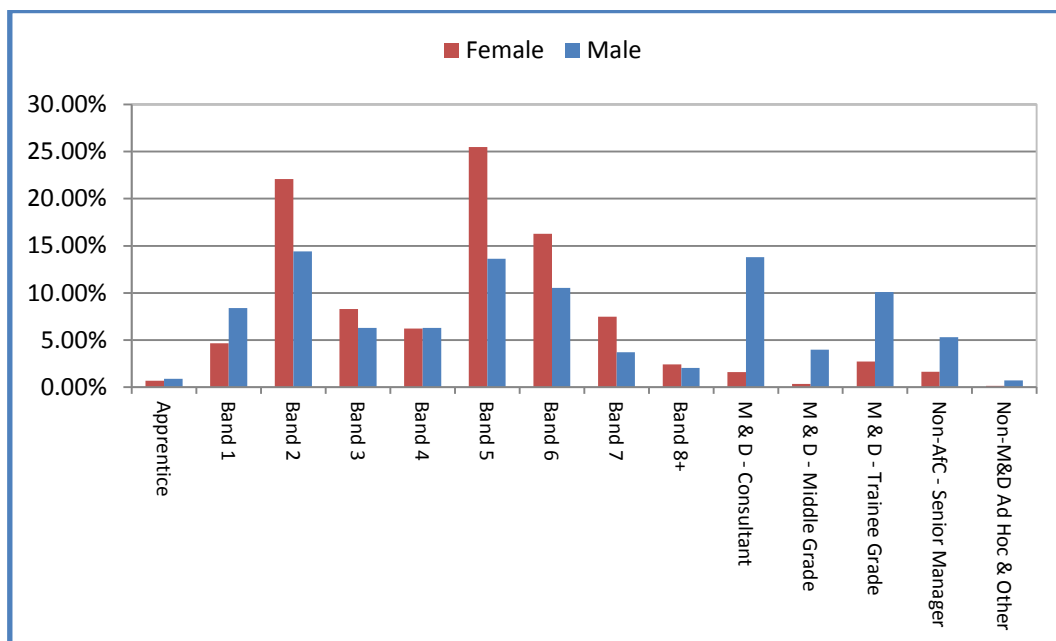
### Proportion of Male workforce in grade

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



The data shows that 83.7% of women work at Band 6 or below; compared to 60.4% 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 4.7% of the female workforce in medical and dental roles, compared to 27.9% of all males employed by the Trust. Additionally, 1.6% of the female workforce is employed at Medical Consultant grade compared to 13.8% of the male workforce.



Pay Grade	% of all Females in grade (number in grade)	% of all Males in grade (number in grade)
Apprentice	0.7% (34)	0.9% (10)
Band 1	4.6% (232)	8.4% (95)
Band 2	22.1% (1105)	14.4% (163)
Band 3	8.3% (415)	6.3% (71)
Band 4	6.2% (311)	6.3% (71)
Band 5	25.5% (1274)	13.6% (154)
Band 6	16.3% (813)	10.5% (119)
Band 7	7.5% (374)	3.7% (42)
Band 8+	2.4% (121)	2.0% (23)
M & D - Consultant	1.6% (80)	13.8% (156)
M & D - Middle Grade	0.3% (17)	4.0% (45)
M & D - Trainee Grade	2.7% (136)	10.1% (114)
Non-AfC - Senior Manager	1.6% (82)	5.3% (60)
Non-M&D Ad Hoc & Other	0.1% (6)	0.7% (8)
<b>Grand Total</b>	<b>100.0% (5000)</b>	<b>100.0% (1131)</b>

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	14.1%	15.4%
Additional Clinical Services	-2.2%	-3.7%
Administrative and Clerical	15.9%	10.8%
Allied Health Professionals	-14.0%	-14.4%
Estates and Ancillary	6.6%	6.6%
Healthcare Scientists	-2.94%	0.9%
Medical and Dental	16.1%	28.1%
Nursing and Midwifery Registered	1.3%	2.1%
<b>All Staff Groups - Excluding M&amp;D</b>	<b>0.0%</b>	<b>-10.7%</b>
<b>All Staff Groups</b>	<b>26.6%</b>	<b>7.8%</b>

Staff group breakdown obtained via a customised ESR BI Gender Pay Gap report with additional assignment staff group level filter applied.

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 26.6% in favour of men to 0.0%.

The mean bonus pay gap between men and women is 18.4%, and the median is 0.0%. Bonus pay awarded within the Trust is in the form of Clinical Excellence Awards (CEA), discretionary points, and PRP payments. CEA bonus payments are limited to Consultant employees within the medical and dental staff group. 6.1% of males vs 0.6% of females received a bonus payment.

## Example Roles

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	

## Long Service Awards

Long Service Award	Number Awarded 2016-2017			Total Value Awarded 2016-2017		
	Female	Male	Total	Female	Male	Total
<b>25 Years (£150)</b>	96.8% (30)	3.2% (1)	31	£4,500	£150	£4,650
<b>40 Years (£200)</b>	100.0% (6)	0.0% (0)	6	£1,200	£0	£1,200
<b>Total</b>	<b>97.3% (36)</b>	<b>2.7% (1)</b>	<b>37</b>	<b>£5,700</b>	<b>£150</b>	<b>£5,850</b>

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 8 March 2018