

Board of Directors – Public Meeting - Cover Sheet

Subject:	Gender Pay Gap Reporting		Date: 28 th March 2019	
Prepared By:	Rebecca Milner, HR Business Partner; Robert Simcox, Deputy Director of HR			
Approved By:	Julie Bacon – Executive Director of HR and OD			
Presented By:	Julie Bacon – Executive Director of HR and OD			
Purpose				
This paper is intended to update the Board of Directors on the Trusts position in regards to complying with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017			Approval	X
			Assurance	
			Update	
			Consider	
Strategic Objectives				
To provide outstanding care to our patients	To support each other to do a great job	To inspire excellence	To get the most from our resources	To play a leading role in transforming health and care services
			X	
Overall Level of Assurance				
	Significant	Sufficient	Limited	None
		X		
Risks/Issues				
Financial	The report relates to pay			
Patient Impact	-			
Staff Impact	-			
Services	-			
Reputational	Having a significant gender pay gap could negatively impact the Trusts reputation			
Committees/groups where this item has been presented before				
N/A				
Executive Summary				
<p>In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, employers with 250 or more employees are required to publish statutory calculations no later than 30th March each year. Reporting commenced in 2018 therefore this will be the Trust's second year of reporting. The paper and appendix 1 identifies how in accordance with the regulations the Trust compares with the requirement to publish statutory calculations.</p> <p>The legislation requires an employer to publish six calculations:</p> <ul style="list-style-type: none"> • Average gender pay gap as a mean average • Average gender pay gap as a median average • Average bonus gender pay gap as a mean average • Average bonus gender pay gap as a median average • Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment • Proportion of males and females when divided into four groups ordered from lowest to highest pay. <p>The Board of Directors are asked to approve the report and agree to make it public on the Trust's internet page by 30th March 2019.</p>				