

GENDER PAY GAP REPORT
30 March 2020
Data stated is as at 31 March 2019

Introduction

The gender pay gap is a defined term in the Regulations and means the difference between the average hourly earnings of men and those of women. This is not the same as equal pay, which is concerned with men and women earning equal pay for the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because of gender. Instead the gender pay gap highlights any imbalance of average pay across an organisation. For example, if an organisation's workforce is predominantly female yet the majority of senior positions are held by men, the average female salary would be lower than the average male salary.

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 (the Regulations) require public sector organisations with over 250 employees to report on and publish their gender pay gap on a yearly basis. This is based on a snapshot from 31 March of each year, and each organisation is duty bound to publish information on their website. The snapshot date for this report is 31 March 2019.

York Teaching Hospital Facilities Management (LLP) currently employs 950 staff in a number of disciplines.

Scope of this report

The following is a gender pay gap report for York Teaching Hospital Facilities Management. A separate report has been produced for York Teaching Hospital NHS Foundation Trust as an organisation of 250+ employees they are required to report under the Regulations, this will be published on their website. This is the first year that the LLP has been reported separately.

Who is included?

The report includes all 'full pay relevant employees' who were employed by the LLP as at the snapshot date of 31 March 2019. Employees who are on half or nil absence or maternity leave and agency workers are not included.

The majority of staff are on Agenda for Change terms and conditions. There are 2 individuals who are on personal salaries.

What do we have to report on?

The requirements of the Regulations are that each public sector organisation must calculate the following:

- The mean basic pay gender pay gap
- The median basic pay gender pay gap
- The proportion of males and females (men and women) in each quartile pay band
- The mean bonus gender pay gap
- The median bonus gender pay gap
- The proportion of both males and females receiving a bonus payment

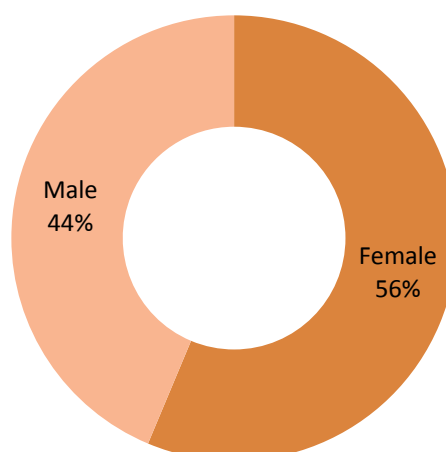
Definitions of gender pay gap

The mean pay gap is the difference between the pay of all male and all female employees when added up separately and divided respectively by the total number of males, and the total number of females in the workforce.

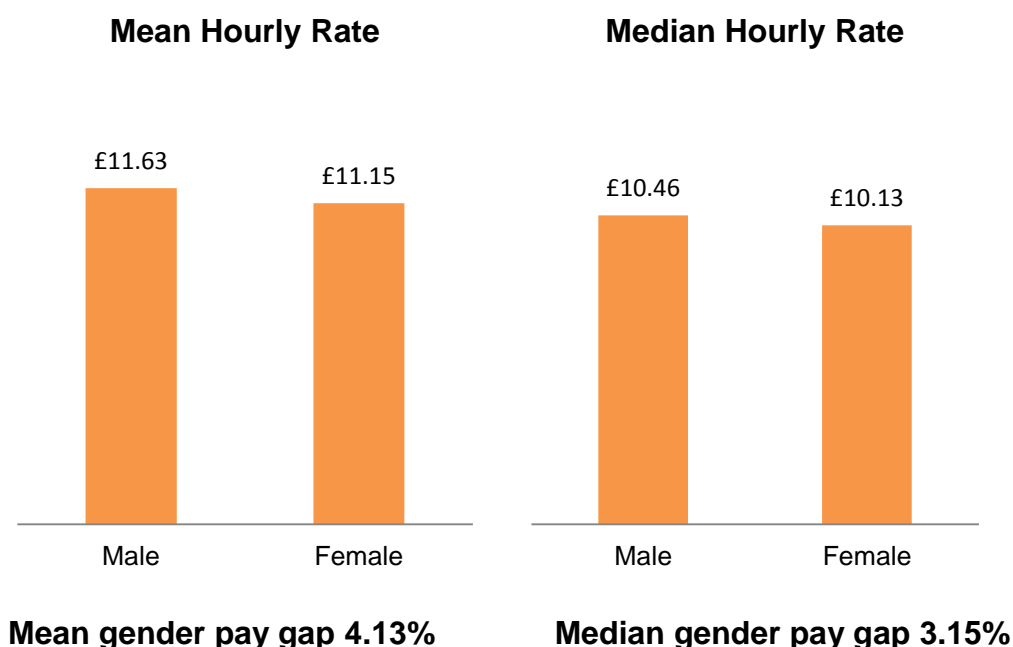
The median pay gap is the difference between the pay of the middle male and the middle female, when all male employees and then all female employees are listed from the highest to the lowest paid.

LLP Gender Profile

The LLP employs a higher number of females than males. There are 415 men (43.68%) and 535 (56.32%) women:



The below charts show the mean and median hourly rate for all LLP staff as at 31 March 2019:



The above charts show that the mean hourly rate of pay for males is 48 pence higher than that of females, a gender pay gap of 4.13%.

They also show that median pay for males is 33 pence higher than females, a gender pay gap of 3.15%.

We are also required to split the workforce into quartiles (blocks of 25%) split by pay and show the proportion of males and females in each quartile. The results of this split are shown below.

Quartile	% of Men	% of Women
1 Lower Quartile	33.47%	66.53%
2 Lower Middle Quartile	46.41%	53.59%
3 Upper Middle Quartile	54.01%	45.99%
4 Upper Quartile	40.93%	59.07%

In relation to the above quartiles there is no specific, identified pattern amongst the quartiles.

To provide additional context, the chart below shows the headcount and percentage of the LLP workforce split by gender in each quartile:

Quartile	Male Headcount & % of Trust Workforce	Female Headcount & % of Trust Workforce
1 Lower Quartile	80 (19.28%)	159 (29.72%)
2 Lower Middle Quartile	110 (26.51%)	127 (23.74%)
3 Upper Middle Quartile	128 (30.84%)	109 (20.37%)
4 Upper Quartile	97 (23.37%)	140 (26.17%)

Bonuses

There are no bonus payments made within the LLP and therefore no Gender Pay Gap Data to report.

Summary

We have identified some areas where a gender pay gap is evident. This is the first year that York Teaching Hospital Facilities Management has reported their Gender Pay Gap data as an LLP and wholly owned subsidiary of York Teaching Hospital NHS Foundation Trust, established in October 2018. Therefore, there are no year on year comparisons to be made.

We have not looked in detail at any specific impact of the NHS Agenda for Change contract refresh which included the removal of band 1 for new entrants (from December 2018) and the reduction in the number of incremental steps within the bands.

Our action plan is set out below and aims to address any inequalities experienced by women and to enhance the experience of both men and women in our workforce.

Action Plan

Objective	Lead	Timescales	Measurement of Success
Review of flexible working policy and procedure	HR Department	Policy review date or December 2020 whichever is earlier	Policies and guidance reflect best practice
Review of family leave policy	HR Department	Policy review date or December 2020 whichever is earlier	Policies and guidance reflect best practice
Review of starting salaries guidance to ensure this is free from gender bias	HR Department	Policy review date or December 2020 whichever is earlier	Policies and guidance reflect best practice
Implementation of Talent Management Policy	HR Department	April 2020	
Review Leading and Managing People training encouraging managers to support female talent	HR Department	August 2020	An increase in the number of internal female applicants for higher banded roles
Exploring how we can better promote our vacancies in senior positions to women and organisations that support women.	Recruitment Team	Immediately and ongoing	An increase in the number of female applicants for higher banded roles
Review of recruitment adverts to reduce unconscious bias and gender specific terms.	Recruitment Team	Immediately and ongoing	