

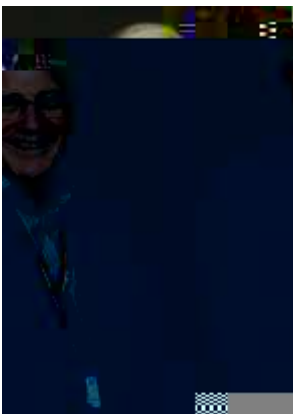
Gender Pay Gap report 2021





This report shows, like many NHS organisations, that we have a gender pay imbalance. On average (median) men are paid 21.32% more than women in our organisation. In receiving this report on behalf of the Board and as the Women's Network Lead, this report reminds us we have further to go to ensure our organisation redresses the balance of equality and diversity across all areas.

I welcome the actions outlined at the end of this report to enable the organisation to continue to look forward at the differentials between pay, and new initiatives to ensure we tackle this imbalance as quickly as possible.



Our Gender Pay Gap report for 2021 contains a number of elements:

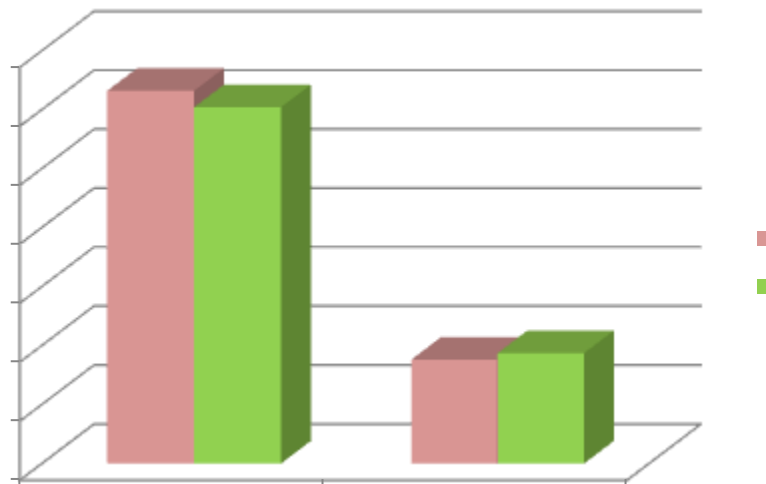
The specific information published on the government website for the snapshot date of 31st March 2021.

A comparison with the 2020 figures.

An analysis of the pay gap across specific staff groups within Salisbury NHS Foundation Trust

Recommendation as to future action to reduce the Gender Pay Gap

There have been some movement in the numbers this year. Female members of staff have decreased by 139 and males have increased by 56. This shows a 2% shift from female to male employees in the workforce.



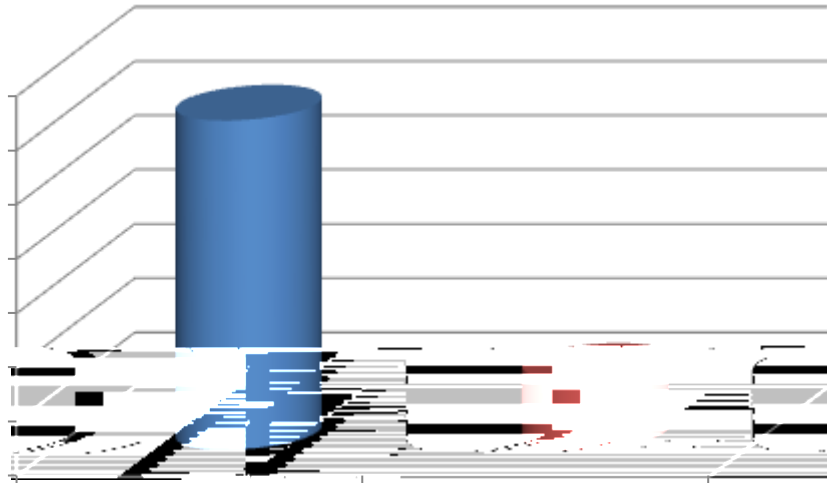
When we analyse the figures it shows that the Trust has a mean gender pay gap of 21.34% and a median gender pay gap of 5.95%

Gender	Avg. Hourly Rate	Median Hourly Rate
Male	21.34	16.18
Female	16.79	15.22
Difference	4.55	0.96
Pay Gap %	21.32	5.95

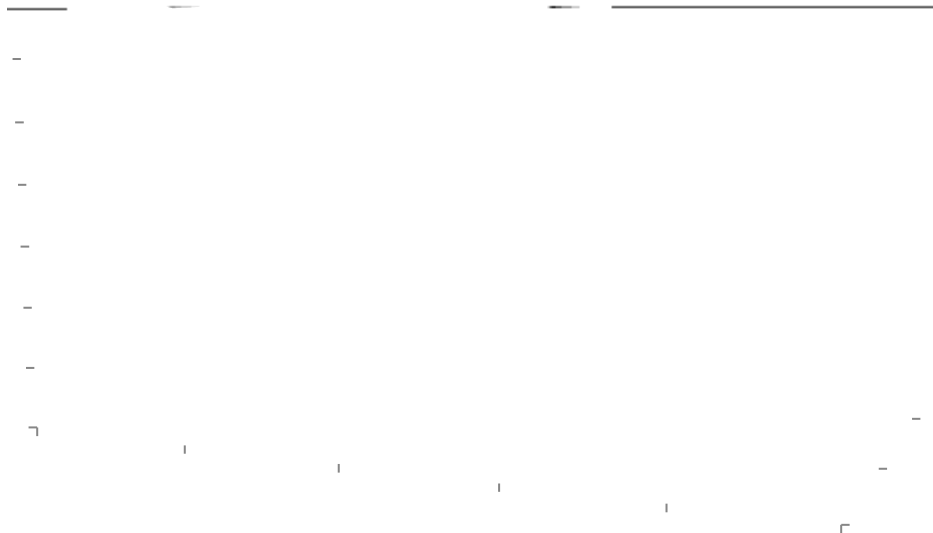


Our progress on reducing the mean gender pay gap within Salisbury NHS Foundation Trust

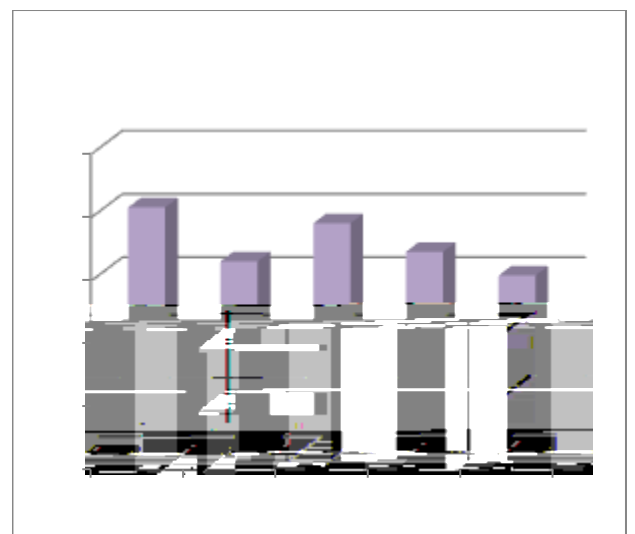
Of those 3,607 relevant female employees 1.3% received bonus payment. Of the 1,006 relevant male employees 6.06% received bonus payments.

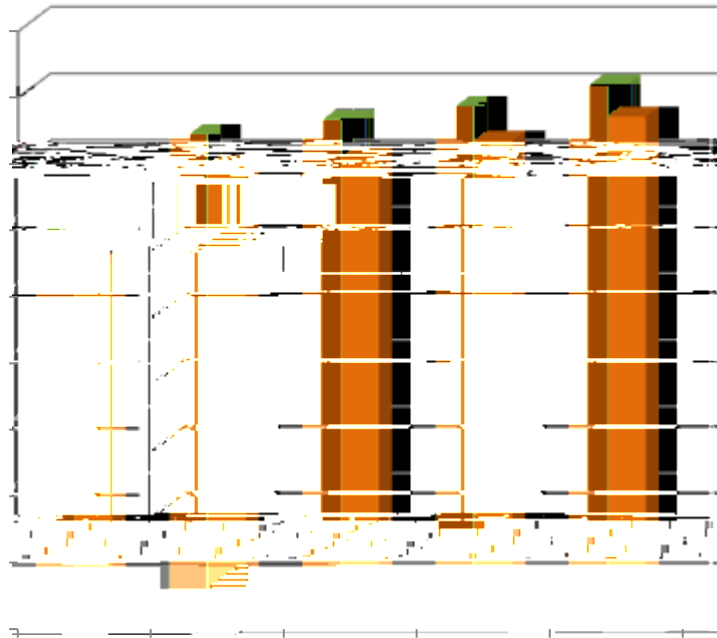


As can be seen in the graph below both the mean and median bonus pay gaps have remained similar to last years.



This graph shows the change in staff numbers in each quartile during 2020. You will



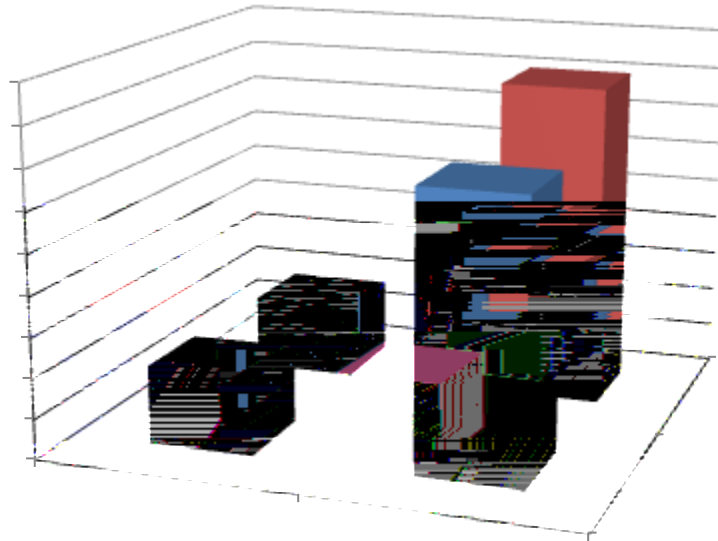


Satisfied with level of pay:

1,495 of our female staff members took part in the NHS Staff Survey. 35% (523) stated that they were satisfied with their level of pay.

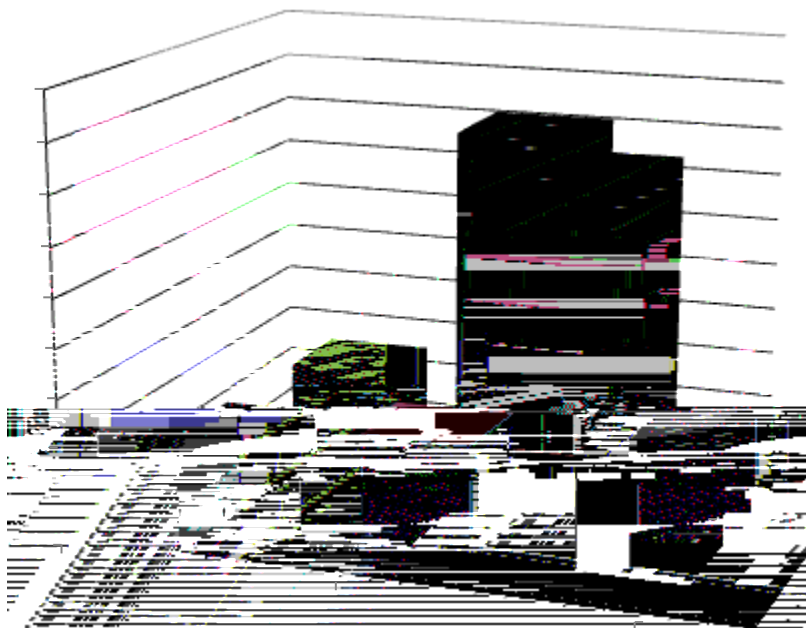
Satisfied the organisation value my work:

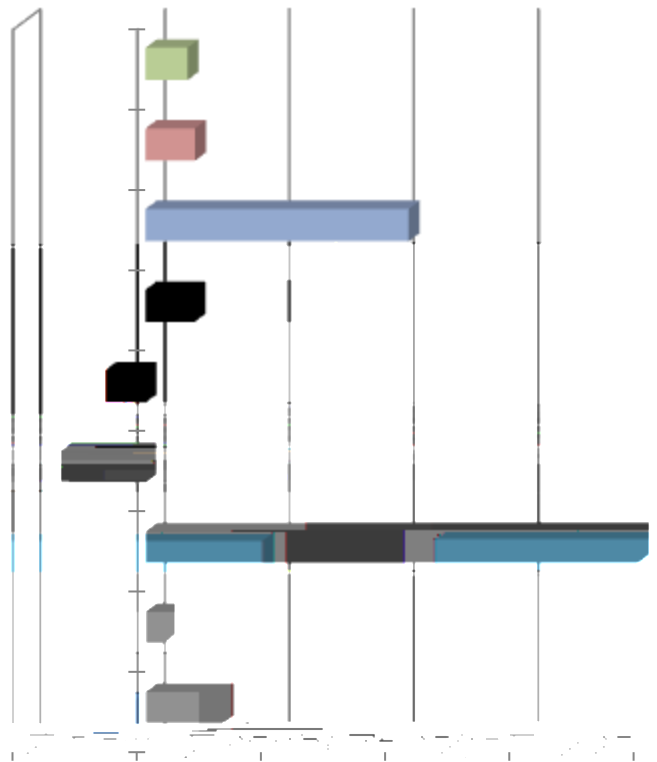
46% (688) female staff said they were satisfied the organisation values their work.



Satisfied with opportunities for flexible working patterns

56% (837) female staff said that they were satisfied with opportunities for flexible working patterns





In order to gain a better understanding of what is creating our gender pay gap we have carried out analysis by staff group.

This shows quite a variance across the groups.

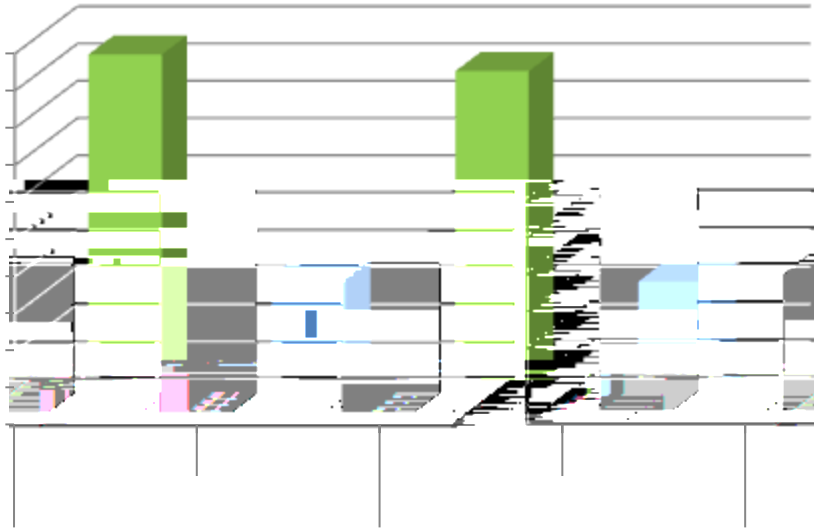
It ranges from a 19.77% gap for Administrative and Clerical to a minus 3.41% gap for Allied Health Professionals.

There has been some movement since last year and this year only two groups have double figure pay gaps:

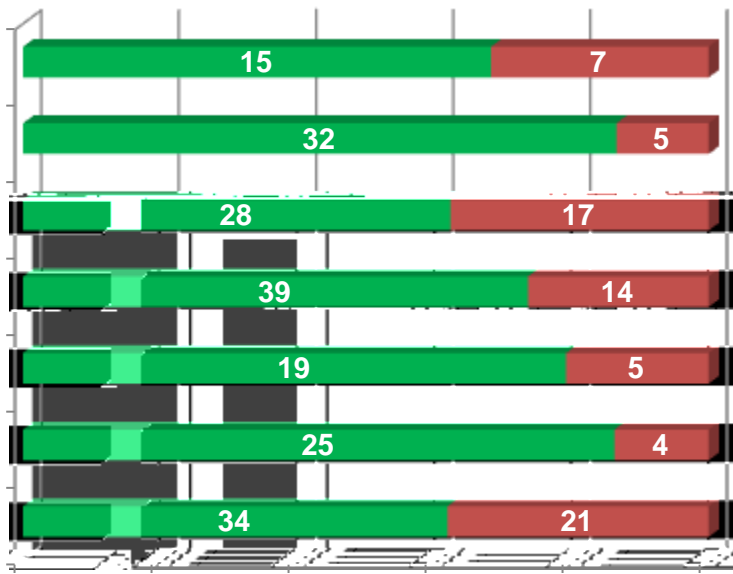
Administrative and Clerical
Medical and Dental



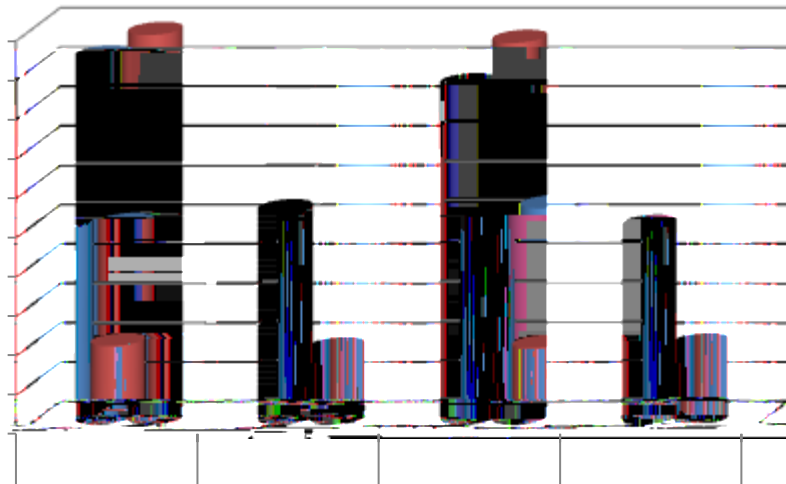
7. Add Prof Scientific and Technical 3.11% (Down 9.49%)



There are a total of 265 staff employed within the Add Prof Scientific and Technical group within the Trust. 192 are female and 73 are male. There was an increase in staff number in 2021 – 9 were female and 3 were male.



The previous graph shows that 22% of staff in this group have positions within Bands 7 and above. 24% of our female staff in this group are in Bands 7 and above. This compares to 16% of males.



52% of females working in this group are employed on part-time contracts. This compares to 27% of males who are employed on part-time contracts.

It will be noted that in 2021 there was an increase of 7 in the number of female staff on full time contracts.



There are a total number of 141 staff employed





In the Administrative and Clerical group we can see a distinct shift from part time to full time roles for both male and female staff.

In the Medical & Dental group we have lost people from our full time roles and had a small increase in part-time posts.

11. Recommendations

We recommend that the EDI Committee on behalf of Salisbury NHS Foundation Trust take the following action to reduce the Gender Pay Gap further. These actions are recommended in the Governments guidance on reducing the gender pay gap.

Action	Lead	Deadline
Review Flexible and Homeworking policy	Chief People Officer	November 2021
Consider multiple women in shortlists for recruitment and promotion	Deputy Chief People Officer Head of Resourcing	March 2022
Use skill-based assessment tasks in recruitment	Deputy Chief People Officer Head of Resourcing	March 2022
Use structured interviews for recruitment and promotions.	Deputy Chief People Officer Head of Resourcing	March 2022
Ensure transparency to promotion, pay and reward processes	Deputy Chief People Officer Head of Resourcing	March 2022
Support and develop the SFT Women's Network	Head of Diversity & Inclusion Women's Network Executive Sponsor	November 2021
Work with SFT Women's Network to identify creative ways to empower our female staff.	Head of Diversity & Inclusion Chair of the Women's Network	November 2021



