

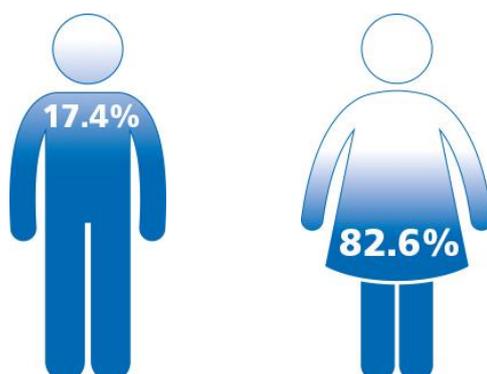
## Southern Health NHS Foundation Trust Gender Pay Gap

Following the introduction of the Equality Act 2010 (Specific Duties) Regulations 2011, there has been a duty for public bodies to publish information on the diversity of their workforce. The latest requirement arising from this is for public sector organisations with over 250 employees to report annually on their gender pay gap (GPG).

Southern Health employees over 6,000 staff in a range of roles including nursing, medical, allied health professionals, managerial and administrative roles. The scope of this requirement extends to all contracted employees including those under Agenda for Change terms and conditions, medical staff and directors on VSM contracts.

The gender pay gap shows the difference in average pay of all men and the average pay of all women employed by the Trust.

### Our gender profile:



### Ordinary pay:

As at 31 March 2017, the difference between the mean\* and median\*\* hourly rate of ordinary pay for male and female employees within the Trust was:

Women's hourly rate was:	
18.6% lower	10.7% lower
(mean)	(median)

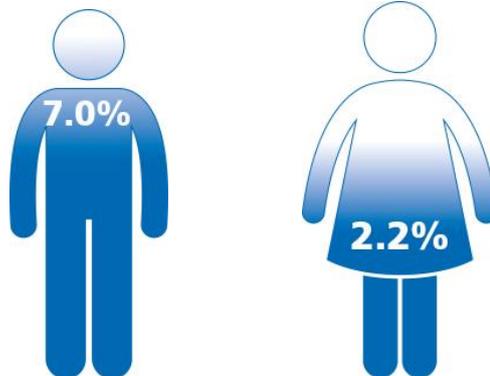
Female medical staff were paid	
7.7% lower	6.6% lower
(mean)	(median)
...than their male counterparts	

Female staff, employed on other contracts including AfC and VSM, were paid...	
8.8% lower	8.4% lower
(mean)	(median)
...than their male counterparts	

## Bonus pay:

This relates to performance, productivity, incentive, commission or profit-sharing, but excludes remuneration referable to overtime, redundancy and termination of employment. For medical staff, this includes Distinction Awards and Clinical Excellence Awards.

## Employees who received bonus pay:



Women's bonus pay was:	
57.0% lower	42.9% lower
(mean)	(median)

Bonus pay for female medical staff, was...	
16.7% lower	30.5% lower
(mean)	(median)
...than their male counterparts	

Bonus pay for female staff on other contracts including AfC and VSM, was...	
1.9% lower	5.3% lower
(mean)	(median)
...than their male counterparts	

**Pay distribution:** The proportion of male and female employees in the four quartiles - lower, lower middle, upper middle and upper quartile pay bands (by number of employees rather than rate of pay) within the Trust was:



### Pay gap benchmarking:

The gender pay gap within the workforce of Southern Health is consistent with the national average; this also broadly mirrors the results within other NHS organisations which is most likely owing to the fact that the majority of NHS staff are engaged on Agenda for Change pay rates working alongside those on Medical, Dental and VSM rates.

## Closing the gender pay gap:

In light of the results we will work with staff and trade unions colleagues in order to take forward the following actions:

- Analysing the results further over the coming months and benchmarking our position once all NHS organisations have published their data.
- Reviewing our approach to recruitment to ensure that we are recruiting a diverse mix of candidates, ensuring balance where this doesn't currently exist in relation to certain roles and critically reviewing practice to ensure there is no bias within the selection process.
- Developing a culture that supports flexible working for all employees, looking creatively at role design and working patterns in order to remove barriers to flexible working wherever this is possible.
- Supporting staff with caring responsibilities and actively recruiting people returning following career breaks at all levels.
- Reviewing pay and reward arrangements to ensure that existing provisions are being applied fairly and career development opportunities are available for all staff including lower-paid groups.

*\*Mean - The mean is where you add up all the numbers and then divide by the total number.*

*\*\*Median - The median is the middle value in the list of numbers.*

**Paul Draycott**

**Director of Workforce and Organisational Development**

### OUR VALUES

