

# Gender Pay Gap Report

**2017**

**Gateshead Health NHS Foundation Trust Group**

## About the Group

Gateshead Health NHS Foundation Trust Group provides a range of health and facility management services within the North East of England. The group incorporates QE Facilities Ltd (QEF) which is a wholly owned subsidiary company of Gateshead Health NHS Foundation Trust.

This report should be read in conjunction with the separate reports of Gateshead Health NHS Foundation Trust and QE Facilities Limited which are available upon their respective websites in line with the Gender Pay Gap legislation.

## Gender Pay Gap reporting requirements

The gender pay gap legislation introduced in April 2017 requires that UK employers with 250 employees or more publish data about their gender pay gap using six different measures. To meet the legal requirements of gender pay gap reporting both organisations will publish their data as separate entities.

The figures must be calculated using a specific reference date - this is called the 'snapshot date'. The snapshot date each year is:

- 31 March for public sector organisations (NHS Trust)
- 5 April for businesses/private organisations (QE Facilities Limited)

Organisations must publish within a year of the snapshot date. Additionally, corporate groups can voluntarily report combined figures for the entire group.

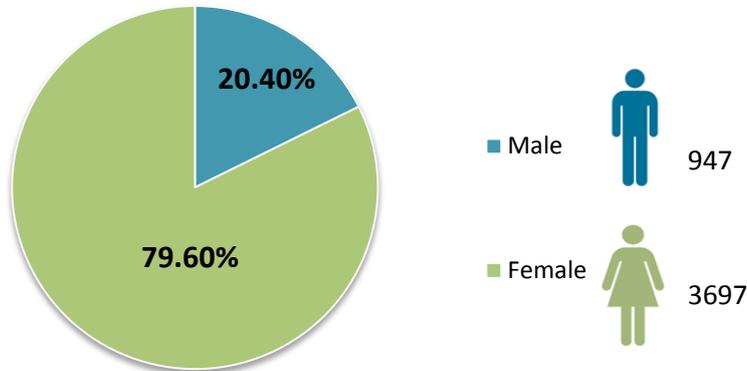
This report provides the group position in relation to gender pay gap reporting as at the 'snapshot date' of 31 March 2017.

All data has been produced using a number of set reports available through the ESR (Electronic Staff Record) system. This is a national NHS tool for generating gender pay gap information and by default takes into account a large number of NHS pay and bonus pay elements when generating reports.

## Workforce data

Total number of employees: 4644

### Gender split



Group pay and bonus pay gap	Mean	Median
Pay	25.52%	10.90%
Bonus	80.22%	55.00%

The above table shows the group's mean and median gender pay gap based on hourly rates of pay as at the snapshot date 31<sup>st</sup> March 2017. It also captures the mean and median difference between bonuses paid to men and women across the group in the year up to 31<sup>st</sup> March 2017.

### Quartile pay bands

Quartile pay bands: the proportions of male and female full-pay relevant employees in the equally sized lower, lower middle, upper middle and upper quartile pay bands is as follows:

Quartile	Female	Male
Upper	70.94%	29.06%
Upper Middle	83.10%	16.90%
Lower Middle	83.90%	16.10%
Lower	81.25%	18.75%

### Bonus Pay



## Analysis of Gender Pay Gap

Organisation	Pay Gap		Bonus Pay Gap	
	Mean	Median	Mean	Median
Group	25.52%	10.90%	80.22%	55.00%
NHS Trust	30.80%	17.46%	50.48%	50.94%
QE Facilities Ltd	20.73%	11.94%	22.24%	31.68%

Reporting as a group shows a lower pay gap in comparison to the Trust's pay gap because there is an increase in the number of males in the group when including QE Facilities staff numbers. Conversely reporting as a group shows a higher pay gap for QE Facilities Ltd because there is an increase in the number of females in the group when including the Trust's staff numbers.

The bonus gap for the group is significantly affected because QE Facilities has a number of bonus schemes applicable to staff within all four quartiles whereas the Trust's only bonus scheme lies within the upper quartile, therefore when combined the bonus pay gap widens. This is because the larger proportion of bonuses paid in QE Facilities is to the lower paid roles predominantly held by male employees. The Trust bonuses are predominantly paid to higher male earners, thus widening the gap.

Each individual organisation will continue work to analyse and understand the reasons behind the pay gap and identify appropriate action to address.

**If you require a copy of this report in a different format please contact Workforce Department, Bensham Hospital, Gateshead, NE8 4YL**

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