Gender Pay Gap Reporting

Background

Since the Equality Act 2010 (Specific Duties) Regulations 2011 (SDR) came into force on 10 September 2011, there has been a duty for public bodies with 150 or more employees to publish information on the diversity of their workforce. Although the SDR did not require mandatory GPG reporting, the Government Equalities Office (GEO) and the Equality and Human Rights Commission (EHRC) provided guidance that made it clear that employers should consider including GPG information in the data they already publish. It was evident that not all employers did this, so the government made GPG reporting mandatory by amending the SDR so that all public sector employers with more than 250 employees have to measure and publish their gender pay gaps.

What will employers need to do?

Employers with 250 employees and over will need to publish the following information annually for all employees who are employed under a contract of employment, a contract of apprenticeship or a contract personally to do work. This will include those under Agenda for Change terms and conditions, medical staff and very senior managers. All calculations should be made relating to the pay period in which the snapshot day falls. For the first year, this will be the pay period including 31 March 2017.

What will employers need to publish?

- The information outlined above will need to be published within one year of the date for the 2017 snapshot.
- The information must be published on a website that is accessible to employees and the public free of charge. The information should remain on the website for a period of at least three years beginning with the date of publication.
- The EHRC will be responsible for monitoring how public bodies are complying with the GPG reporting requirements and can take enforcement action.
- Register your data with the Government online reporting service

Employers will need to:

- Calculate the hourly rate of ordinary pay relating to the pay period in which the snapshot day falls. This is done automatically within the ESR BI reports.

- Calculate the difference between the mean hourly rate of ordinary pay of male and female employees, and the difference between the median hourly rate of ordinary pay of male and female employees

All Staff

Gender	Mean Hourly Rate	Median Hourly Rate
Male	20.68	16.05
Female	16.50	14.56
Difference	4.18	1.49
Pay Gap %	**20.22%**	**9.31%**

Medical Staff

Gender	Mean Hourly Rate	Median Hourly Rate
Male	38.30	37.54
Female	34.30	31.94
Difference	4.00	5.60
Pay Gap %	**10.44%**	**14.92%**

Non-Medical Staff

Gender	Mean Hourly Rate	Median Hourly Rate
Male	15.33	13.45
Female	14.78	13.99
Difference	0.55	-0.54
Pay Gap %	**3.59%**	**-4.01%**

- Calculate the difference between the mean (and median) bonus pay paid to male and female employees

Gender	Mean Pay	Median Pay
Male	11,698.25	5,967.20
Female	6,254.70	5,084.00
Difference	5,443.54	883.20
Pay Gap %	**46.53%**	**14.80%**

- Calculate the proportions of male and female employees who were paid bonus pay

Gender	Employees Paid Bonus	Total Relevant Employees	%
Female	35	2802	**1.25%**
Male	38	553	**6.87%**

- Calculate the proportions of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands by number of employees rather than rate of pay

Quartile	Female	Male	Female %	Male %
Lower	662	121	**84.55%**	**15.45%**
Lower middle	666	120	**84.73%**	**15.27%**
Upper middle	686	99	**87.39%**	**12.61%**
Upper	593	193	**75.45%**	**24.55%**

Ordinary Pay

This Includes:

- basic pay
- paid leave, including annual, sick, maternity, paternity, adoption or parental leave (except where an employee is paid less than usual or nothing because of being on leave)
- area and other allowances
- shift premium pay, defined as the difference between basic pay and any higher rate paid for work during different times of the day or night
- pay for piecework.

It does not include:

- remuneration referable to overtime.
- remuneration referable to redundancy or termination of employment
- remuneration in lieu of leave
- remuneration provided otherwise than in money.

Bonus Pay

This relates to performance, productivity, incentive, commission or profit-sharing, but excludes:

- remuneration referable to overtime
- remuneration referable to redundancy
- remuneration referable to termination of employment.
- Doctors' clinical distinction/excellence awards will be regarded as bonus pay, as well as any other payments above the level of ordinary for performance or expertise such as performance related pay for very senior managers and others.

Additional Notes

- Please note that SCH bonus pay only includes the Doctors' clinical distinction/excellence awards
- Employees on full maternity pay (OMP) are currently excluded from the ESR BI report as the element returns a cash value only and it is therefore not possible to return an hourly rate
- Mean = Average of all the numbers
- Median = Middle value in a list of numbers
- Quartiles
    - In descriptive statistics, the **quartiles** of a ranked set of data values are the three points that divide the data set into four equal groups, each group comprising a quarter of the data. A quartile is a type of quantile. The first quartile (Q_1) is defined as the middle number between the smallest number and the median of the data set. The second quartile (Q_2) is the median of the data. The third quartile (Q_3) is the middle value between the median and the highest value of the data set.
    - In applications of statistics **quartiles** of a ranked set of data values are the four subsets whose boundaries are the three quartile points. Thus an individual item might be described as being "in the upper quartile".