



Lancashire Care
NHS Foundation Trust

Gender Pay Gap Report

1st April 2017 – 31st March 2018

Gender Pay Gap Report

BACKGROUND

Last year, the Government introduced world-leading legislation that made it statutory for organisations with 250 or more employees to report annually on their gender pay gap. The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 came into force on 31 March 2017 and underpin the Public Sector Equality Duty, requiring organisations to publish mean and median gender pay gap data annually, as well as 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. If a workforce has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with, and the individual calculations may help to identify what those issues are.

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

This report contains Lancashire Care's gender pay gap information and is our position as at 31st March 2018.

Although our median pay gap remains very small, it has widened slightly when we compare 2018 data with the 2017 baseline. This is likely to be as a result of the disproportionate impact of the pay increase. We anticipate the recent changes to pay scales having a positive impact on this gap in future years.

The pay gap in relation to relation to Clinical Excellence Awards has narrowed since last year and the Trust will continue to review gender pay gaps at all levels and make improvements where possible.

We recognise that not all employees identify with a binary gender but currently staff record systems require them to be categorised as such and this report is reflective of that situation and not the organisation's view on non-binary gender.

Gender Pay Gap Report

BASE PAY HOURLY RATE ANALYSIS

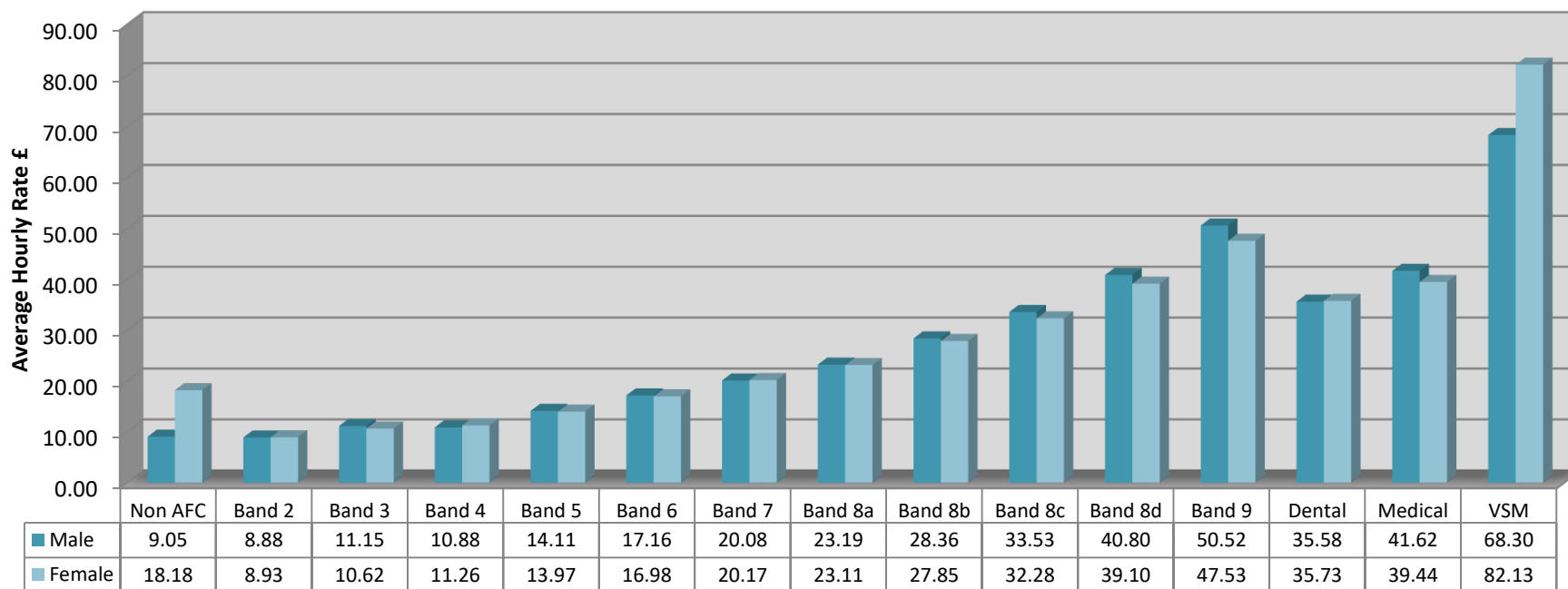
Hourly Rate Splits

Gender	Avg. Hourly Rate	Median Hourly Rate
Male	17.64	14.70
Female	15.14	14.13
Difference	2.50	0.57
Pay Gap %	14.16%	3.86%

The mean gender pay gap between male and female hourly pay is 14.16% and the median gender pay gap is 3.86%.

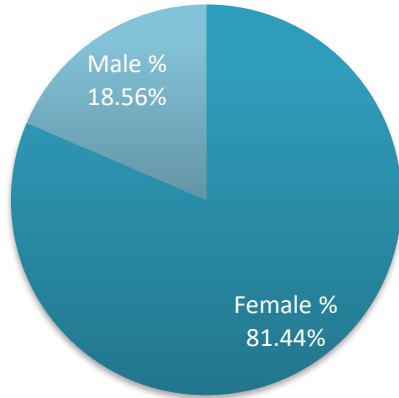
There are a higher number of females (80%) compared to males (20%) working in Lancashire Care Foundation Trust.

Average Hourly Rate by Band

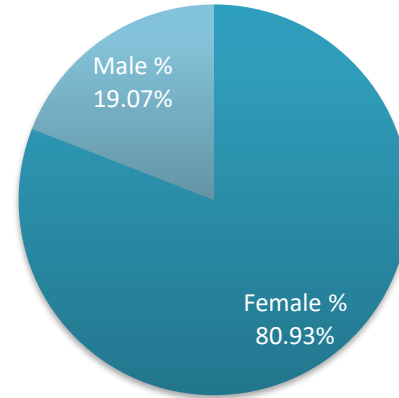


HOURLY PAY QUARTILES

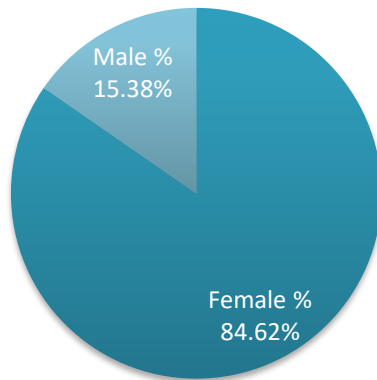
Lower Quartile



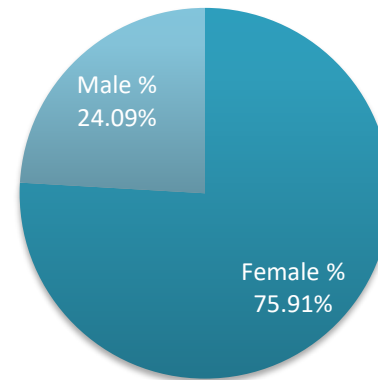
Lower Middle Quartile



Upper Middle Quartile



Upper Middle Quartile



Gender Pay Gap Report

BONUS PAY ANALYSIS

Bonus Pay Splits

Gender	Avg. Bonus Pay	Median Bonus Pay
Male	10,735.80	6,568.16
Female	9,814.08	5,274.26
Difference	921.73	1,293.91
Pay Gap %	8.59%	19.70%

The mean gender pay gap between male and female bonus pay is 8.59% and the median gender pay gap is 19.70%. The bonus payments relate to Clinical Excellence Awards given to Consultants.

Bonus Pay Eligibility Splits

Gender	Employees Paid Bonus	Total Employees	%
Male	30	1,185	2.53%
Female	14	4,854	0.29%

The number of male employees awarded a bonus was 2.53% compared to 0.29% of females. There are a higher number of males (68%) compared to females (32%) who have been awarded a bonus in the period.