

Great Ormond Street  
Hospital for Children  
NHS Trust



Gender pay gap summary 2017



## Background

From April 2017 all employers of 250 or more employees are required to report on their gender pay gap. The gender pay gap is a measure of the difference between men's and women's average earnings across an organisation. It is expressed as a proportion of men's earnings. There are two main measurements; the mean, commonly known as the average, calculated when you add up the wages of all employees and divide the figure by the number of employees. The median is the figure that falls in the middle of a range when everyone's wages are lined up from smallest to largest. The median gap is the difference between the employee in the middle of the range of male wages and the middle employee in the range of female wages. The median is typically a more representative figure as the mean can be skewed by a handful of highly paid employees. A large difference between the mean and the median can be indicative of inequality at either end of the pay spectrum.

GOSH employs 4,300 people across all functions, as of March 2017. Great Ormond Street Hospital (GOSH) uses the following pay systems:

- Agenda for Change: national pay system which covers all job roles excepting those given below
- Medical and Dental terms and conditions:
  - National Junior Doctors contract
  - National Consultants contract
  - Clinical Fellows terms and conditions. (These are for medical staff, sub consultant level in a non-training post, and they mirror the junior doctors contract)
  - Clinical Excellence Awards also relate to consultant staff (see below)
- Trust contracts: for senior managers.

Agenda for Change was designed to evaluate the job rather than the person in it and in doing so, ensures equity between similar jobs in different areas. Each grade has a set of pay points for annual progression, meaning the longer period that someone has been in a grade the higher their salary is irrespective of their gender.

The contracts for medical staff are nationally mandated and their terms and condition are protected in statute.

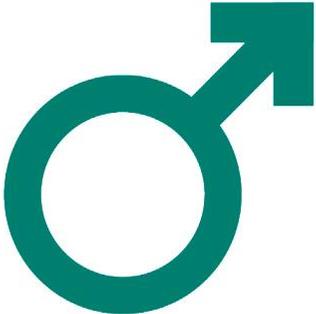
We are required to publish data as outlined below. The data is based on a snapshot date of 31 March 2017.

- Mean gender pay gap in hourly pay
- Median gender pay gap in hourly pay
- Proportion of males and females in each pay band quartile
- Mean bonus gender pay gap (in the NHS this essentially measures consultant's clinical excellence awards)
- Median bonus gender pay gap
- Proportion of males and females receiving a bonus payment.

**GOSH gender profile**

77% Women

23% Men



## Ordinary pay analysis

We've compared both the mean (average) and median (mid-point) in the hourly rate we paid to men and women. The graphic below shows both our mean and median gender pay gaps.

### All staff

#### Mean gender pay gap



**21.49%**

The mean of male earnings is £5.60 per hour more than women.

#### Median gender pay gap



**14.97%**

The median of male earnings is £3.19 per hour more than women.

#### Gender pay gap (non-medical)

##### Mean



**0.96%**

The mean of male earnings is 18p per hour more than women.

##### Median



**6.94%**

The median of female earnings is £1.12 per hour more than men.

#### Gender pay gap (medical /dental)

##### Mean



**14.31%**

The mean of male earnings is £6.20 per hour more than women.

##### Median

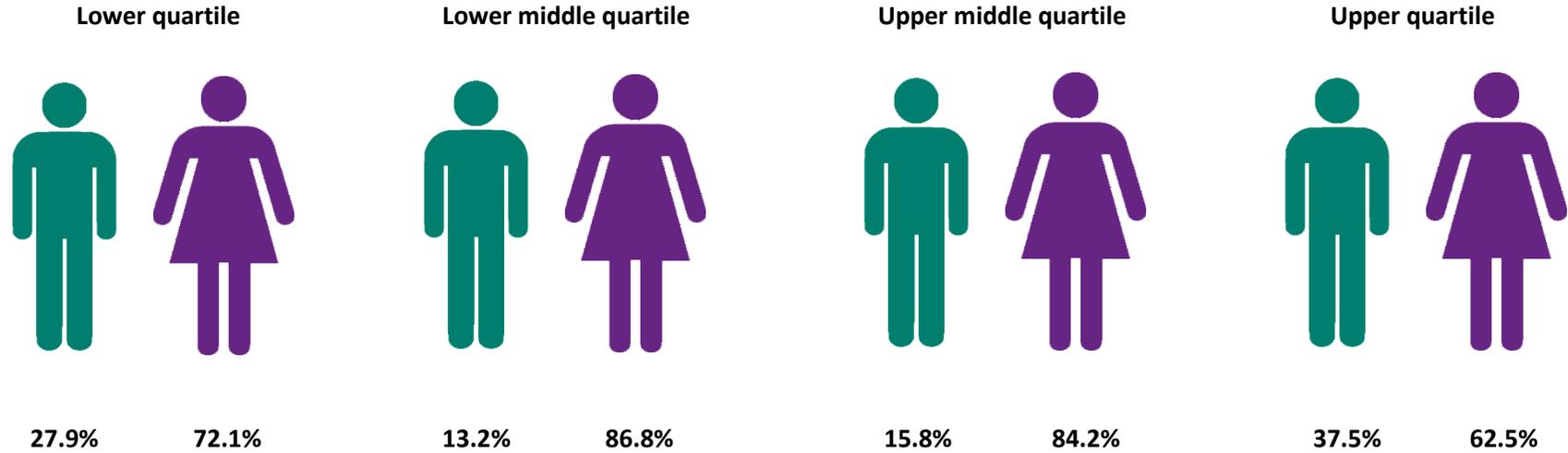


**20.18%**

The median of male earnings is £8.58 per hour more than women.

## Staff by quartiles (all staff)

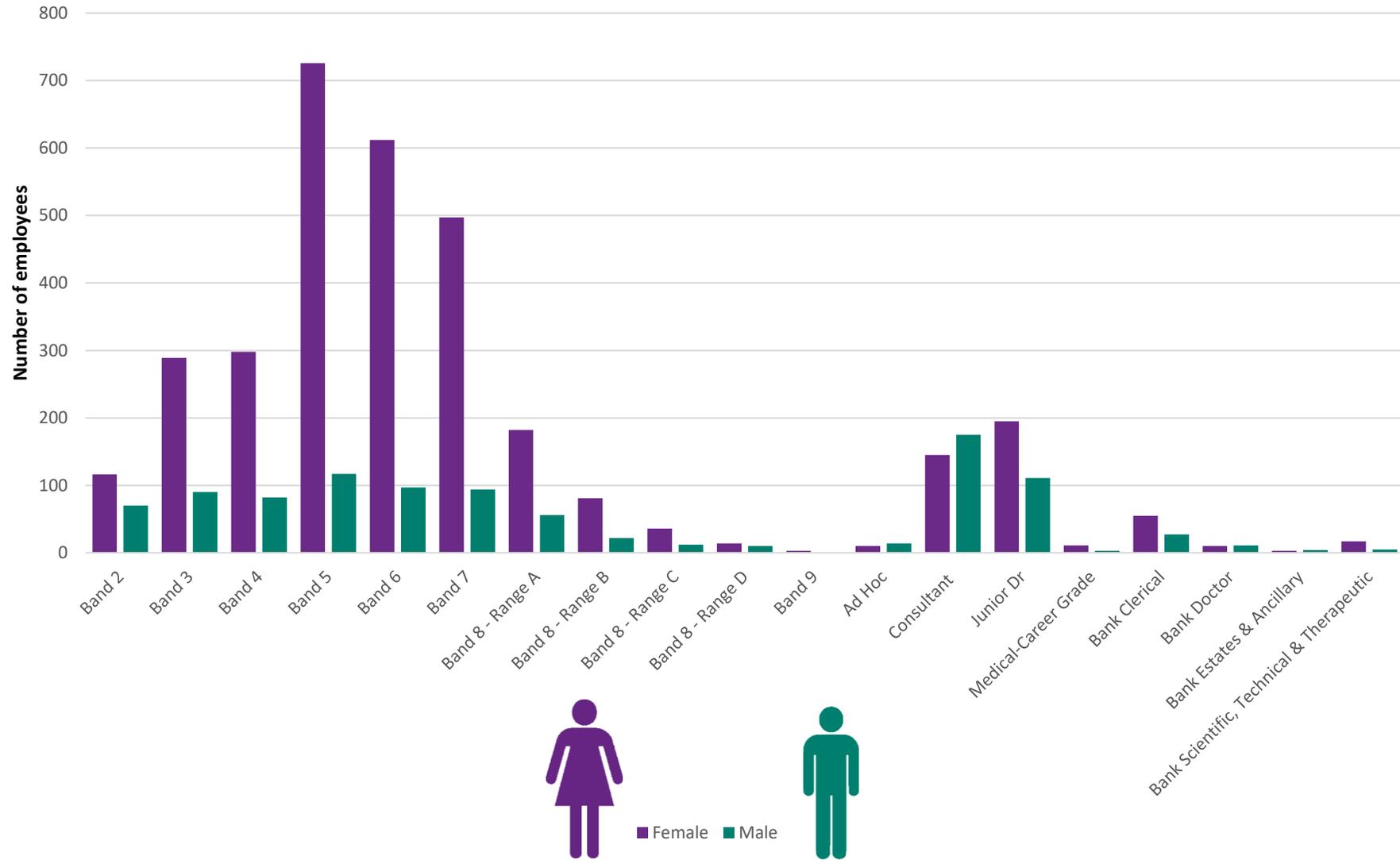
The pay quartiles shown below are calculated by listing the rates of pay for every employee from lowest to highest, before splitting that list into four equal-sized groups and calculating the percentage of males and females in each.



## Numbers of men and women by band and pay scale

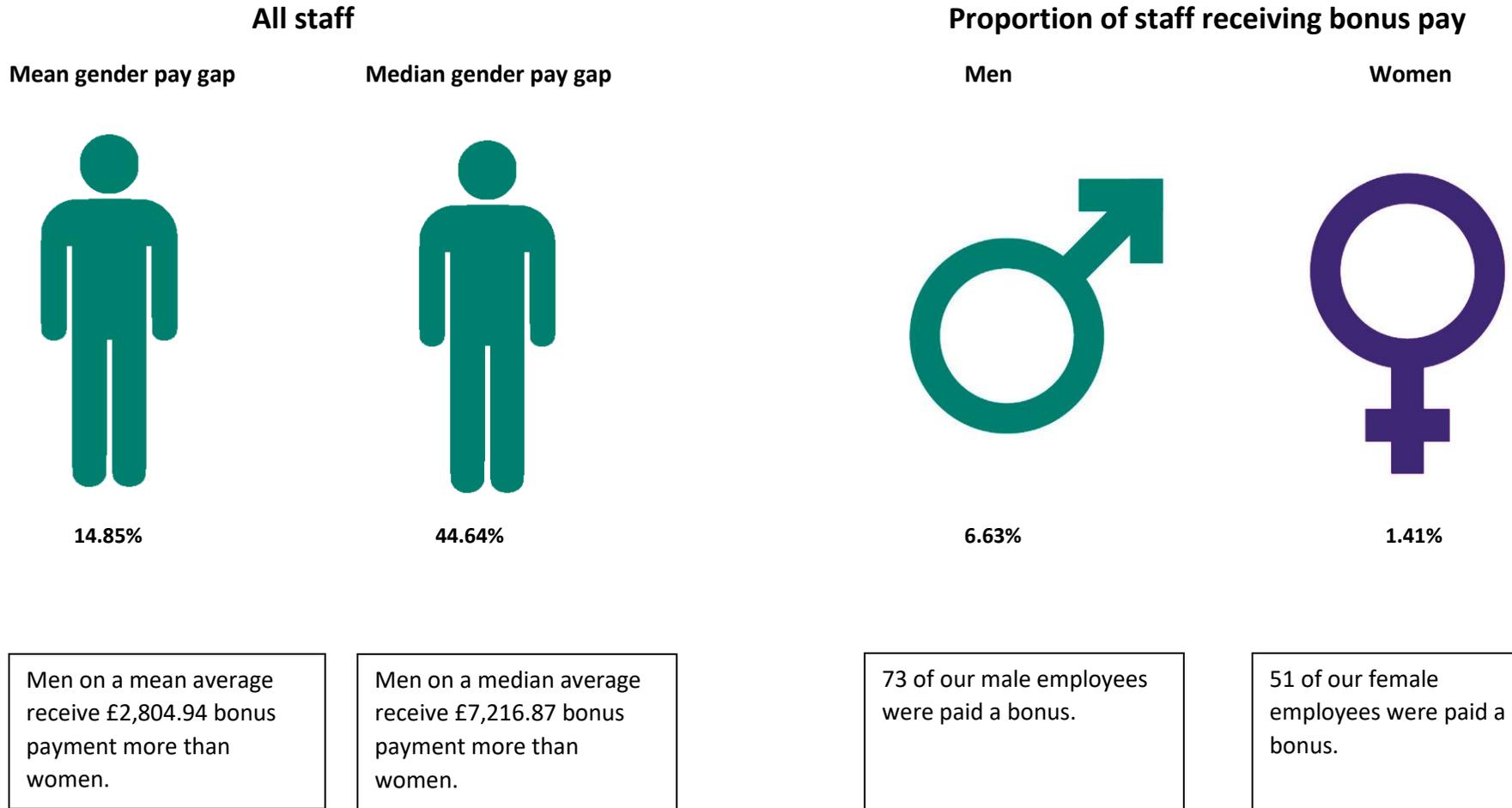
Band/Grade	Female	Male	Employees	Female %	Male %
Band 2	116	70	186	62%	38%
Band 3	289	90	379	76%	24%
Band 4	298	82	380	78%	22%
Band 5	726	117	843	86%	14%
Band 6	612	97	709	86%	14%
Band 7	497	94	591	84%	16%
Band 8 - Range A	182	56	238	76%	24%
Band 8 - Range B	81	22	103	79%	21%
Band 8 - Range C	36	12	48	75%	25%
Band 8 - Range D	14	10	24	58%	42%
Band 9	3		3	100%	0%
Ad Hoc	10	14	24	42%	58%
Consultant	145	175	320	45%	55%
Junior Doctor	195	111	306	64%	36%
Medical-Career Grade	11	3	14	79%	21%
Bank Clerical	55	27	82	67%	33%
Bank Doctor	10	11	21	48%	52%
Bank Estates and Ancillary	3	4	7	43%	57%
Bank Scientific, Technical and Therapeutic	17	5	22	77%	23%
<b>Grand Total</b>	<b>3300</b>	<b>1000</b>	<b>4300</b>	<b>77%</b>	<b>23%</b>

### Number of men and women by band and payscale



## Bonus pay calculations

Earnings in this calculation for bonus payments relate to Clinical Excellence Awards for experienced consultant medical staff.



## **Reducing the gender pay gap**

- Utilise our inclusion agenda to promote positive discussion and develop further awareness of the issues around the gender pay gap.
- Continue to implement family friendly policies for all staff, such as continuing to offer flexible working, childcare vouchers, on site creche facilities.
- Provide training and education to managers to address issues related to unconscious bias, e.g. in Performance Development Reviews (PDR) and Recruitment and Selection.
- Progress the development of a gender staff network and appropriate reporting mechanisms to support policy development and culture change.