



# **EQUAL PAY AUDIT REPORT 2015**

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## 1.0 INTRODUCTION

Mid Cheshire's local health services are committed to ensuring that everyone has an equal chance to live a long and healthy life, regardless of age, disability, gender identity, marital / civil partnership status, pregnancy / maternity, race, religion or belief, sex, or sexual orientation.

It is essential, therefore, that we take steps to ensure that we are a good employer which values and welcomes different ideas and skills of our staff. Our goal is to recruit, engage, develop and retain outstanding people who reflect the diverse communities we serve and who work together to diver our common aims and objectives. Part of our ethos is to be a place w here people chose to work because it offers equal and inspiring opportunities to everyone.

We are also mindful of our responsibilities under the Equality Act 2010 which gives women (and men) a right to equal pay for equal work. The equal work provisions apply to all employers although those in the public sector are subject to the general equality duty. This duty specifically requires us to carry out an equal pay audit at regular intervals.

The first Equal Pay Audit was undertaken in 2012.

This report sets out the key findings of the audit carried out in early 2015.

## 2.0 THE EQUALITY ACT 2010

The Equality Act 2010, which received royal assent on 8 April 2010, was implemented on 1<sup>st</sup> October 2010. It replaced several pieces of previous legislation relating to discrimination (for example, the race relations Act of 1976 and the Sex Discrimination Act of 1975) with the intention of updating, strengthening and simplifying equality law.

The Equality Act 2010 cover the same protected characteristics that were covered by existing equality legislation but it also extends protections to some groups not previously covered. The list of protected characteristics now covered reads as follows: - sex; race; disability; pregnancy & maternity; age; religion or belief; sexual orientation; marriage & civil partnership and gender reassignment.

The act created the Public Sector Equality Duty (PSED), which requires all publicly funded organisations to take further steps towards ensuring equality in the workplace. Part of this is the requirement to publish information to demonstrate compliance with the general equality duty by helping to demonstrate due regard for the need to eliminate gender pay discrimination.

### 3.0 WHAT IS AN EQUAL PAY AUDIT?

The Equality & Human Rights commission recommends that an Equal Pay Audit should be carried out at regular intervals as an effective method of ensuring that a pay system is free from unlawful bias. It involves the comparison of the pay of men and women (or other protected characteristics) doing equal work and to investigate any causes of any obvious pay gaps. The statutory Code of Practice for Equal Pay recommends that the audit proves should include the following features:-

- Comparing the pay of men and women doing equal work
- Identifying and explaining any pay differences
- Eliminating those pay inequality that cannot be explained on non-discriminatory grounds

### 4.0 JOB EVALUATION

The Trust's pay and grading system and policies are in line with the NHS Agenda for Change terms and conditions. Agenda for change is underpinned by a tailored job evaluation scheme which is a pay and grading system for all NHS staff the exception of doctors, dentists and some very senior managers.

The job evaluation scheme was specifically developed for the NHS across the UK and it determines the basis pay of all staff covered by the Agenda for Change terms and conditions. This is done by evaluating each job across a range of factors and allocating relevant levels to each factor according to the job role being considered. Each of these levels has an allocated points score and the points total for a job determines the appropriate pay band for that job. This allows jobs in different professions but with overall equal value to be appropriately measured.

All new job roles are evaluated under the job evaluation scheme to ensure that they are graded fairly and objectively without gender bias or any other form of discrimination. All evaluated jobs are then placed onto a pay band.

The Trust's pay and grading system and policies are in line with the NHS Agenda for Change pay and grading system for all NHS staff the exception of doctors, dentists and some very senior managers.

## 5.0 METHODOLOGY AND DATA COLLECTION

### 5.1 Process

For the purpose of this audit The Equal Pay Audit model recommended by the EHRC was used to help construct the process for the MCHFT's pay review. The key steps were:

1. Decide the scope of the audit and identify the information required.
2. Determine where men and women were doing work rated as equivalent / equal work.
3. Collect and compare pay data to identify any significant pay inequalities between the roles of equal value.
4. Establish the cause of any significant pay inequalities and assess the reason for them.
5. Develop an equal pay action plan to remedy any direct or indirect pay discrimination.

MCHFT's equal pay audit has focused on the following aims:

- I.To compare the average hourly full time equivalent (FTE) salary of male and female; and white British and BAME employees undertaking equal work, within the NHS Agenda for Change (AfC) Pay Bands 1 – 9 and those on non-AfC contracts, and to calculate any variation in % terms.
- II.To investigate the causes of any gender or race pay gaps that represents a pay variance of more than 5%.
- III.To take action to close any pay gaps, which cannot be objectively justified for a material reason, and are, based purely on the grounds of gender or race

### 5.2 Data

The report is based on salary data taken on 26<sup>th</sup> May 2015. Staff on the VSM (very senior management) pay scales were excluded from the audit because of the few numbers involved and there being limited appropriate internal comparators. All employees employed on a contract that is not in line with Agenda for Change (e.g. Medical and Dental staff group) are categorised as Non-AfC for the purpose of this report.

## **Gender Pay Gap**

The gender pay gap is calculated by dividing the average (mean) hourly earnings of female full-time employees by the average (mean) hourly earnings of male full-time employees, showing this as a percentage and subtracting the figure from 100 per cent. Thus a 0 per cent figure would indicate that for a particular category, there is no gender pay gap. Where women have lower average (mean) hourly earnings than men, the data are shown as a minus figure in the tables.

An analysis of hourly pay for all permanent and fixed term employees has been undertaken. Pay data for male and female staff within each pay band has been compared and the percentage variation calculated. Where there are pay variations that favour female staff the percentage figure is shown as a positive; where the pay variation favours male staff the percentage figure is shown as a negative. The EHRC equal pay audit toolkit advises that any gaps of 5% or more between the average pay of men and women undertaking work of equal value as 'significant' and should be investigated.

## **Race Pay Gap**

The race pay gap is calculated by dividing the average (mean) hourly earnings of BAME full-time employees by the average (mean) hourly earnings of White British full-time employees, showing this as a percentage and subtracting the figure from 100 per cent. Thus a 0 per cent figure would indicate that for a particular category, there is no gender pay gap. Where BAME employees have lower average (mean) hourly earnings than White British, the data are shown as a minus figure in the tables.

An analysis of hourly pay for all permanent and fixed term employees has been undertaken. Pay data for white British and BAME staff within each pay band has been compared and the percentage variation calculated. Where there are pay variations that favour white BAME staff the percentage figure is shown as a positive; where the pay variation favours White British staff the percentage figure is shown as a negative. Pay gaps of 5% or more between the average pay of white British staff and BAME staff undertaking work of equal values are considered potentially significant and require further investigation.

## **5.3 Material Factors Influencing Pay Levels**

A number of factors can influence pay levels, which occur within the scope of an organisation's pay policies, these are known as material factors and can be used to objectively justify pay and pay variations. Material factors include:

- Length of service;
- Starting pay, pay protection and progression;
- Market factors; and
- Performance

In addition, overall, pay variances between males and females within an organisation can also be influenced by the proportion of males and females within each pay band, e.g. a higher number of females in the lower pay bands would result in a larger overall pay gap between overall total average pay for male staff and female staff within an organisation.

Pay and benefits based on length of service are covered specifically by the Equality Act 2010. It permits benefits to be awarded on length of service up to and including five years, and allows a length of service criterion of over five years where the employer reasonably believes that this fulfils a business need.

MCHFT has investigated any pay variations of 5% (or more) within the context of any known material factors. Investigative queries are used to understand how a pay variation may come about and include:

- Start date;
- Skills and qualifications;
- Number of year's NHS service;
- Progression information;
- Protected pay;
- Bonuses or other performance related increments;

MCHFT is committed to taking action to address any gender pay variations that are identified, which fall outside of any given material factor.

## 6.0 GENDER PAY GAP REVIEW

### 6.1 Overview

Salary data taken on 26<sup>th</sup> May 2015 for 3644 employees was analysed of whom 80.54% were female and 19.46% were male. The key analysis is by pay band since staff in the same pay band

are in jobs that have been subject to an analytical job evaluation scheme (under Agenda for Change Terms and Conditions) and rated as being equivalent.

Payscale	Gender	Headcount	% Split (of Total)	Average Salary	Average Hourly Rate	Female to Male Gap	Average Length of Service
Band 1	Female	45	1.23%	£15,345	£7.87	-0.06%	10.67
	Male	30	0.82%	£15,354	£7.87		7.27
Band 2	Female	935	25.66%	£16,502	£8.46	-0.83%	7.05
	Male	191	5.24%	£16,640	£8.53		7.23
Band 3	Female	352	9.66%	£18,735	£9.61	1.63%	8.46
	Male	60	1.65%	£18,435	£9.45		7.93
Band 4	Female	195	5.35%	£21,444	£11.00	2.38%	11.42
	Male	31	0.85%	£20,945	£10.74		10.72
Band 5	Female	549	15.07%	£25,913	£13.29	3.17%	7.36
	Male	99	2.72%	£25,117	£12.88		5.75
Band 6	Female	446	12.24%	£32,329	£16.58	1.91%	11.54
	Male	78	2.14%	£31,722	£16.27		9.60
Band 7	Female	226	6.20%	£38,516	£19.75	-2.16%	13.78
	Male	44	1.21%	£39,366	£20.19		13.18
Bands 8A	Female	76	2.09%	£46,107	£23.64	0.00%	14.05
	Male	10	0.27%	£46,107	£23.64		13.83
Bands 8B	Female	20	0.55%	£54,907	£28.16	-2.58%	12.33
	Male	10	0.27%	£56,359	£28.90		9.51
Bands 8C	Female	<10	0.05%	£67,805	£34.77	3.87%	6.29
	Male	<10	0.14%	£65,281	£33.48		10.45
Bands 8D	Female	<10	0.11%	£76,988	£39.48	-0.17%	9.40
	Male	<10	0.16%	£77,118	£39.55		4.13
Non AfC	Female	85	2.33%	£58,125	£29.81	-18.06%	3.98
	Male	145	3.98%	£70,932	£36.38		6.95
<b>Grand Total</b>	Female	2935	80.54%	£25,292	£12.97	-25.86%	8.96
	Male	709	19.46%	£34,113	£17.49		7.93

**Table 1: Gender Pay Gap Overview**

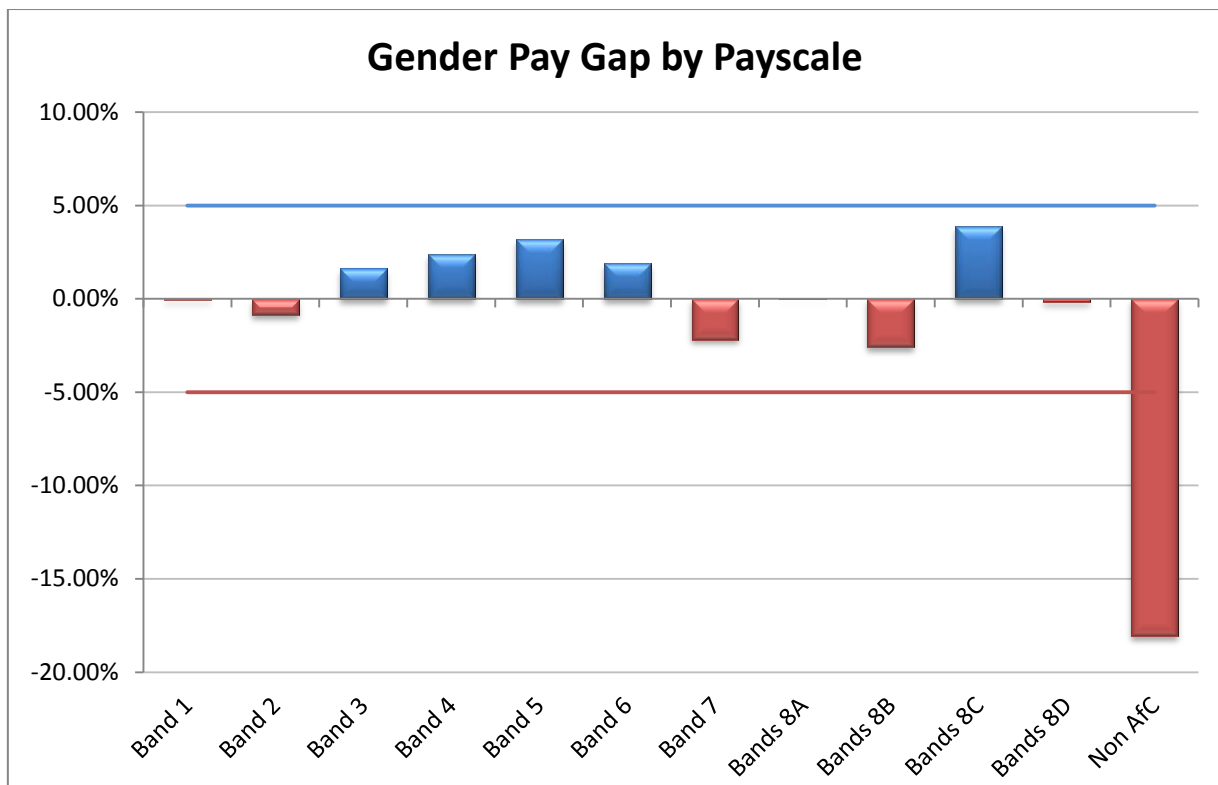
Table 1 shows an overview of the data collected for male and female employees split by Payscale. The reducing pay gap reflects what is happening nationally; the Annual Survey of Hours and Earnings (ONS 2014) report stated that the gap for all employees was the lowest on record at 19.1%, down from 19.8% in 2013. The gap has also decreased, from 27.5% in 1997. In terms of public sector pay nationally however, the pay gap increased from 9.5% to 11.

## 6.2 Analysis

In order to fully understand the overall pay gap, analysis at an individual pay band level has been conducted, to determine the contributing factors and evaluate pay practices.



Where women have lower average (mean) hourly earnings than men, the data are shown as a minus figure (red) in Chart 1.



**Chart 1: Gender Pay Gap**

Chart 1 shows the basic pay gap between male and female employees by pay band. There is no significant pay gap for employees who have a contract within the Agenda for Change (AfC) Payscale. The only significant gap between males and females can be found for those employees on a non-AfC contract where the average pay is 18.06% higher for male employees.

A key feature of MCHFT's workforce is the significantly higher proportion of female employees, with 80.54% compared with 19.46% of males. However, there are is a greater distribution of male employees on a non-AfC contract than females and also the average length of service is higher for males in this category.

### 6.3 Non-AfC Overview

Following the analysis discussed in Section 6.2, further work was completed to further audit non-AfC employees. Salary data taken on 4<sup>th</sup> June 2015 for the 246 employees on a non-AfC contract was analysed of whom 35.77% were female and 64.23% were male. The key analysis is again by pay grade.

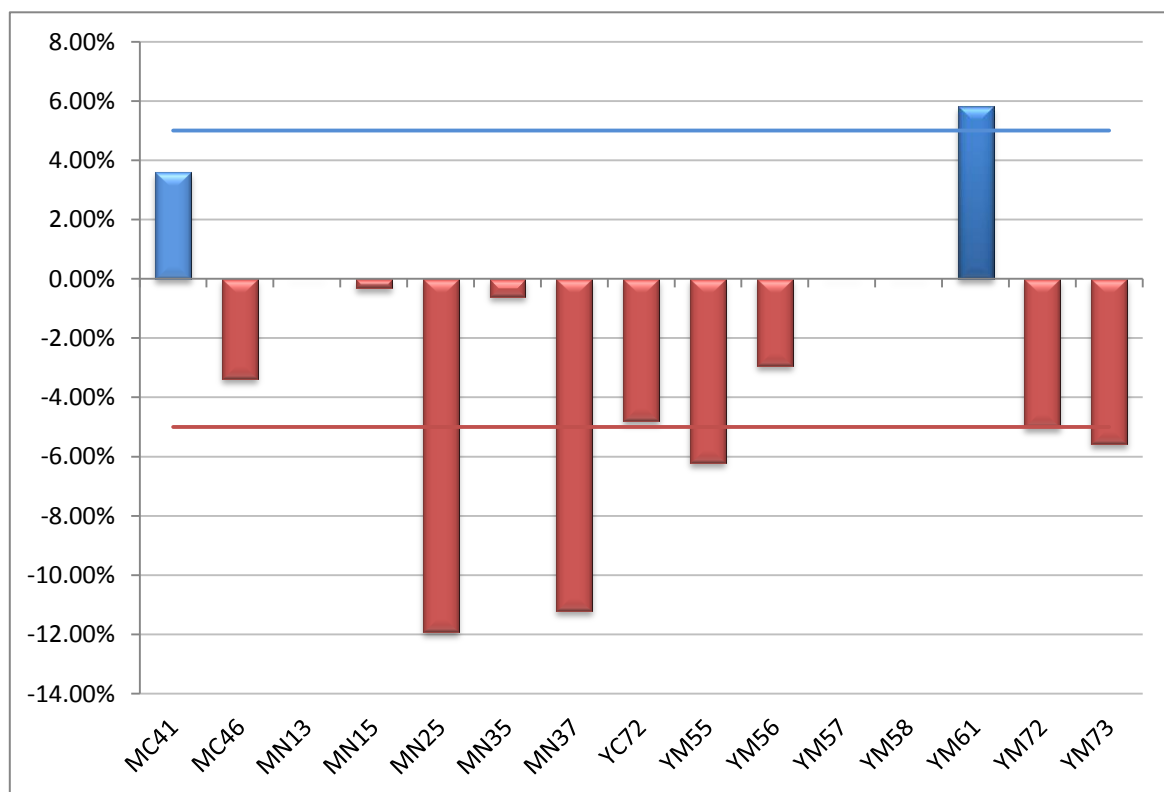
Payscale	Gender	Headcount	% Split (of Total)	Average Salary	Average Hourly Rate	Female to Male Gap
MC41 (associate specialist)	Female	<10	1.22%	£79,738	£40.89	3.60%
	Male	<10	2.03%	£76,970	£39.47	
MC46 (specialist doctor)	Female	13	5.28%	£54,800	£28.10	-3.37%
	Male	20	8.13%	£56,712	£29.08	
ME21 (grade no longer used)	Female	0	0.00%	n/a	n/a	n/a
	Male	<10	0.41%	£51,172	£26.24	
MH03 (old staff grade)	Female	<10	0.41%	£34,441	£17.66	n/a
	Male	0	0.00%	n/a	n/a	
MN13 (F1)	Female	14	5.69%	£22,636	£11.61	0.00%
	Male	<10	2.44%	£22,636	£11.61	
MN15 (F2)	Female	10	4.07%	£28,076	£14.40	-0.31%
	Male	21	8.54%	£28,163	£14.44	
MN16 (grade no longer used)	Female	0	0.00%	n/a	n/a	n/a
	Male	<10	0.41%	£29,912	£15.34	
MN25 (specialist registrar closed)	Female	<10	0.41%	£41,564	£21.31	-11.89%
	Male	<10	0.41%	£47,175	£24.19	
MN35 (specialist registrar FXT only))	Female	<10	2.85%	£31,649	£16.23	-0.59%
	Male	<10	0.41%	£31,838	£16.33	
MN37 (specialist registrar FXT only new)	Female	<10	0.81%	£38,571	£19.78	-11.20%
	Male	<10	0.41%	£43,434	£22.27	
YC60 (old consultant grade)	Female	<10	0.41%	£84,667	£43.42	n/a
	Male	0	0.00%	n/a	n/a	
YC68 (old consultant grade)	Female	0	0.00%	n/a	n/a	n/a
	Male	<10	0.41%	£101,451	£52.03	
YC72 (old consultant grade)	Female	<10	2.44%	£78,389	£40.20	-4.77%
	Male	17	6.91%	£82,315	£42.21	
YC73 (locum consultant)	Female	<10	0.41%	n/a	n/a	n/a
	Male	<10	3.25%	£75,249	£38.59	
YM51 (consultant)	Female	0	0.00%	n/a	n/a	n/a
	Male	<10	0.81%	£90,263	£46.29	
YM52 (consultant)	Female	0	0.00%	n/a	n/a	n/a
	Male	<10	0.41%	£95,860	£49.16	
YM54 (consultant)	Female	0	0.00%	n/a	n/a	n/a
	Male	<10	0.41%	£95,860	£49.16	
YM55 (consultant)	Female	<10	0.41%	£84,667	£43.42	-6.20%
	Male	<10	0.41%	£90,263	£46.29	
YM56 (consultant)	Female	<10	0.81%	£93,062	£47.72	-2.92%
	Male	<10	0.81%	£95,860	£49.16	
YM57 (consultant)	Female	<10	0.81%	£95,860	£49.16	0.00%
	Male	<10	1.22%	£95,860	£49.16	
YM58 (consultant)	Female	<10	0.41%	£95,860	£49.16	0.00%
	Male	<10	0.81%	£95,860	£49.16	
YM59 (consultant)	Female	0	0.00%	n/a	n/a	n/a
	Male	<10	1.22%	£95,860	£49.16	
YM60 (consultant)	Female	0	0.00%	n/a	n/a	n/a
	Male	<10	1.22%	£95,860	£49.16	
YM61 (consultant)	Female	<10	0.41%	£101,451	£52.03	5.83%
	Male	<10	1.22%	£95,858	£49.16	
YM63 (consultant)	Female	<10	0.41%	£95,860	£49.16	n/a

	Male	0	0.00%	n/a	n/a	
YM64 (consultant)	Female	0	0.00%	n/a	n/a	n/a
	Male	<10	0.41%	£101,451	£52.03	
YM65 (consultant)	Female	0	0.00%	n/a	n/a	n/a
	Male	<10	0.81%	£101,451	£52.03	
YM67 (consultant)	Female	<10	0.41%	£101,451	£52.03	n/a
	Male	0	0.00%	n/a	n/a	
YM72 (consultant)	Female	17	6.91%	£84,046	£43.10	-0.05%
	Male	45	18.29%	£84,087	£43.12	
YM73 (consultant)	Female	<10	1.22%	£81,530	£41.81	-5.57%
	Male	<10	2.44%	£86,338	£44.28	
<b>Grand Total</b>	<b>Female</b>	<b>88</b>	<b>35.77%</b>	<b>£57,580</b>	<b>£29.53</b>	<b>-18.48%</b>
	<b>Male</b>	<b>158</b>	<b>64.23%</b>	<b>£70,632</b>	<b>£36.22</b>	

**Table 2: Non-AfC Gender Pay Gap Overview**

## 6.4 Non-AfC Analysis

Where women have lower average (mean) hourly earnings than men, the data are shown as a minus figure (red) in Chart 2.



**Chart 2: Non-AfC Gender Pay Gap**

Chart 2 shows the basic pay gap between male and female employees by pay grade. There are significant gaps between males and females in pay grades MN25, MN37, YM55, YM72 and YM73. In these grades the pay for males is on average higher than for females. In pay scale YM72 females are paid significantly higher than males.

In general terms this is best explained by the fact that the grades with the biggest discrepancies are either grades no longer used (MN25) so the occupants are more likely to be longer serving and therefore male; or that the grade is for more experienced registrars (MN37) and therefore, again, mostly male. Grades YM 72 and 73 apply to consultants appointed after 2003 and those who transferred from the pre 2003 consultant payscale.

However, in overall terms, the small numbers of employees within each pay grade makes it difficult to draw absolute conclusions.

## 7.0 RACE PAY GAP REVIEW

### 7.1 Overview

For the purposes of the analysis, basic pay comparisons are being considered for white British staff against BAME employees which include staff who identified themselves as being in minority ethnic groups of white Irish and white other.

Payscale	Ethnic Origin	Headcount	% Split (of Total)	Average Salary	Average Hourly Rate	BAME to White British Gap	Average LoS
Band 1	BAME	<10	0.25%	£15,363	£7.88	0.10%	9.26
	White British	66	1.81%	£15,347	£7.87		9.64
Band 2	BAME	67	1.84%	£16,378	£8.40	-0.95%	7.22
	White British	1059	29.06%	£16,534	£8.48		4.91
Band 3	BAME	25	0.69%	£18,587	£9.53	-0.59%	8.65
	White British	387	10.62%	£18,698	£9.59		4.29
Band 4	BAME	<10	0.11%	£20,844	£10.69	-2.53%	11.39
	White British	222	6.09%	£21,385	£10.97		7.27
Band 5	BAME	98	2.69%	£23,987	£12.30	-8.14%	7.69
	White British	550	15.09%	£26,113	£13.39		3.93
Band 6	BAME	35	0.96%	£31,747	£16.28	-1.63%	11.44
	White British	489	13.42%	£32,274	£16.55		8.58
Band 7	BAME	14	0.38%	£36,987	£18.97	-4.54%	14.04
	White British	256	7.03%	£38,745	£19.87		7.01
Bands 8A	BAME	<10	0.05%	£47,559	£24.39	3.23%	14.33
	White British	84	2.31%	£46,072	£23.63		1.21
Bands 8B	BAME	<10	0.05%	£57,069	£29.27	3.25%	11.06
	White British	28	0.77%	£55,271	£28.34		15.96
Bands 8C	BAME	<10	0.03%	£65,922	£33.81	-0.14%	10.33
	White British	6	0.16%	£66,016	£33.85		2.83
Bands 8D	BAME	<10	0.03%	£81,618	£41.86	6.61%	6.69
	White British	9	0.25%	£76,560	£39.26		2.08
Non AfC	BAME	131	3.59%	£58,780	£30.14	-22.67%	7.56
	White British	99	2.72%	£76,016	£38.98		4.56
<b>Grand Total</b>	BAME	389	10.68%	£35,528	£18.22	36.70%	9.20
	White British	3255	89.32%	£25,990	£13.33		5.07

**Table 3: Race Pay Gap Overview**

Research has shown that there is limited up-to-date ethnicity pay data available for benchmarking performance due to few organisations undertaking and/or publishing Equal Pay Audits in England. Internet research results record the following ethnicity pay gaps: Leeds University (2013) 14.5%; NHS 24 (2012) 5.49% and Edinburgh University (2012) 3%.

## 7.2 Analysis

In order to fully understand the overall pay gap, analysis at an individual pay band level has been conducted, to determine the contributing factors and evaluate pay practices.

Where BAME employees have lower average (mean) hourly earnings than White British, the data are shown as a minus figure (red) in Chart 2.

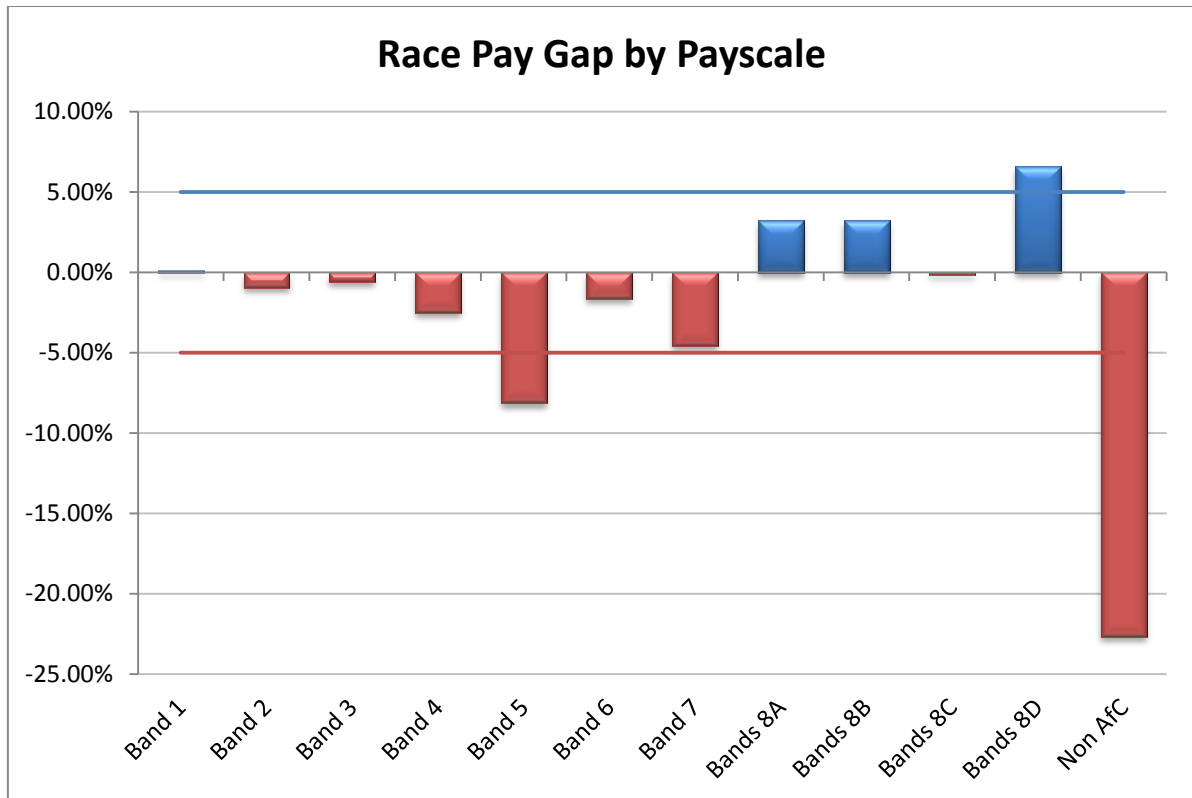


Chart 3: Race Pay Gap

Chart 3 shows the basic pay gap between white British and BAME employees by pay band. There are no significant differences in pay in all Bands within the AfC payscale apart from Bands 5 and

8D where the average pay is lower for BAME employees within Band 5 and higher for BAME employees within Band 8D.

A key feature of MCHFT's workforce is the significantly higher proportion of white British employees, with 89.32% compared with 10.68% of BAME. However, there is a greater distribution of BAME employees on a non-AfC contract compared to that of white British employees and also the average length of service is higher for BAME employees in this category.

### 7.3 Non-AfC Overview

Again, for the purposes of the analysis, basic pay comparisons are being considered for white British staff against BAME employees which include staff who identified themselves as being in minority ethnic groups of white Irish and white other.

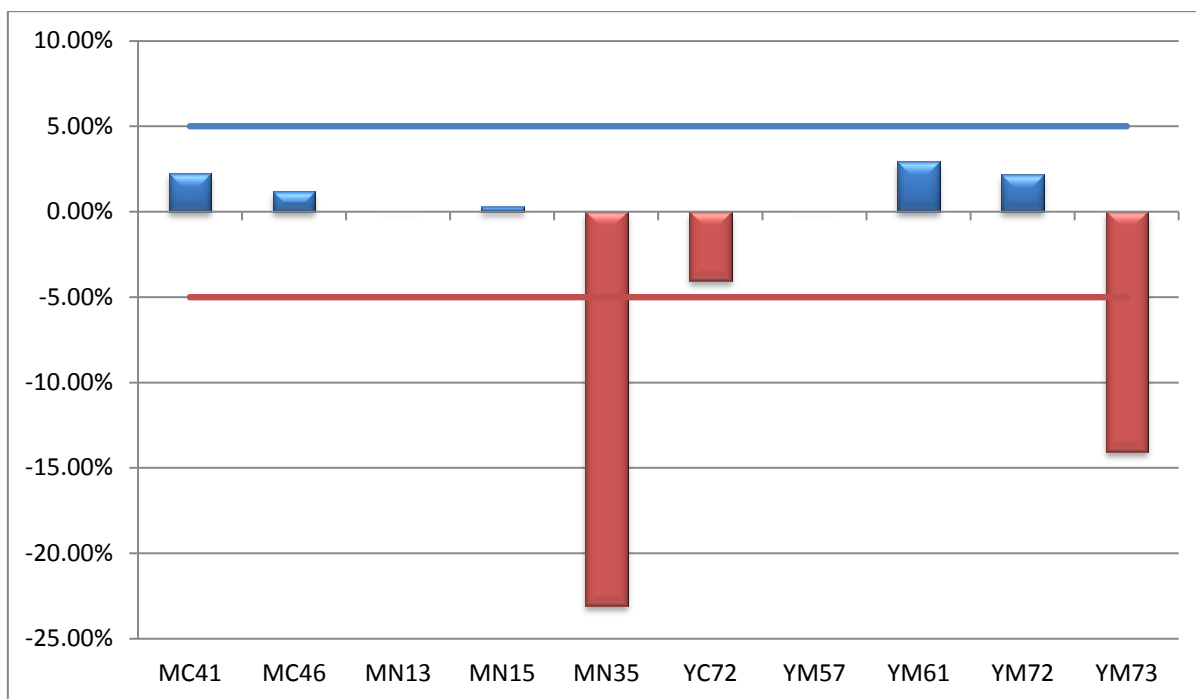
Payscale	Ethnic Origin	Headcount	% Split (of Total)	Average Salary	Average Hourly Rate	Female to Male Gap
MC41	BAME	<10	2.44%	£78,441	£40.23	2.26%
	White British	<10	0.81%	£76,710	£39.34	
MC46	BAME	24	9.76%	£56,123	£28.78	1.20%
	White British	<10	3.66%	£55,456	£28.44	
ME21	BAME	<10	0.41%	£51,172	n/a	n/a
	White British	0	0.00%	n/a	n/a	
MH03	BAME	<10	0.41%	£34,441	£17.66	n/a
	White British	0	0.00%	n/a	n/a	
MN13	BAME	15	6.10%	£22,636	£11.61	0.00%
	White British	<10	2.03%	£22,636	£11.61	
MN15	BAME	22	8.94%	£28,159	£14.44	0.30%
	White British	<10	3.66%	£28,076	£14.40	
MN16	BAME	0	0.00%	n/a	n/a	n/a
	White British	<10	0.41%	£29,912	£15.34	
MN25	BAME	<10	0.81%	£44,370	£22.75	n/a
	White British	0	0.00%	n/a	n/a	
MN35	BAME	<10	2.85%	£30,527	£15.65	-23.09%
	White British	<10	0.41%	£39,693	£20.36	
MN37	BAME	<10	1.22%	£40,192	£20.61	n/a
	White British	0	0.00%	n/a	n/a	
YC60	BAME	<10	0.41%	£84,667	£43.42	n/a
	White British	0	0.00%	n/a	n/a	
YC68	BAME	0	0.00%	n/a	n/a	n/a
	White British	<10	0.41%	£101,451	£52.03	
YC72	BAME	11	4.47%	£79,531	£40.79	-4.07%
	White British	12	4.88%	£82,904	£42.52	
YC73	BAME	<10	2.85%	£75,249	n/a	n/a
	White British	<10	0.81%		£0.00	
YM51	BAME	<10	0.41%	£90,263	n/a	n/a

	White British	<10	0.41%	£90,263	£46.29	
YM52	BAME	0	0.00%	n/a	n/a	n/a
	White British	<10	0.41%	£95,860	£49.16	
YM54	BAME	0	0.00%	n/a	n/a	n/a
	White British	<10	0.41%	£95,860	£49.16	
YM55	BAME	0	0.00%	n/a	n/a	n/a
	White British	<10	0.81%	£87,465	£44.85	
YM56	BAME	0	0.00%	n/a	n/a	n/a
	White British	<10	1.63%	£94,461	£48.44	
YM57	BAME	<10	0.41%	£95,860	£49.16	0.00%
	White British	<10	1.63%	£95,860	£49.16	
YM58	BAME	0	0.00%	n/a	n/a	n/a
	White British	<10	1.22%	£95,860	£49.16	
YM59	BAME	<10	0.41%	£95,860	n/a	n/a
	White British	<10	0.81%	£95,860	£49.16	
YM60	BAME	0	0.00%	n/a	n/a	n/a
	White British	<10	1.22%	£95,860	£49.16	
YM61	BAME	<10	0.81%	£98,656	£50.59	2.92%
	White British	<10	0.81%	£95,857	£49.16	
YM63	BAME	0	0.00%	n/a	n/a	n/a
	White British	<10	0.41%	£95,860	n/a	
YM64	BAME	0	0.00%	n/a	n/a	n/a
	White British	<10	0.41%	£101,451	£52.03	
YM65	BAME	0	0.00%	n/a	n/a	n/a
	White British	<10	0.81%	£101,451	£52.03	
YM67	BAME	0	0.00%	n/a	n/a	n/a
	White British	<10	0.41%	£101,451	n/a	
YM72	BAME	33	13.41%	£84,919	£43.55	2.17%
	White British	29	11.79%	£83,116	£42.62	
YM73	BAME	<10	2.44%	£80,352	£41.21	-14.06%
	White British	<10	1.22%	£93,502	£47.95	
Grand Total	BAME	144	58.54%	£59,182	£30.35	-21.65%
	White British	102	41.46%	£75,536	£38.74	

**Table 4: Non-AfC Race Pay Gap Overview**

## 7.4 Non-AfC Analysis

Where BAME employees have lower average (mean) hourly earnings than White British, the data are shown as a minus figure (red) in Chart 4.



**Chart 4: Non-AfC Race Pay Gap**

Chart 4 shows the basic pay gap between white British and BAME employees by pay grade. There are only significant differences in pay in pay grades MN35 and YM73 where average pay is lower for BAME employees within than white British employees. However, again, the small numbers of employees within each pay grade makes it difficult to draw conclusions.

## 8.0 KEY FINDINGS

### 8.1 Gender

There is no significant pay gap for employees who have a contract within the Agenda for Change (AfC) Payscale. The only significant gap between males and females can be found for those employees on a non-AfC contract where the average pay is 18.06% higher for male employees. The small numbers of employees within each non-AfC pay grade makes it difficult to draw any conclusions.

### 8.2 Race

There are no significant differences in pay in all Bands within the AfC payscale apart from Bands 5 and 8D where the average pay is lower for BAME employees within Band 5 and higher for BAME employees within Band 8D. The small numbers of employees within each non-AfC pay grade makes it difficult to draw any conclusions.



## **9.0 CONCLUSIONS & RECOMMENDATIONS**

The Trust's pay and grading system and policies are in line with the NHS Agenda for Change pay and grading system for all NHS staff the exception of doctors, dentists and some very senior managers.