



Report title	Gender Pay Gap Report – (31st March 2020 snapshot)
Report from	Sandi Drewett, Director of Workforce and OD
Prepared by	Bola Ogundeji, Deputy Director of Workforce and OD
Link to strategic objectives	We will attract, retain and develop great people
Date	1 st October 2021

Executive summary

This paper relates to our statutory duty to report gender pay gap differences. The Trust has a legal requirement to produce an annual gender pay gap report based on a snapshot date of the 31st March each year. This report must be submitted to the Government and published on the Trust's public website.

The gender pay gap as at 31st March 2020 (the snapshot date for reporting) is 19.03% mean and 17.67% median. The 4 pay quartiles show a higher proportion of males in the upper middle pay quartile, despite the workforce being predominantly female. City Road and Moorfields North Divisions had the highest gender pay gap above 23%. Men earn £6.52 an hour on average more than women in City Road and in Moorfields North, men earn £5.53 an hour on average more than women.

The mean pay gap has decreased by just 0.18% since the previous year. Examination of the pay gap within the different pay scales shows a significant difference and gap in the average hourly rates for VSMs, Medical and Non-Medical Consultant pay grades and NEDs. In this category, male staff received an average hourly rate of £3.85 more than their female counterparts. The mean gender pay gap for bonuses is 15.40% and the median is 18.53%.

Although not yet mandated to do so, the Trust has included for the first time, its Ethnicity Pay Gap alongside the Gender Pay Gap report. This shows that on average white employees were paid £3.90 an hour more than Black, Asian and minority ethnic (BAME) employees.

Quality implications

There may be a link to improving quality with a perception of transparency and equity in pay for male and female staff.

Financial implications

Reporting gender pay gap differences helps promote transparency and allows the Trust to make plans to address this.

Risk implications

Equality and Diversity – Lack of equality in pay for male and female staff may impact the reputation of the Trust and retention of staff.

Action Required/Recommendation

Management Executive is asked to note and approve the report

For Assurance		For decision		For discussion		To note	X
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1. What is the gender pay gap report?

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 the Trust 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. Due to the Coronavirus outbreak, the Government Equalities Office (GEO) and the Equality and Human Rights Commission (EHRC) announced in March 2020, the decision to suspend enforcement of the gender pay gap deadlines for the reporting year (2019/20). A new deadline was extended until October 2021.

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 2020.

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

- all employees (male/female) employed on the snapshot date (31 March 2020) – 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

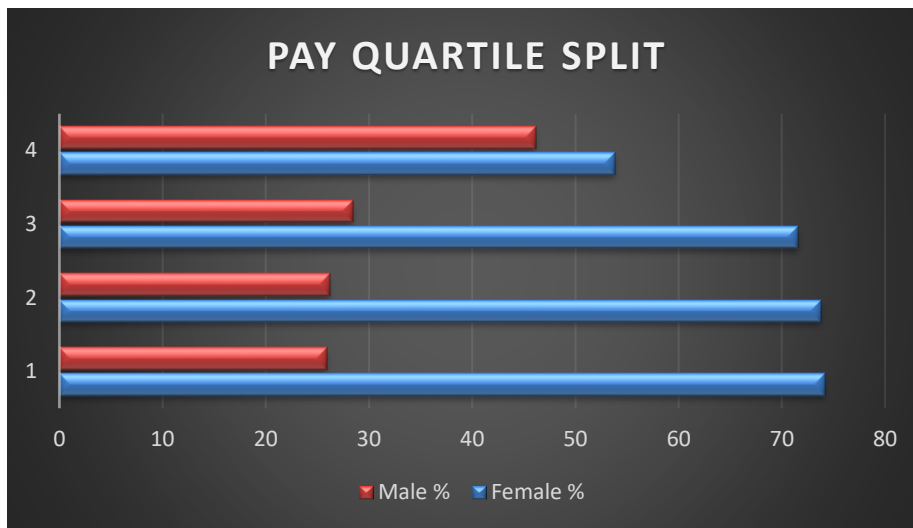
These are considered over a 12-month period to March 2020 as per guidance.

4. Background

Our last Gender Pay Gap report was in January 2020 based on snapshot data from 31st March 2019. The findings for the previous year were:

- our mean pay gap was 19.21%
- our median pay gap was 17.77%
- our mean bonus pay gap was 8.99%
- our median bonus pay gap was 4.94%

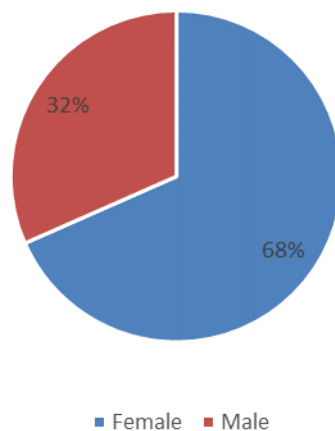
The pay quartile split as at March 2019 was as follows:



5. Trust Gender Profile (based on headcount) March 2020

Moorfields Eye Hospital, as is typical of the NHS, has a higher proportion of females to males in its workforce – of the 2,183 staff counted as part of the gender pay gap reporting, 1,493 were female compared to 690 males.

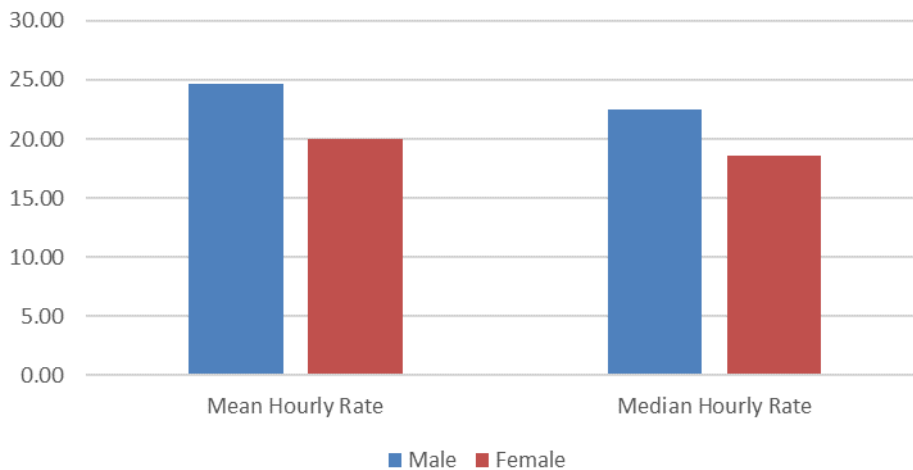
TRUST GENDER PROFILE



6. The Gender Pay Gap – Mean and Median

The figures below show that the mean hourly pay for Male staff is £4.70 higher than that of Female staff, which is a gap of 19.03%. Male staff median pay is £3.98 higher than that of Female staff, which is a gap of 17.76%. For both mean pay and median pay there has been a reduction in the gap in pay between male and female staff from the previous year albeit little.

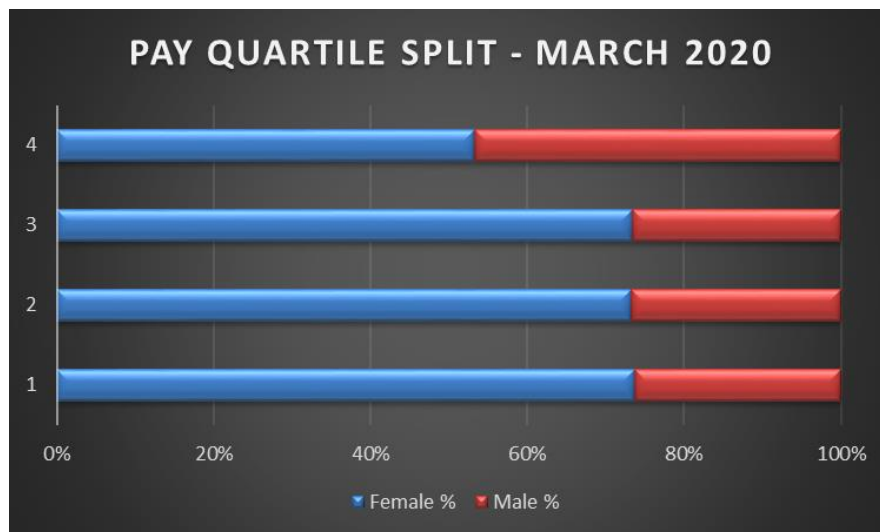
MEAN AND MEDIAN GPG - MARCH 2020



Mean gender pay gap – 19.03%
(2018/19 – 19.20%)

Median gender pay gap – 17.67%
(2018/19 – 17.76%)

7. Pay Quartile Split – 31st March 2020



To determine the cause of the mean pay gap, it is worth examining the gender composition and pay gaps in each pay grade category and division. This composition is shown in the following table, with the higher average pay by gender highlighted in green.

Staff Overview	Headcount		% in Band	
Band	Female	Male	Female	Male
Band 1	0	1	0%	100%
Band 2	55	40	58%	42%
Band 3	327	96	77%	23%
Band 4	146	63	70%	30%
Band 5	245	66	79%	21%
Band 6	245	70	78%	22%
Band 7	204	83	71%	29%
Band 8 - Range A	52	43	55%	45%
Band 8 - Range B	27	15	64%	36%
Band 8 - Range C	12	8	60%	40%
Band 8 - Range D	6	4	60%	40%
Band 9	3	3	50%	50%
Medical Consultant / Non-Consultant/ VSM and NEDs	171	198	46%	54%
Grand Total	1493	690	68%	32%

The cause of the gender pay gap is not always straightforward. In a nutshell: there are more women in lower paid roles/occupations. Women are also more likely to work part-time (which is generally less well paid than full-time work on a per hour basis), and to take time out of the labour force for caring responsibilities. These factors limit women's labour market experience and progression; the gender pay gap widens significantly after women have children.

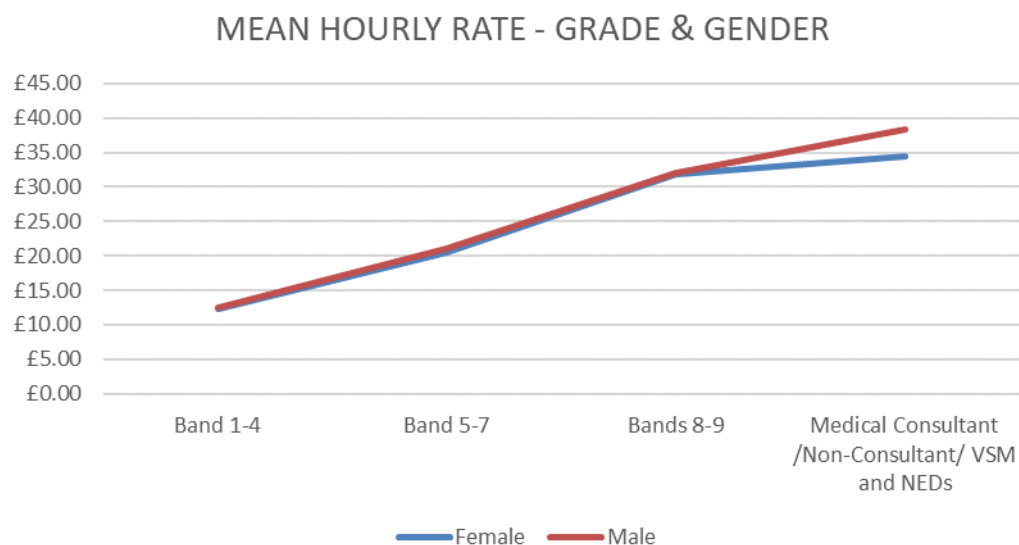
Band Groupings	Female		Male		GPG	
	Mean Hrly Rate	Median Hrly Rate	Mean Hrly Rate	Median Hrly Rate	Mean GPG	Median GPG
Band 1-4	£12.30	£12.14	£12.53	£12.44	1.82%	2.41%
Band 5-7	£20.58	£20.48	£21.09	£22.52	2.42%	9.06%
Bands 8-9	£31.89	£29.45	£31.94	£29.45	0.17%	0.00%
Medical Consultant/Non-Consultant/ VSM and NEDs	£34.47	£32.93	£38.32	£39.33	10.05%	16.27%

GPG by Division

Division	Female		Male		GPG	
	Mean Hrly Rate	Median Hrly Rate	Mean Hrly Rate	Median Hrly Rate	Mean GPG	Median GPG
Access Division	14.11	13.03	16.27	13.03	13.28%	0.00%
City Road Division	20.81	19.37	27.33	24.21	23.86%	19.99%
Moorfields North	17.53	16.09	23.06	18.66	23.98%	13.77%
Moorfields Private	17.05	15.58	17.57	15.12	2.96%	-3.04%
Moorfields South	20.41	18.18	22.76	18.57	10.33%	2.10%
Other	23.23	22.52	24.25	22.52	4.21%	0.00%

Negative values mean that the difference and the gap are favourable to Female staff

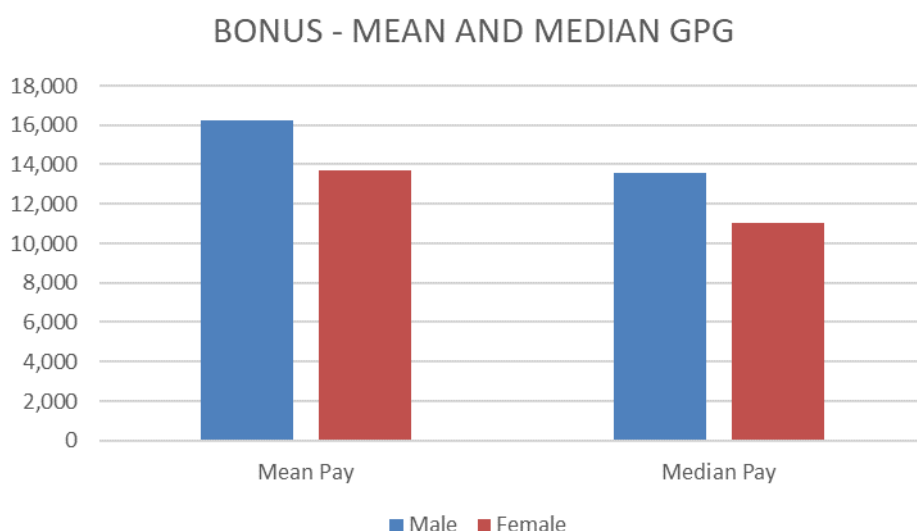
The following graph shows the mean hourly rate for each grade bracket by gender. It shows that they are more or less the same, with only noticeable differences occurring at the higher bands.



8. Bonuses

In 2019/2020 Bonuses were paid in the form of Clinical Excellence Awards to Medical Consultants.

Bonus payments for CEA awards are paid pro-rata to part-time staff; however, in Gender Pay Gap analysis, there is no accounting for a particular rate of Bonus pay. A significant proportion of Female Consultants consist of part-time staff compared to Male Consultants. Part-time Female Consultants, as a result, receive a lower CEA Bonus payment. Therefore, it is not easy to reflect comparisons between bonus pay for male and female staff. Moreover, it is worth noting that the 2019/20 mean and median gender pay gap for bonuses is significantly different to the reported mean and median for 2018/19. It is assumed that this difference may result from delayed or missed CEA awards or due to the migration from Route 66 to the Electronic Staff Record System in November 2018.



Mean gender pay gap – 15.40%
(2018/19 – 8.99%)

Median gender pay gap – 18.53%
(2018/19 – 4.94%)

9. Ethnicity Pay Gap (EPG)

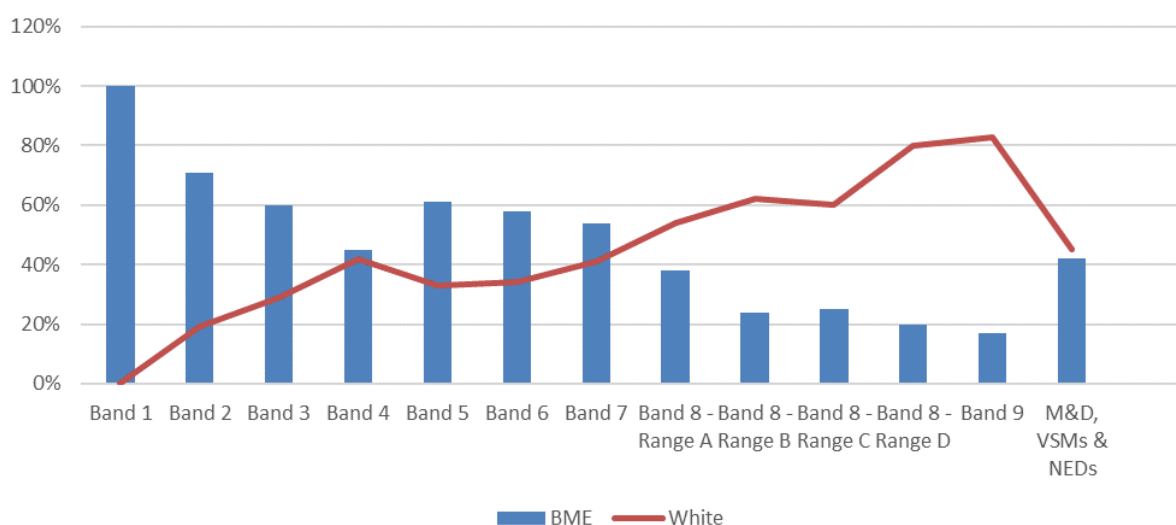
Staff Overview	Headcount			% in Band		
Band	BME	White	Not Stated	BME	White	Not Stated
Band 1	1	0	0	100%	0%	0%
Band 2	67	18	10	71%	19%	11%
Band 3	252	122	49	60%	29%	12%
Band 4	94	88	27	45%	42%	13%
Band 5	190	102	19	61%	33%	6%
Band 6	183	106	26	58%	34%	8%
Band 7	154	118	15	54%	41%	5%
Band 8 - Range A	36	51	8	38%	54%	8%
Band 8 - Range B	10	26	6	24%	62%	14%
Band 8 - Range C	5	12	3	25%	60%	15%
Band 8 - Range D	2	8	0	20%	80%	0%
Band 9	1	5	0	17%	83%	0%
Medical Consultant/Non-Consultant/ VSM and NEDs	154	167	48	42%	45%	13%
Grand Total	1149	823	211	53%	38%	10%

Although not yet mandated to do so, the Trust has included for the first time, its Ethnicity Pay Gap alongside the Gender Pay Gap report. This shows that on average white employees were paid £3.90 an hour more than Black, Asian and minority ethnic (BAME) employees. The mean hourly rate for white employees is £3.90 higher than that of BAME employees, which is a gap of 16.35%.

The table above indicates under-representation of BAME employees in Band 7+ and over-representation of BAME employees in the lower pay bands. E.g. 65.5% of all Band 2 / Band 3 employees are from BAME background compared to Trust overall proportion of 53% of all staff.

The mean pay gap is the difference between the pay of all white and BAME employees when added separately and divided by the total number of White and BAME relevant employees in the workforce.

Ethnicity By Banding



Given that BAME employees comprise 53% of our workforce, they are clearly over-represented in the lower and lower middle quartiles and under-represented in the Upper and Upper Middle quartiles. This may also reflect the types of roles where there is a greater representation of BAME staff.

As this is the first inclusion of the Ethnicity Pay Gap report we are not able to compare to previous years. However, we anticipate that in future years we shall be able to compare and analyse trends further.

Mean Hourly Rate			
	BAME	White	EPG
Band 1-4	£12.30	£12.47	1.33%
Band 5-7	£20.71	£20.71	-0.04%
Bands 8-9	£30.40	£32.72	7.10%
Medical Consultant/Non-Consultant/ VSM and NEDs	£34.13	£40.02	14.72%
Grand Total	£19.94	£23.83	16.35%

Note 'Not Stated' ethnicity staff is excluded from EPG analysis

Conclusion

We have already identified in the Workforce Race Equality Standard (WRES) that BAME employees are under-represented at the higher bands and over-represented at the lower bands. The implication is that the cause of the pay gap may run deeper than simply under-representation of overall BAME employees in the higher pay bands and therefore the Trust will continue to monitor and report on the ethnicity pay gap including taking actions to support the career progression of all staff and especially those within the more junior bandings from BAME background.

10. Comparison

Further analysis will be undertaken following the 31st March 2021 deadline to compare MEH Gender Pay Gap metrics against other NHS Trusts. We will also aim to compare the length of service for men and women across the different pay bands – especially doctors. We will also aim to test the hypothesis that the Trust may not have been employing women in consultant posts for as long as men such that they are lower down the pay band structure due to their length of service. There is also a future opportunity for us further to analyse our gender pay gap by age profiles.

11. Progress and Next Steps

There is still a higher proportion of males in the higher paid roles than females compared with the general Trust proportion. However, the pay gap as a whole has decreased slightly. The following Action Plan has been developed and will be presented to the Equality and Diversity Steering Group. The Trust is already carrying out a number of actions that form part of our commitment to address the equality gap and some of these actions are outlined below

Action	Lead	Date
To develop more transparency in pay and grading decisions by understanding the Trust's gender pay gap.	Workforce Information Lead	March 2022
Continue to promote workplace flexibility/agile working -This will help to recruit, retain, and develop women managers.	Workforce / Agile Working Lead	Ongoing
Strengthen the support of our Staff Networks through the 'Galvanising Staff Diversity Network' initiative	OD Consultant	March 2022
Develop our career progression offer to employees including mentoring, and leadership development.	Learning and Development Manager	December 2021