

Kent and Medway NHS and Social Care Partnership Trust Gender Pay Gap Report 31st March 2022

1. Background and context

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees. There are two sets of regulations but it is the second set which is relevant to KMPT as a public authority. Employers will have up to 12 months to publish their gender pay gaps from the snapshot date of 31 March each year.

The results must be published on the employer's website and a government website. While employers may already be taking steps to improve gender equality and reduce or eliminate their gender pay gap, this process will support and encourage action. Whilst we are not obliged to publish a narrative accompanying the figures, we believe it is important to do so to be transparent about the pay gap at the Trust and the steps we will be taking to address this gap.

Gender pay reporting 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. It is unlawful to pay people unequally because they are a man or a woman.

The gender pay gap shows the difference in the average pay between all men and women in a workforce. If a workforce has a particularly high gender pay gap, this can indicate there may be several issues to deal with, and the process of analysing the individual calculations may help to identify what those issues are.

The NHS terms and conditions of service handbook contain the national agreements on pay and conditions of service for NHS staff other than very senior managers and medical staff.

Job evaluation (JE) enables jobs to be matched to national job profiles or allows trusts to evaluate jobs locally, to determine in which Agenda for Change pay band a post should sit.

2. The Gender pay Gap Indicators

An employer must publish six calculations showing their:

- Average gender pay gap as a mean average
- Average gender pay gap as a median average
- Average bonus gender pay gap as a mean average
- Average bonus gender pay gap as a median average
- Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
- Proportion of males and females when divided into four groups ordered from lowest to highest pay, known as quartiles.

3 Approach

Our gender pay data has been obtained from our Electronic Staff Record System (ESR) for all staff employed and paid in March 2022.

The data and calculations have been derived from hourly rates of pay of:

- all employees (male/female) employed on the snapshot date (31 March 2022) – these are referred to as ‘relevant employees’
- all employees (male / female) who were paid their usual full pay in their pay period that included the snapshot date - these are referred to as ‘full-pay relevant employees’ (whether full time or part time they would have earned their usual pay in the pay period of the snapshot date.

The pay in consideration of the gender pay analysis is:

- basic pay
- allowances (such as payments for extra responsibilities, location-related payments, car allowances, recruitment or retention incentives)
- shift premium pay

Bonuses are considered separately and, as per national guidance, include any rewards related to:

- profit-sharing
- productivity
- performance
- incentive
- commission

These are considered over a 12-month period to March 2022 as per guidance.

4. KMPT workforce context and gender pay results 31 March 2022

The current gender split within the overall workforce is 72.9% female and 27.1% male (Headcount).

The breakdown of proportion of females and males in each banding by Headcount

	Female%	Male%
Band 2	9.64	3.99
Band 3	12.86	3.37
Band 4	7.04	1.34
Band 5	6.92	2.17
Band 6	13.37	3.51
Band 7	8.16	2.34
Band 8 - Range A	2.96	1.03
Band 8 - Range B	1.53	0.76
Band 8 - Range C	0.76	0.29
Band 8 - Range D	0.45	0.26
Band 9	0.14	0.19
Other	9.02	7.90

Average gender pay gap as a mean average

	Male (AfC)	Female (AfC)	% Difference
Mean hourly rate	£20.96	£17.52	16.4%

0.2% of a reduction in the difference with men's increasing by .66p and women by .63p when compared to the previous year.

Average gender pay gap as a median average

	Male (AfC)	Female (AfC)	% Difference
Median hourly rate	£17.47	£15.24	12.7%

0.9% of a reduction in the difference with men's increasing by 0.47p and women 0.64p when compared to the previous year.

Average bonus gender pay gap as a mean average

	Male	Female	% Difference
Mean bonus payment	£9088.47	£8842.22	2.71%

Average bonus gender pay gap as a median average

	Male	Female	% Difference
Median bonus payment	£6032.04	£4637.10	23.13%

Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment

Male employees paid bonus	Male staff overall	% diff	Female employees paid bonus	Female staff overall	% diff
19.0	930	2.04%	16.0	2700	0.59%

Proportion of males and females when divided into four groups ordered from lowest to highest pay

	Male	Female
Lower (Q1)	20.4%	79.5%
Lower middle (Q2)	25.9%	74.0%
Upper middle (Q3)	22.1%	77.8%
Upper (Q4)	33.6%	66.3%

In the current gender pay gap for 2022, quartile 4 (highest paid jobs) shows women occupy 66% (569) and men occupy 33.68% (289) of the highest paid jobs within KMPT. This is in contrast of quartile 1 where women occupy 79.56% (681) and men occupy 20.44% (175) of the lowest paid jobs. Compared to 2021 gender pay gap there is a slight reduction for women in the lower quartile (80.6%).

5 Actions to take forward

In terms of next steps, the following action plan has been developed:

Gender Pay Gap Action Plan

Area and Objective	Lead	Timescales
Recruitment processes – to improve access to training for recruiting managers.	Recruitment Team	Weekly sessions throughout 2022/2023
Promote a wide range of flexible working practices.	ER team	Quarterly throughout 2022/2023
Caring and shared parental leave - actively promote shared parental leave to staff.	ER Team/ HRBPs	Quarterly throughout 2023
Publish Gender pay Gap Report on external facing website for transparency.	EDI Manager/EDI Team/Comms	By 31 March 2023
Investigate feasibility of a Women’s Staff Network to support women in the workplace and identify any additional support requirements.	EDI Team	By November 2023
Celebrate International Women’s Day – 8 th March 2023 to promote and engage staff on gender equality.	EDI Team/ Communications	March 8 th 2023
Review the pathway of men in higher band roles <ul style="list-style-type: none"> Rate of promotion to higher bands compared to women Recruitment – spinal point at entry to organization 	EDI Practitioner – Workforce Lead	September 2023
Investigate whether women from a Black, Asian, Minority Ethnic background in lower bands are disproportionate to white colleagues.	EDI Practitioner – Workforce Lead	By November 2023
Explore whether there is a gender bias in recruitment, advertising and job descriptions	EDI Manager/EDI Team/Recruitment	By November 2023