



Lancashire Care
NHS Foundation Trust

Gender Pay Gap Report

1st April 2016 – 31st March 2017

BACKGROUND

On 31 March 2017, the Government introduced legislation that made it statutory for all organisations, with 250 or more employees, to report annually on their gender pay gap. Government departments are covered by the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 that came into force on 31 March 2017. These regulations underpin the Public Sector Equality Duty and require the relevant organisations to publish their gender pay gap data by 30 March 2018 and then annually, including mean and median gender pay gaps; the mean and median gender bonus gaps; the proportion of men and women who received bonuses; and the proportions of male and female employees in each pay quartile.

The gender pay gap shows the difference in the average pay between all men and women in a workforce and is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

This report contains Lancashire Care NHS Foundation Trusts Gender Pay Gap information and is our position as at 31 March 2017. The Trust intends to undertake work to explore this data and its implications for the workforce.

Gender Pay Gap Report

BASE PAY HOURLY RATE ANALYSIS

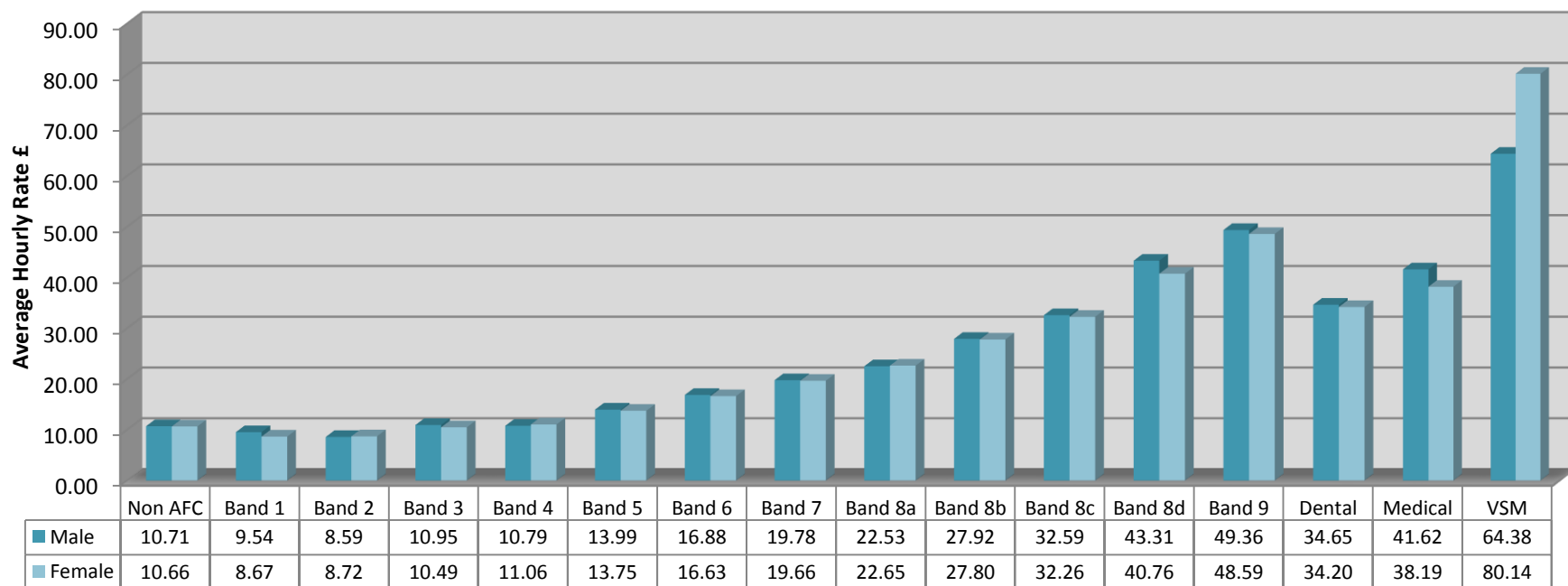
Hourly Rate Splits

Gender	Avg. Hourly Rate	Median Hourly Rate
Male	17.20	14.18
Female	14.82	13.83
Difference	2.38	0.35
Pay Gap %	13.81%	2.46%

The mean gender pay gap between male and female hourly pay is 13.81% and the median gender pay gap is 2.46%.

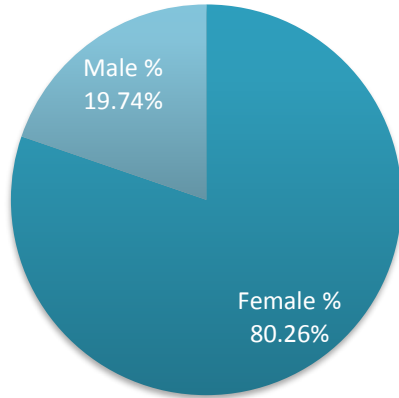
There are a higher number of females (80%) compared to males (20%) working in Lancashire Care NHS Foundation Trust.

Average Hourly Rate by Band

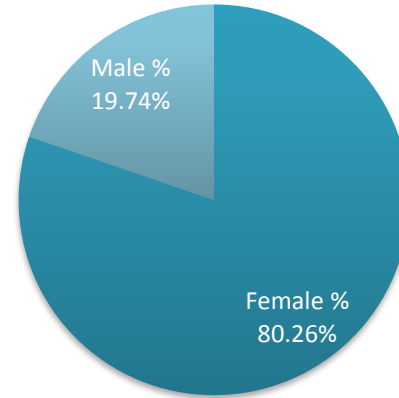


HOURLY PAY QUARTILES

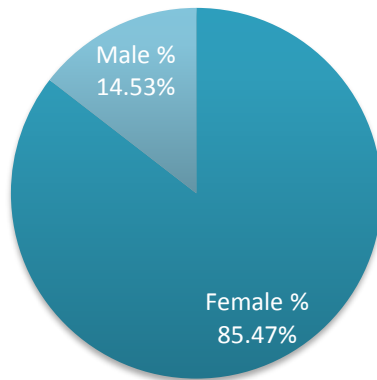
Lower Quartile



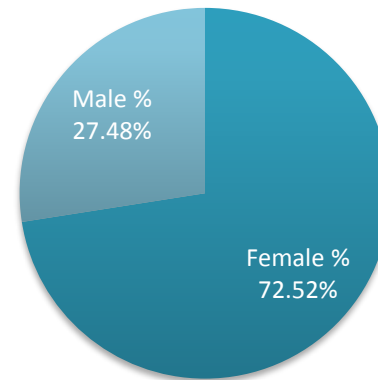
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



Gender Pay Gap Report

BONUS PAY ANALYSIS

Bonus Pay Splits

Gender	Avg. Bonus Pay	Median Bonus Pay
Male	11,399.52	9,324.00
Female	7,733.28	4,475.38
Difference	3,666.25	4,848.62
Pay Gap %	32.16%	52.00%

The mean gender pay gap between male and female bonus pay is 32.16% and the median gender pay gap is 52.00%. The bonus payments relate to Clinical Excellence Awards given to Consultants.

Bonus Pay Eligibility Splits

Gender	Employees Paid Bonus	Total Employees	%
Male	30	1,267	2.37%
Female	12	4,952	0.24%

The number of male employees awarded a bonus was 2.37% compared to 0.24% of females. There are a higher number of males (71%) compared to females (29%) who have been awarded a bonus in the period.