



Chelsea and Westminster Hospital
NHS Foundation Trust

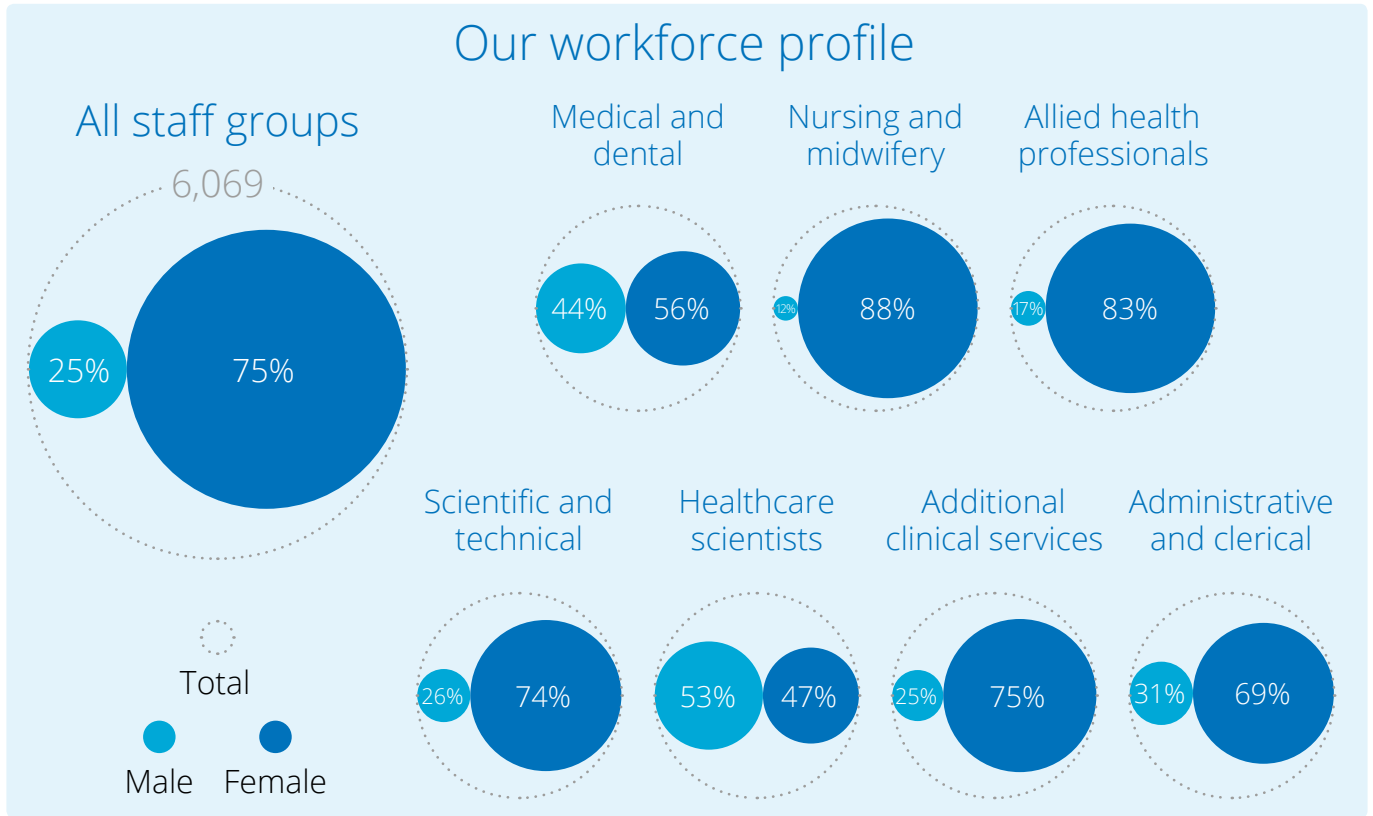
Gender pay gap report

2018/19

*proud
to care*

Gender pay gap report

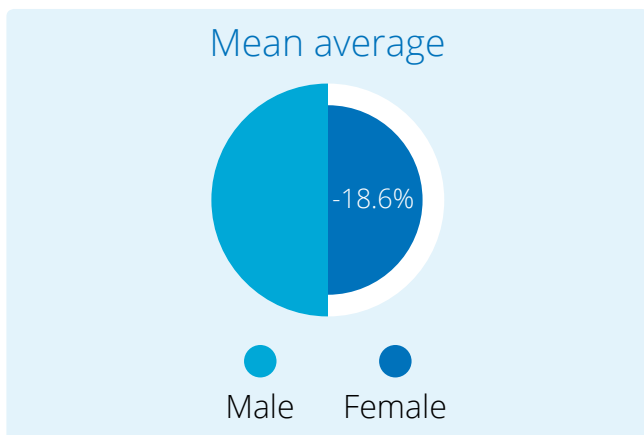
This report includes the statutory requirements of gender pay gap legislation and includes information about the Chelsea and Westminster Hospital NHS Foundation Trust's commitment to closing this gap. The snapshot date of this report is 31 Mar 2018.



Gender pay gap calculations

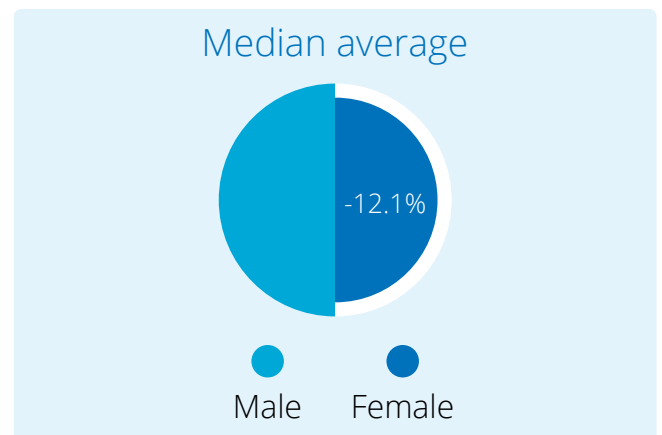
Average gender pay gap as a mean average

The gender pay gap when expressed as a mean average shows that female staff earn 18.6% less than male staff. This equates to a difference of £4.57.



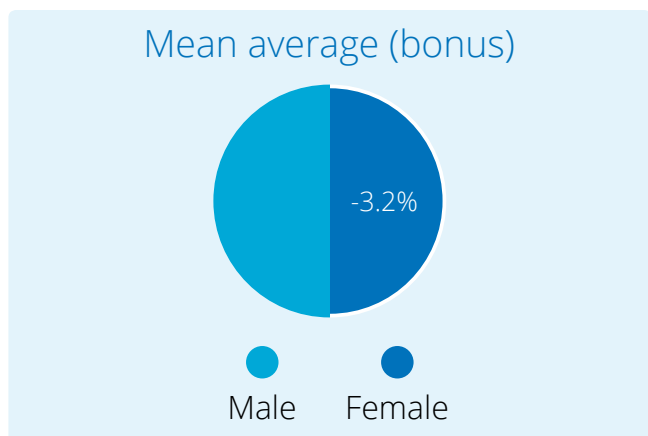
Average gender pay gap as a median average

The gender pay gap when expressed as a median average shows that female staff earn 12.1% less than male staff. This equates to a difference of £2.47.



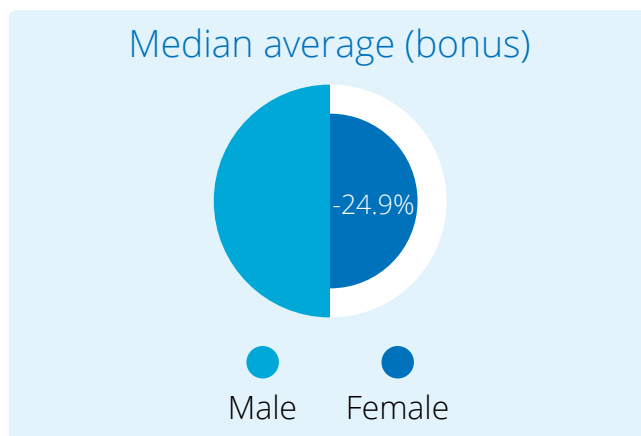
Average bonus gender pay gap as a mean average*

The gender bonus pay gap when expressed as a mean average shows that female staff earn 3.2% less than male staff. This equates to a difference of 27p per hour.



Average bonus gender pay gap as a median average*

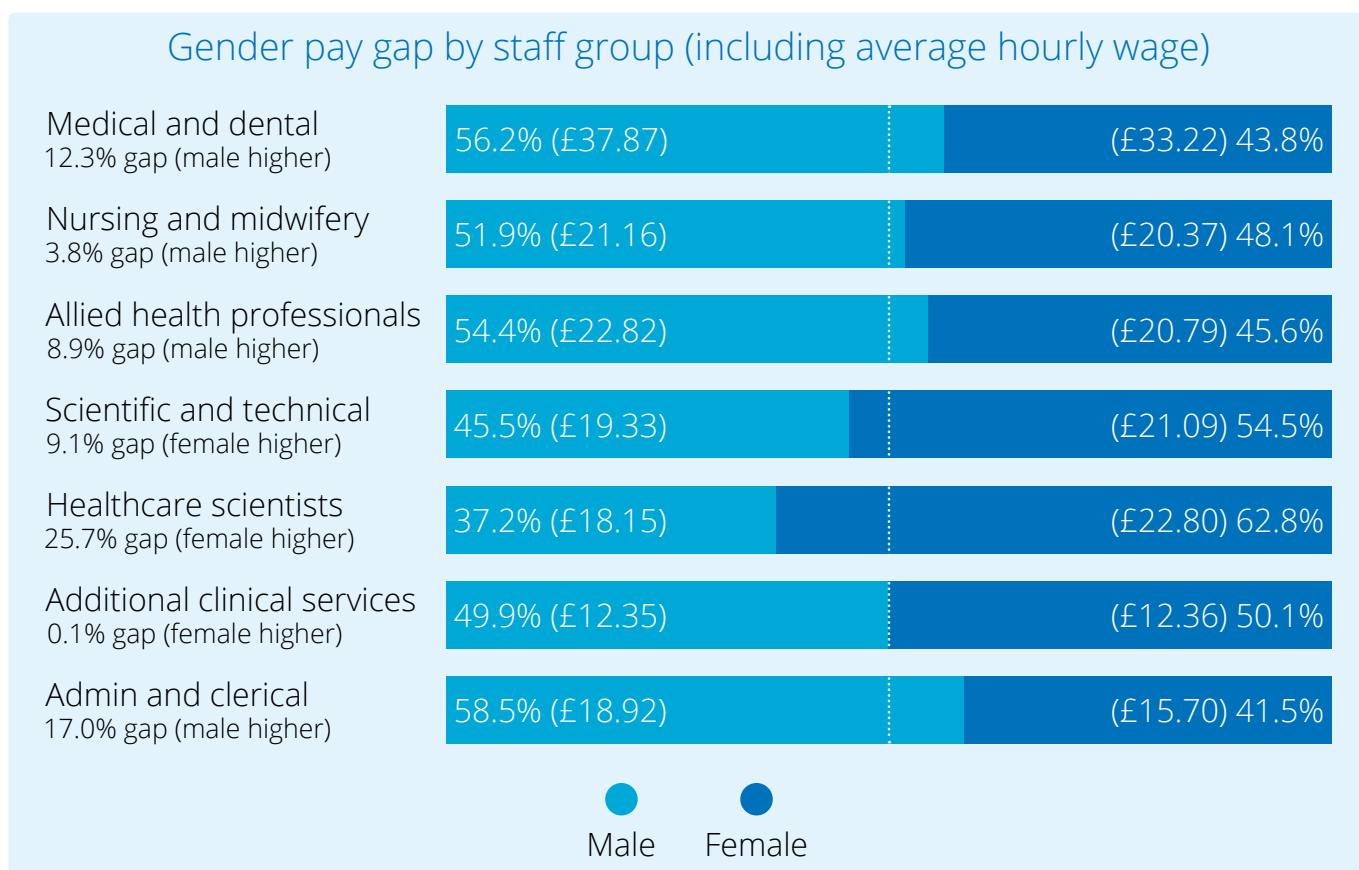
The gender bonus pay gap when expressed as a median average shows that female staff earn 24.9% less than male staff. This equates to a difference of £1.45 per hour.



* For the purpose of this report the bonus payments referred to are those made to consultants in the form of Clinical Excellence Awards (CEAs)—as at 31 Mar 2018 there were 454 consultants at the Trust (51% male/49% female)

Gender pay gap calculations by staff group

Beyond gender pay gap legislation reporting requirements, the Trust has looked at the gender pay gap by staff group to identify any areas of concern.



For the administrative and clerical (A&C) and the nursing and midwifery (N&M) staff groups there are more female staff throughout the pay bands, and more female staff in the higher grades. The pay gap can be attributed to the fact that, although there are fewer male staff overall in each pay band, a higher percentage of these male staff are the top of those pay bands. In the A&C group, the figures are also affected by the pay a number of staff who are paid by the Trust but work for host organisations—their salaries are not determined by the Trust and subsequently recharged out.

For the medical and dental staff group there are more female staff than male staff in junior doctor grades, and at consultant level there are marginally more male than female consultants. The pay gap is affected by the number of male consultants who are at the top of their pay scales which reflects that we have more male staff with a longer length of service in this grade.

Closing the gender pay gap

The Trust continues to be committed to taking action in order to close the gender pay issues identified in this report and it is positive that we have seen some overall improvements compared to last year with our pay gap.

There has been a 2% reduction in mean and a 4% reduction in median average pay gaps. This suggests that the pay gap can be partially attributed to length of service and, as female staff move through their pay bands, they are catching up to male colleagues who are already higher on the pay scale due to their NHS or equivalent length of service. We have placed more scrutiny on our pay variation processes which allows us some flexibility with starting salaries for staff with previous equivalent service.

There has been a substantial reduction in mean and median average bonus pay gaps—we believe this may be in part due to concerns about data validity in the previous year and also in relation to length of service. The CEA process can be seen as directly linked to length of service in that the longer a consultant has been in post, the more opportunity he or she will have had to apply for the annual CEA awards. A higher proportion of consultants with longer lengths of service are male and are therefore more likely to be receiving the higher level awards. However, it is reassuring that in 2018, 52% of applications for CEA awards were from female consultants and 59% of the subsequently successful applications were female staff. The Trust will continue to encourage female consultants to submit their applications each year and we believe it is likely that the bonus pay gap will gradually close in this area over the coming years.

We are committed to the following actions to help to close the gender pay gap:

- Working with the Trust's women's network to explore available options to support female staff move into leadership roles
- Reviewing the Trust's flexible working policy to ensure this adequately supports all staff
- Developing of an acting up policy and reviewing the internal recruitment processes to ensure that a fair and consistent approach is taken to enable career progression opportunities for all staff
- Reviewing the Trust pay variation form and process to ensure this is being applied consistently

Apr 2019