



Gender Pay Audit Report

As of 31st March 2018



1.0 Background

The gender pay audit obligations are outlined in The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. As an organisation that employs more than 250 people and listed in Schedule 2 to the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 we must publish and report specific information about our gender pay gap.

2.0 Our Commitment to Equality and Diversity

The Trust promotes a diverse and inclusive culture, we encourage people to be themselves in the workplace and are aim to create a very caring and compassionate culture.

Gender equality is about creating a workplace that values the contributions people from all genders bring to the organisation, It is not about promoting one group of people above another. . It helps us to create a supporting and encouraging environment for people to work where they can thrive and flourish.

Our Equality Strategy outlines our aim for equality. "To provide enhanced and world class healthcare to patients and service users from all diverse communities where people are provided with services and employment opportunities that meet their needs and recognise the contribution they make".

We believe that excellence will be achieved through recognising and valuing the contribution of every individual. We aim to be an employer of choice by creating a workplace environment that respects the diversity of employees and enables them to achieve their full potential. We aim to ensure that no job applicants, employees, volunteers, contractors, patients or service users receive less favourable treatment on any grounds protected by the law, including gender.

Salaries at the Trust are determined through the Agenda for Change (AFC) NHS Job Evaluation Handbook. The system evaluates the job and not the post holder. It makes no reference to gender or any other protected characteristics, therefore, we are confident that we are paying the same salary to roles of equal value.



"I confirm this report is accurate and reflects a snapshot of our organisation on 31st March 2018. We have identified a number of actions we will undertake to try to reduce our gender pay gap. We will undertake annual audits and publish data on our website as required by the regulations".

Yvonne Ormston
Chief Executive

A handwritten signature in blue ink that reads "Yvonne Ormston".

3.0 What does the audit cover?

The purpose of a gender pay gap audit is to focus on comparing the pay of male and female employees and shows the difference in the average earnings.

This report provides information on:

- **Mean gender pay gap in hourly pay** – adding together the hourly pay rates of all male or female full-pay and dividing this by the number of male or female employees. The gap is calculated by subtracting the results for females from results for males and dividing by the mean hourly rate for males. This number is multiplied by 100 to give a percentage
- **Median gender pay gap in hourly pay** – arranging the hourly pay rates of all male or female employees from highest to lowest and find the point that is in the middle of the range
- **Mean bonus gender pay gap** – add together bonus payments for all male or female employees and divide by the number of male or female employees. The gap is calculated by subtracting the results for females from results for men and dividing by the mean hourly rate for men. This number is multiplied by 100 to give a percentage
- **Median bonus gender pay gap** – arranging the bonus payments of all male or female employees from highest to lowest and find the point that is in the middle of the range.
- **Proportion of males and females receiving a bonus payment** – total males and females receiving a bonus payment divided by the number of relevant employees
- **Proportion of males and females in each pay quartile** – ranking all of our employees from highest to lowest paid, dividing this into four equal parts ('quartiles') and working out the percentage of men and women in each of the four parts.

This analysis does not look at whether there are differences in pay for men and women in equivalent posts. Therefore, the results will be affected by differences in the gender composition across our various professional groups and job grades. Gender pay reporting does not take into consideration the difference in size of roles either.



4.0 Our 2018 Gender Pay Gap Data

The data was collected at 31st March 2018 when our workforce consisted of 1107 (42.8%) females and 1479 (57.2%) males. We have 1.6% more women working for the Trust than last year.

The mean hourly rate is calculated for each employee based on 'ordinary pay' which includes basic pay and any shift pay and allowances.

4.1 Mean and Median rates

Gender	2018 Mean Hourly Rate	2018 Median Hourly Rate	2017 * Mean Hourly Rate	2017 * Median Hourly Rate
Male	£12.01	£10.15	£11.65	£10.05
Female	£11.71	£10.15	£11.39	£10.05
Difference	0.3	0.0	0.26	0.0
Pay Gap %	2.5	0.0	2.2	0.0

* 2017 figures have been revised following methodology changes introduced by the NHS Employee Staff Record system after we produced our report in 2018.

Mean = 2.5%
Median = 0%

The average is calculated over different numbers of employees, we employ 372 more male employees than female therefore this will account for some of the variance.

4.2 Quartile Analysis of hourly Rates

The data below ranks our full-pay employees from highest to lowest paid, divided this into four equal parts (quartiles) and then works out the percentage of men and women in each.

2018 Data

Quartile	Female	Male	Female %	Male %
1	290	300	49.2	50.8
2	289	442	39.5	60.5
3	286	366	43.9	56.1
4	248	422	37	63

2017 Data

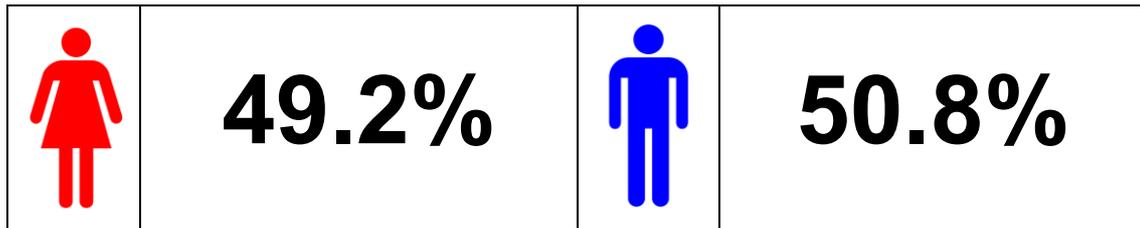
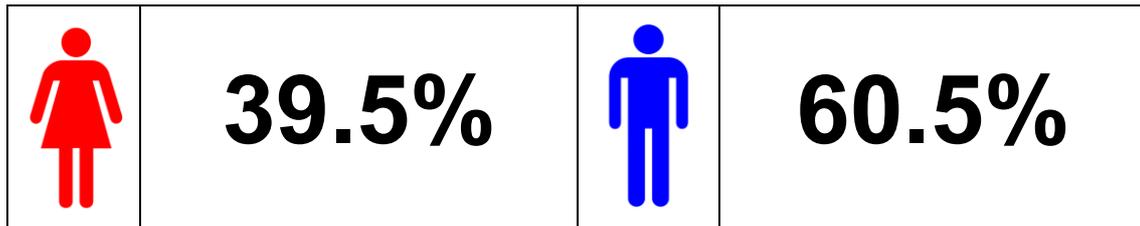
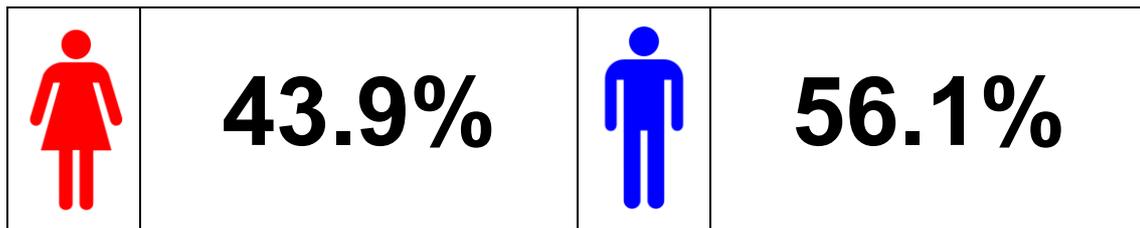
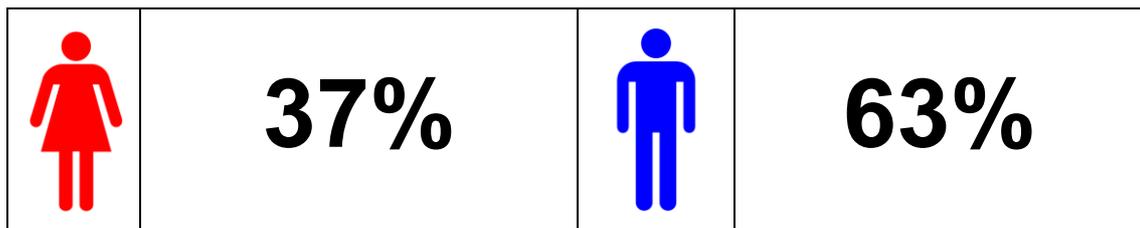
Quartile	Female	Male	Female %	Male %
1	293	344	46	54
2	185	221	45.6	54.4
3	336	534	38.6	61.4
4	224	414	35.1	64.9

* 2017 figures have been revised following methodology changes introduced by ESR system after we produced our report

4.3 Summary

Comparing 2017 and 2018 data, it shows us:

- 49.2% of women feature in quartile 1 compared to 50.8% of men. An improvement in gender profile bringing men and women much closer together. 54% of men were represented in this group in 2017 compared to 46% women
- 39.5% of women feature in this group compared to 60.5% of men. This gender profile has changed significantly since 2017 when women represented 45.6% of staff members in this group.
- 43.9% of women feature in quartile 3 compared to 56.1% of men. A significant increase of 5.3% compared to 2017 for women.
- 37% of women feature in quartile 4 compared to 63% of men. Again an improvement from 2017 of 1.9%.

Lower Pay Quartile**Lower Middle Pay Quartile****Upper Middle Pay Quartile****Upper Pay Quartile**

In common with the Ambulance Sector, there is a significant difference in the profile of males as opposed to females. Males represent 57.2 of our workforce and females 42.8%. Women in the Trust have increased by 2.1% compared to 2017. 53.8%% of our Board of Directors are female and 46.2% male.

4.4 Bonus Payments

No bonus payments were made in 2017/18.

5.0 What have we done to date?

- Increasing the frequency of recruitment reports by demographics to the E&D group for scrutiny and discussion
- We monitor women into senior management and each service line regularly
- Continue to delivered our Compass leadership development programme to middle managers
- Continue to deliver our management development programme to a range of middle and junior managers
- We offer and promote the North East Leadership Academy Leadership programmes to all our employees (We offer and promote the North East Leadership Academy Leadership programmes to all our employees (e.g. Edward Jenna, Elizabeth Garrett Anderson, Nye Bevan, Mary Seacole and the Clinical Executives fast track).

6.0 Next Steps

We will endeavor to develop a range of activities over the next 12 months to advance gender pay, these include:

- Exploring how we can better promote our vacancies in senior positions to women and organisations that support women
- Exploring how we can better support female talent. Encourage the next generation of female leaders by setting up an internal task and finish group to explore how we can better support women into middle and senior management roles
- Exploring opportunities for more flexible or alternative shift working across the organisation and explore how this could be introduced into a wider range of roles
- Working with other NHS and partners to learn from best practice and explore opportunities to develop joint activities
- Continue to monitor and report on gender pay disparities.

7.0 Conclusion

New data for 2017 based on the most recent methodology shows an improved picture than we reported,

In 2018 we continue to have a zero difference for median pay and our mean pay figure has increased by 0.3%.

The data over the last two year suggest we do not have an equal pay issues. We will however continue to take steps to reduce our mean pay gap and continue to explore best practice across the sector and beyond.

Support is available to access this document in a range of languages and accessible formats on request.

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Arabic

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Urdu

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Bengali

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Chinese

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