

Board of Directors (in Public)

Item 3.3

Subject: Gender Pay Gap Reporting
Date of Meeting: 27th March 2018
Prepared by: Janet Doran, Senior HR Business Partner
Presented by: Joanne Twist, Director of Workforce Development
Purpose of Report: To Note

BAF Ref	4
Impact on BAF	None

1. Executive Summary

The purpose of this paper is to provide the Board of Directors with an update relating to its response to the legal requirement to publish gender pay gap data annually and to provide assurance that this data will be published by the 30th March 2018 deadline. There is no impact on the BAF rating at the present time.

2. Background

Following government consultation, it became mandatory on 31st March 2017 for public sector organisations with over 250 employees to report annually on their gender pay gap (GPG). Under this requirement organisations need to publish information annually for all employees working under a contract of employment, a contract of apprenticeship or a contract personally to do work relating to the pay period in which the snapshot day falls, which for the first year is the pay period including 31st March 2017.

The regulation determines how the calculations should be made and what pay is to be included. The data needs to be published within one year of the date for the 2017 snapshot.

In addition to the data, there is a requirement to publish a written statement which confirms the accuracy of calculations, signed by an 'appropriate person' which for an NHS Trust will be a Director. Organisations can use the written statement to provide a supporting narrative which helps anyone reading the statement to understand its view of why any identified gender pay gap is present and what the what it intends to do to close it.

The information needs to be published on a website that is accessible to employees and the public free of charge. It also needs to be uploaded onto the Government's online reporting service.

3. Progress

The central ESR Team (NHS Electronic Staff Record) have been working on the development of functionality to enable Trusts to make the required calculations through ESR which will

ensure consistency across the NHS. The solution was released at the end of December 2017. The Workforce Analyst in HR has been testing the functionality and whilst there will be some local adjustments to be made there are no concerns about being able to provide the required data by the deadline.

NHS Employers ran a webinar on 1st March 2018 which covered the reporting requirements but more importantly details on how one large Trust has reported, including advice on how to deal with questions that emerge after publication of the figures. A HR Business Partner and the Workforce Analyst participated in the webinar. Webinars and other information have already been sourced from legal firms to assist with the analysis of the data and the production of the narrative.

The Trust report is detailed in appendix 1, this will be uploaded on the reporting platform by the 30th March 2018.

4. Conclusion

Good progress is being made with regard to compliance with this legal requirement and the deadline for the publication of the Trust data will be met.

5. Recommendations

The Board of Directors is asked to note the contents of this report.