

NHS Blood and Transplant (NHSBT) Gender Pay Gap – Snapshot date 31st March 2021

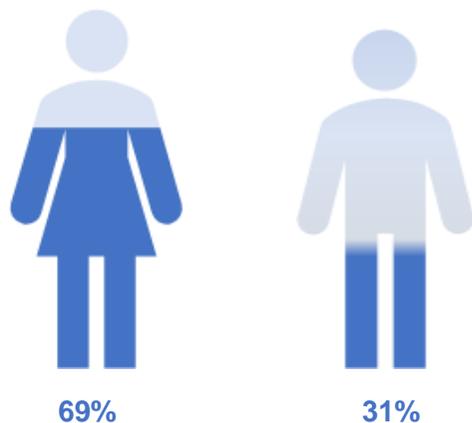
About us

NHSBT is a Special Health Authority responsible for ‘saving and improving lives’ by providing a safe, reliable and efficient supply of blood components, stem cells and diagnostic services to health care providers in England and source organs and tissues across the UK.

Since 2017 our mean gender pay gap has remained fairly static at around 8%, and this round of reporting is no exception with our mean gender pay gap for ordinary pay being 8.1% which compares favourably to other public sector organisations. This is also well below the national average of 15.4% (according to the Office of National Statistics report published in 2021). Our median pay gap for ordinary pay has reduced from the last round of reporting to this, reducing from 6.7% to 3.8%. This translates into the fact that for every £1 we pay to men we pay 96p to women.

Our bonus gender pay gap (for both mean and median) has reduced significantly this year. This report is based on information taken on the snapshot date of 31 March 2021.

NHSBT Gender Profile



NHSBT has a predominately female workforce with approximately two thirds of our colleagues being female (4,008) and one third male (1,820). The gender profile of the workforce has only changed marginally since we began reporting our 2017 data, this is despite seeing an increase in headcount due to the pandemic in this reporting round.

NHSBT Gender Pay Gap

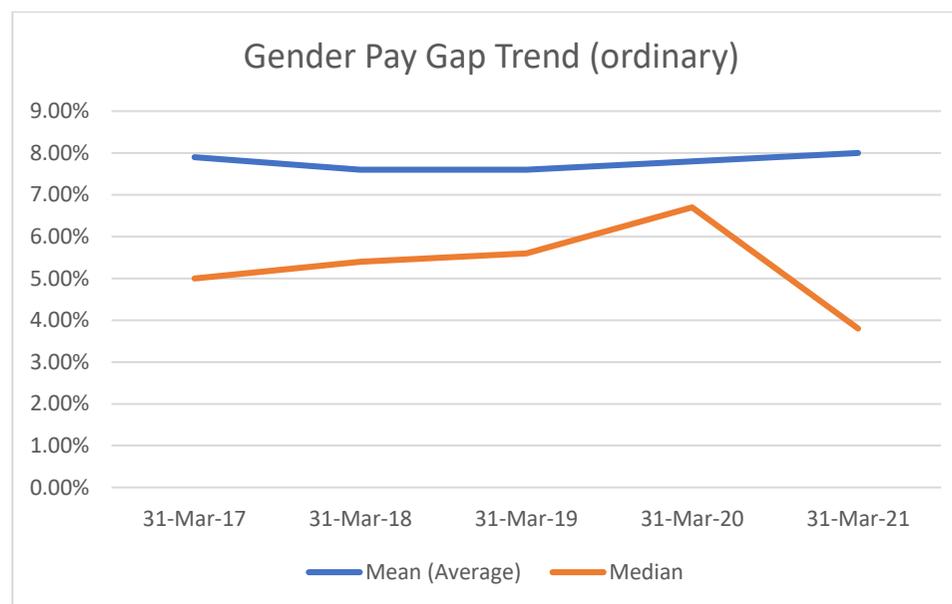
Our Gender Pay Gap for ordinary pay, as at 31st March 2021 is reported as follows:

Women's earnings are:	
Mean Gender Pay Gap	8.1% lower than men's earnings
Median Gender Pay Gap	3.8% lower than men's earnings

As shown in the table and graph below the mean gender pay gap has remained fairly static for the last five years, always around 8%. There has been more fluctuation with the median over the last 5 years, with this reporting round seeing the biggest change. The median pay gap is the difference between the 'middle' male and 'middle' female earner and this year it has reduced to its lowest level. One explanation for this is a significant increase in the number of relevant employees in this round of reporting. In total this round of Gender Pay Gap covers 5,828 employees, which is an increase in headcount of over 8%. This is largest increase we have seen in the headcount of relevant employees over the 5 years of reporting. This combined with normal turnover rates and the fact that colleagues join pay bands on the minimum of the pay range all contributes to the range of salaries changing and therefore the middle value for men and women has shifted.

The table and graph below show our ordinary pay gap since 2017.

Ordinary Pay		
Snapshot Date	GPG Mean	GPG Median
31 st Mar '17	7.9%	5.0%
31 st Mar '18	7.6%	5.4%
31 st Mar '19	7.6%	5.6%
31 st Mar '20	7.8%	6.7%
31 st Mar '21	8.1%	3.8%



Our Gender Pay Gap continues to be driven by two main factors:

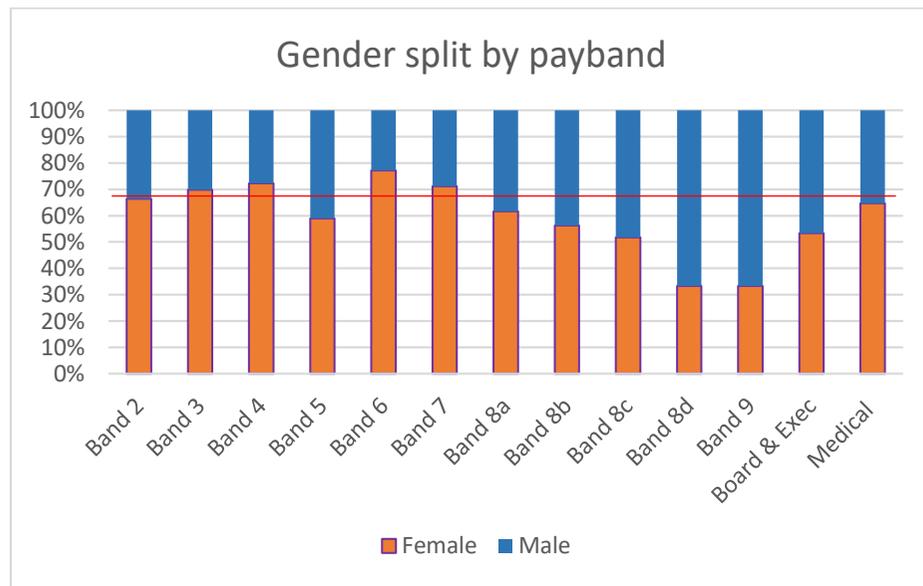
- 1) The higher proportion of men in more senior (higher paid) roles; combined with
- 2) The higher proportion of women in more junior roles (lower paid roles)

The ordinary pay element of the Gender Pay Gap is calculated using basic pay and other payments such as shift allowances and Recruitment and Retention Premia.

Pay Structure

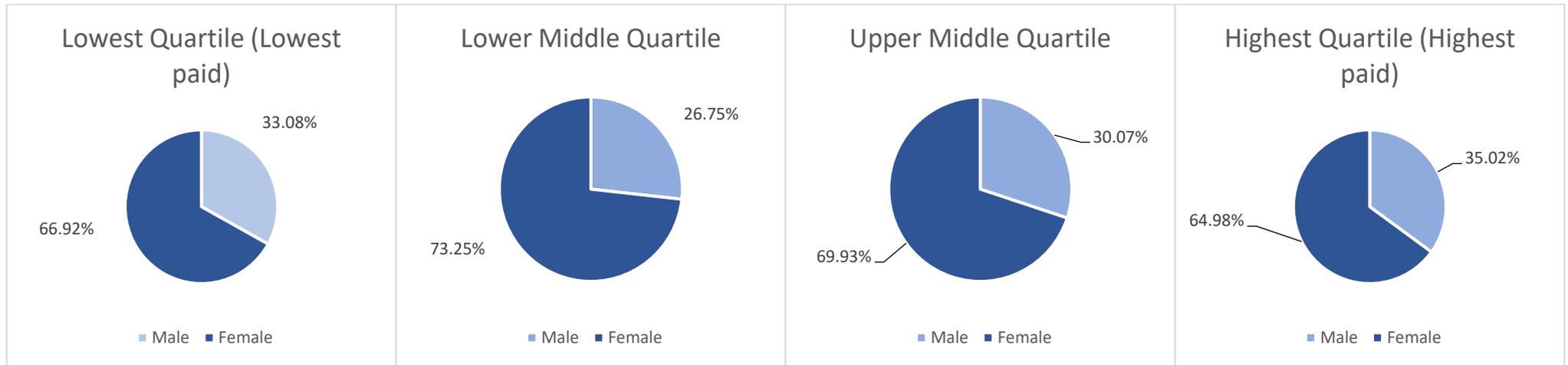
All NHSBT staff, except for board/executives and medics are bound by the NHS Terms and Conditions of Service that contains the national agreement on pay and conditions of service. The NHS Terms and Conditions pay bands range from band 2 (lowest paid) up to band 9.

The graph below, shows the percentage of males and females in each pay band as at 31st March 2021.



The red line on the graph above indicates the overall percentage of women in the organisation and therefore highlights that there are fewer women in higher paid roles (pay band 8b and above).

This can also be seen in these charts when comparing ordinary pay of men and women using salary quartiles.



NHSBT Gender Bonus Pay Gap

We also report our gender pay gap for the bonus payments that we have made. Our bonus pay gap, as at 31st March 2021 is reported as follows:

Women's bonuses are:	
Difference in Mean Bonus Payments	36% lower than men's
Difference in Median Bonus Payments	50% lower than men's

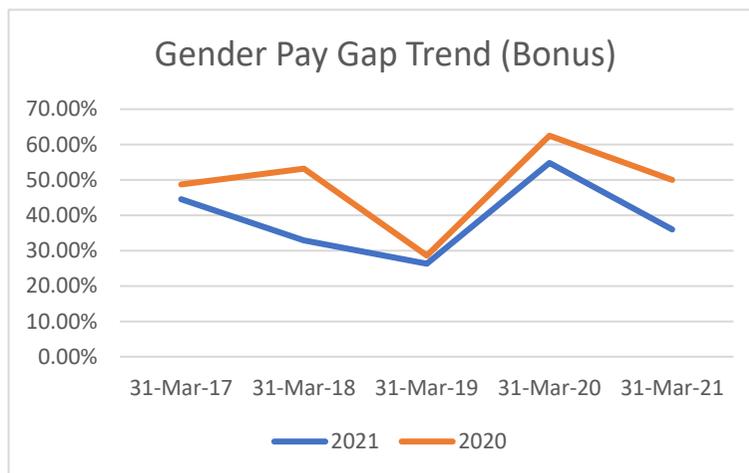
The 2021 round of bonus reporting once again comprised of payments made under the Clinical Excellence Awards (CEAs) scheme and the Very Senior Manager/Executive Senior Manager (VSM/ESM) bonus scheme. CEA's are made to Senior Medical staff under their terms and conditions. The previous reporting round was solely made up of CEAs.

Both the mean and median gaps for bonuses have reduced significantly from last year. It is likely that this is due to the great deal of work that has taken place over recent years to encourage women to apply for, and subsequently receive CEAs. So much so that this once again this reporting round saw another increase in the number of women receiving bonuses (in total 20 bonuses being paid to women and 7 paid to men). At this point it is worth noting that only 27 of our employees received a bonus payment, which is less than 0.5% of our employees.

In relation to the CEA scheme, it is also worth noting that the CEA Awards are made up of Local and National awards with different levels of financial reward that increase in value with each level. In this round of reporting, we have seen 4 women have their CEA level increase whilst the awards paid to men have remained static. In addition to this, once again VSM/ESM bonuses are included in this round of reporting, with more bonuses having been made to women than men – this has all contributed to reducing the bonus gap.

Whilst this is a move in the right direction, due to historical factors and high value CEAs that have been in place for a number of years means that this will take time to work through. Therefore, it is going to take a few more years before we see the bonus gap reach a lower level.

Bonus Pay		
Snapshot Date	GPG Mean	GPG Median
31 st Mar '17	44.5%	48.7%
31 st Mar '18	32.9%	53.2%
31 st Mar '19	26.3%	28.6%
31 st Mar '20	54.8%	62.5%
31 st Mar '21	36.0%	50.0%



Responding to our data

Action planning to date to reduce our GPG has largely centred around trying to reduce our bonus GPG by actively promoting the CEA scheme to women. This has now started to pay off and is clearly demonstrated in our data. Whilst we are pleased that our GPG is lower than the national average, NHSBT is committed to ensuring that our pay gap is reduced.

Over the course of the next 12 months, we will continue to analyse our data and develop plans to address areas for improvement to enable us to achieve a reduction in our pay gap as follows:

- At the earliest opportunity we will begin to analyse the GPG data for the next snapshot date of 31st March 2022 and do this again on a directorate and centre-based breakdown.
- NHSBT will engage with its Assistant Directors – People and Culture to discuss with their Directorate Senior Management Teams to support the directorate specific action planning process and where necessary take remedial actions during 2022/23. This should then have a positive impact on reducing our GPG and we would expect a clear step change in the following round of GPG reporting.

- As we are now in our 5th round of reporting and we have clear insights and trends into directorate and centre based GPG we will be able to delve deeper into recruitment activity based on gender split and understand recruitment decisions within directorates and centres, across all pay bands, and start to gain knowledge as to what is driving our pay gaps and start to change practice.
- As we now move to the post pandemic stage and we continue to widen the inclusivity agenda, not just reviewing recruitment practices on gender but aim to increase diversity, across all protected characteristic groups, we hope to see an increase in diversity across the upper pay quartiles.
- Continue with the excellent work carried out to date where we have increased the number of women being awarded CEAs and over time see this CEA increase in value and at some point look forward to this paying off and reducing the bonus pay gap.