

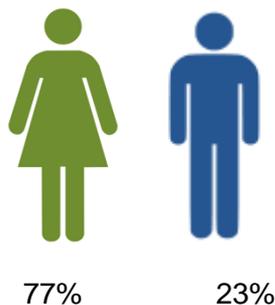
Royal Surrey County Hospital NHS Foundation Trust Gender Pay Gap – 2018/19

Gender Pay Gap legislation requires all employers with 250 or more employees to publish their gender pay gap as at 31st March 2018. The Royal Surrey County Hospital NHS Foundation Trust employs over 4,000 staff in a range of roles, including nursing, medical, allied health, administrative and managerial roles.

The Trust uses the national job evaluation framework for Agenda for Change staff to determine appropriate pay bandings; this provides a clear process of paying employees equally for the same or equivalent work. For doctor and dentists the Trust uses the national terms and conditions framework which determines consultant pay and pay progression. The longer an employee has been in a band the higher their salary is likely to be irrespective of gender.

This report includes the statutory requirements of the Gender Pay Gap legislation and also provides further context to demonstrate our commitment to equality. The gender pay gap differs to equal pay. Equal pay is in relation to pay differences between men and women who carry out the same job for different pay, which is unlawful. The gender pay gap shows the difference in average pay of all men and the average pay of all women employed by the Trust. It is, therefore, possible to have genuine pay equality but still have a significant gender pay gap.

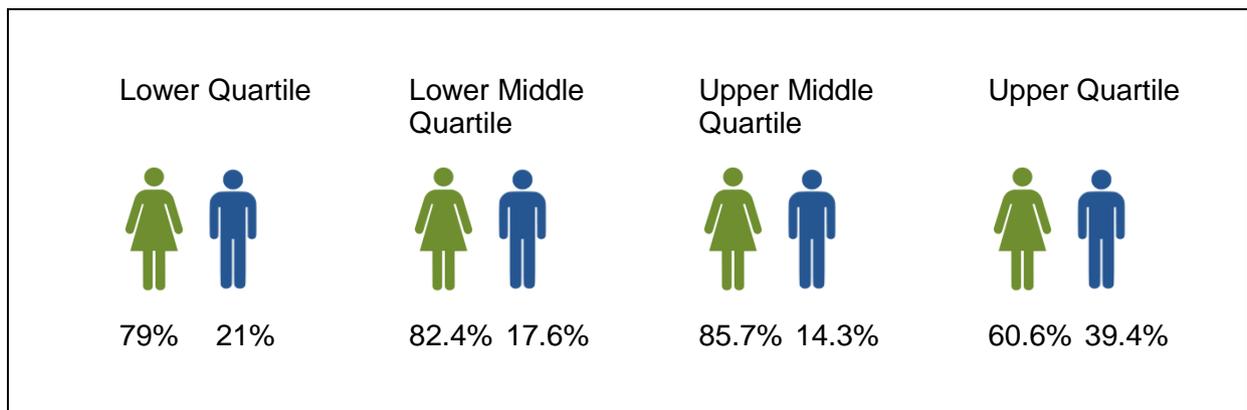
Gender Profile



Figures include the Clinical Excellence Awards (CEAs) payments that are paid to eligible medical staff, which is a section of the workforce with a higher proportion of males. Under the national Medical & Dental terms and conditions, Consultants are eligible to apply for Clinical Excellence Awards. This recognises and rewards individuals who demonstrate achievements in developing and delivering high quality patient care over and above the standard expected for their role, with a commitment to the continuous improvement of the NHS.

Staff by Earnings Quartile

The Lower Quartile represents the lowest salaries in the Trust and the Upper Quartile represents the highest salaries. The Trust employs more women than men in every quartile.



Pay Gap Comparison

The mean gender pay gap for the whole of the Public Sector economy is 17.7% (source: October 2017 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures). At 31.2% the Trust's mean gender pay gap is, therefore, above that for the wider public sector. This is reflective of the pattern from the wider UK healthcare economy; traditionally the NHS has had a higher female workforce in caring roles in the workforce, which tend to be in the lower bandings, and a predominantly male workforce in the higher banded Medical & Dental professions.

Reducing the Gender Pay Gap

The Trust is committed to ensuring an equitable workforce and we will continue to work towards achieving the following actions:

- Develop and implement a talent management programme to support employees to progress.
- Use Leader's programmes to encourage women to progress more quickly into leadership roles.
- Explore how we can attract more men into the organisation at the lower bands, to create a more even gender balance.
- Raise awareness of shared parental leave entitlements and flexible working opportunities through our training and communications.
- Examine and remove barriers to flexible working in your organisation and have senior leaders and managers act as role models by working flexibly themselves. Pay for work, not face time.

- Maintain regular contact with your staff on parental leave or career breaks; promote the use of 'keep in touch' days.
- Take account of gender in the providing of leadership opportunities.
- Undertake an annual review of gender split across all bands as part of the annual Public Sector equality Duty process and take action where appropriate.
- Include our reporting and action plan in the Equality & Diversity Strategy Committee.
- Make all Consultants aware of the local CEA scheme to encourage CEA applications from across the workforce.