

Gender Pay Gap Report

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Presented by Liz Cooke

Human Resources & Organisational Development Director

Gender Pay Gap Analysis

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Trust introduction

Norfolk Community Health & Care NHS Trust was established in 2010 and delivers community and inpatient based health services in Norfolk, as well as Early Support Discharge Services in Suffolk.

The Trust currently employs over 2,500 substantive staff as well as operating a pool of bank workers.

The Trust is committed to being an equal opportunities employer and equality and diversity is embedded in to everything it does.

Gender Pay Gap Analysis

Requirements

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, employers with 250 or more employees are required to publish Gender Pay Gap calculations no later than 30 March each year, commencing in 2017/18. The gender pay gap is not the same as equal pay, it's the difference between the average pay of all men compared to the average pay of all women. In an organisation which adheres to structured pay grades and equal pay the Gender Pay Gap will highlight variances between genders if there's a proportional difference in the distribution of the workforce across the grades. For example, if an organisation has a higher proportion of males in higher banded roles the Gender Pay Gap analysis will identify this.

The legislation requires an employer to publish six calculations:

- 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.

The information must be published on both the employer's website and on a designated government website. An employer should then use that information to help understand any underlying causes for their gender pay gap and take suitable steps to minimise it.

Ordinary Pay Analysis - Overview

Data has been extracted from ESR (The Electronic Staff Record) at a snapshot date of 31st March 2024. It should be noted that 16% of the organisation at the time of the sample were males, meaning small movements in the male grouping in comparison to females would result in larger proportional influences.

Gender	Avg. Hourly Rate	Median Hourly Rate
Male	£20.51	£18.09
Female	£18.80	£18.04
Difference	£1.71	£0.04
Pay Gap %	8.33%	0.23%

Table 1.1 - Average hourly rate by gender

Table 1.1 details the mean and median hourly pay rate per employee on the snapshot date. Males were paid on average £1.72/h more than females with a median of £0.04/h more. This indicates that whilst the average pay for males is higher than females, the middle value shows a higher value for females, thus indicating that a higher proportion of males are likely to be occupying higher banded roles than females.

Quartile	Female	Male	Female %	Male %
1	577	100	85.23%	14.77%
2	565	113	83.33%	16.67%
3	591	86	87.30%	12.70%
4	550	128	81.12%	18.88%
Total	2283	427	84.24%	15.76%

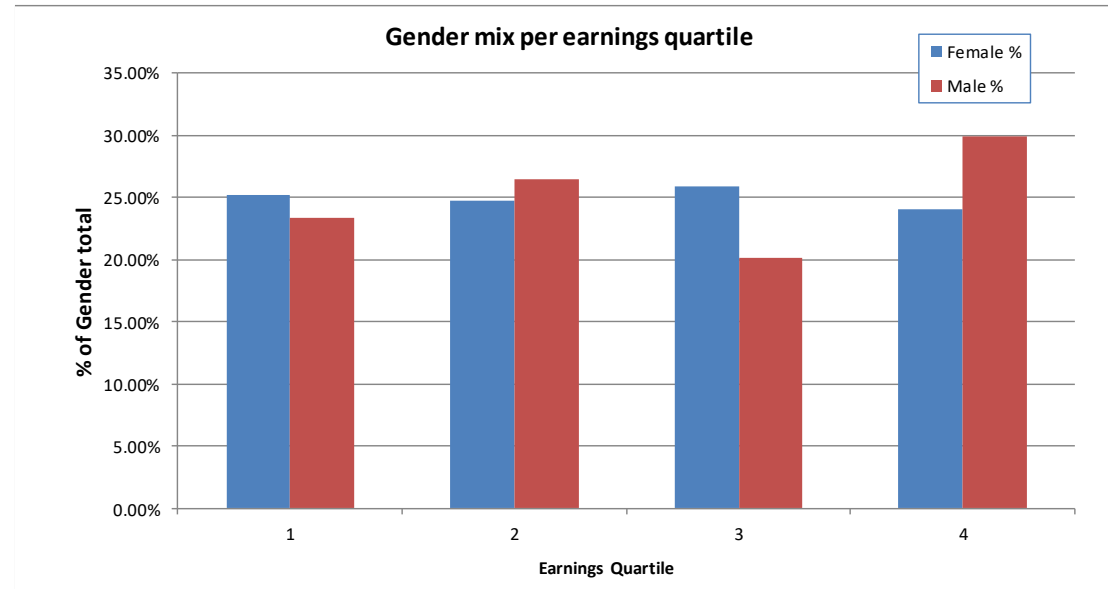
Table 1.2 - Gender breakdown by quartile

Table 1.2 shows the distribution of the workforce broken down into quartiles with all employees ranked according to the hourly earnings and split into 4 quartiles.

Table 1.3 and Graph 1.4 illustrates the same gives a representation of quartile split across gender. Whilst the **Upper middle (3)** quartile lower proportion of males in post, the Upper offsets this and drives the Average salary of higher than that of females.

Quartile	Female %	Male %
1	25.27%	23.42%
2	24.75%	26.46%
3	25.89%	20.14%
4	24.09%	29.98%

Table 1.3 - Gender breakdown by quartile



Graph 1.4 - Gender breakdown by earnings quartile

data but each has a quartile males

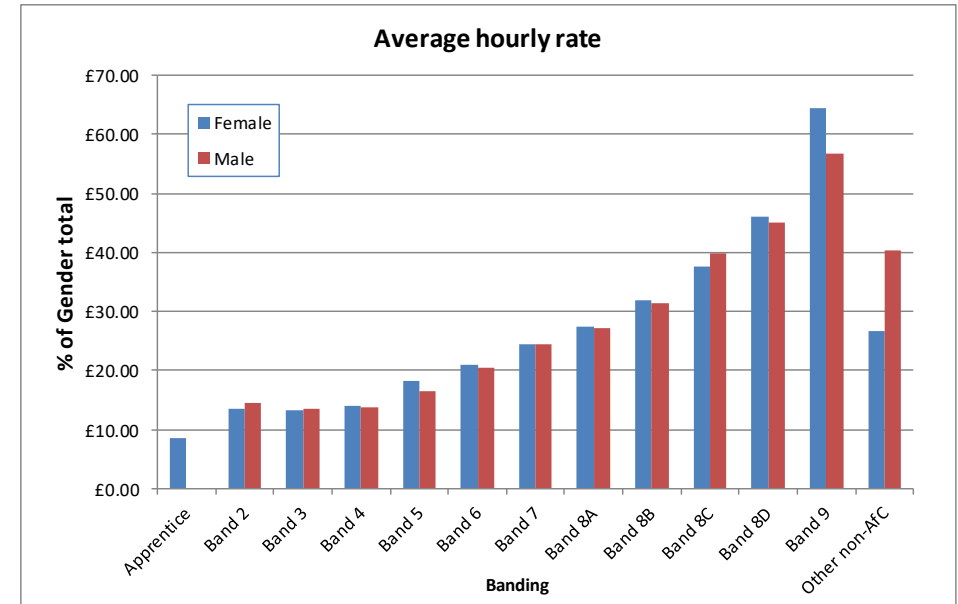
Ordinary Pay Analysis – Equal pay

Table 1.5 and graph 1.6 show the average hourly rates broken into bandings. As all NHS staff are aligned to either Agenda for Change or a Medical & Dental pay scale they all receive equal pay for undertaking equal roles. There can be a slight variation within each banding depending on the pay step which an individual has progressed into and the enhancements that each employee received at the snapshot date.

Accordingly, graph 1.6 below illustrates that the hourly rates within each Banding are relatively uniform across both genders and show no significant anomalies across the core Bandings. This is the result we would expect in an equal pay environment. (The Non-AfC group contains an obvious fluctuation, however this category contains a small number of staff across multiple pay scales.)

	Avg. Hourly Rate (Mean)			
	Male	Female	Difference	Pay Gap %
Apprentice	-	£8.55	-	-
Band 2	£14.41	£13.59	£0.82	5.71%
Band 3	£13.44	£13.32	£0.12	0.88%
Band 4	£13.68	£13.98	-£0.30	-2.17%
Band 5	£16.60	£18.20	-£1.60	-9.65%
Band 6	£20.40	£20.96	-£0.56	-2.72%
Band 7	£24.40	£24.35	£0.05	0.21%
Band 8A	£27.29	£27.54	-£0.25	-0.92%
Band 8B	£31.30	£31.84	-£0.53	-1.70%
Band 8C	£39.83	£37.73	£2.10	5.26%
Band 8D	£45.05	£46.01	-£0.96	-2.12%
Band 9	£56.70	£64.39	-£7.69	-13.56%
Other non-AfC	£40.47	£26.71	£13.76	34.00%
Total	£20.51	£18.80	£1.71	8.33%

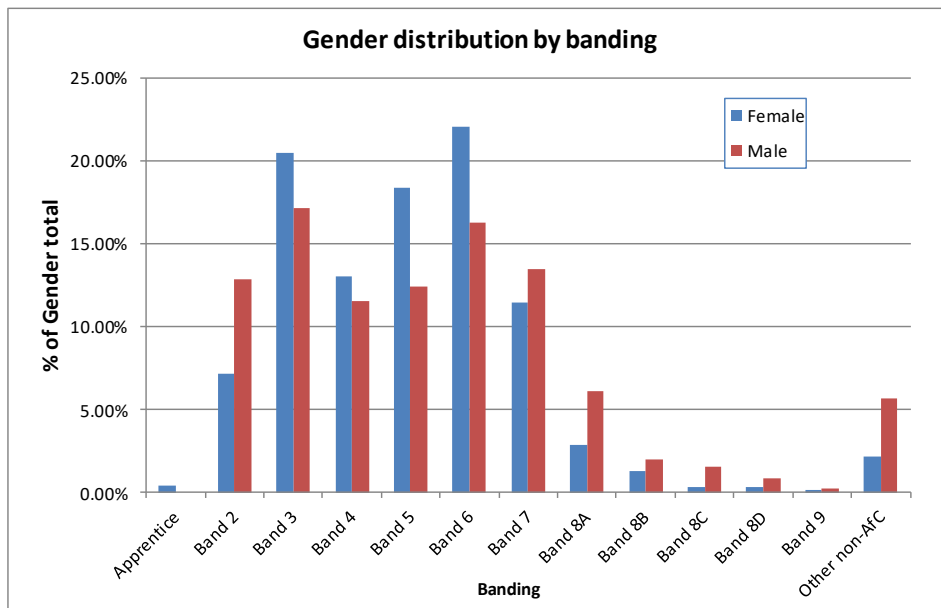
Table 1.5 - Average hourly rate by gender by band



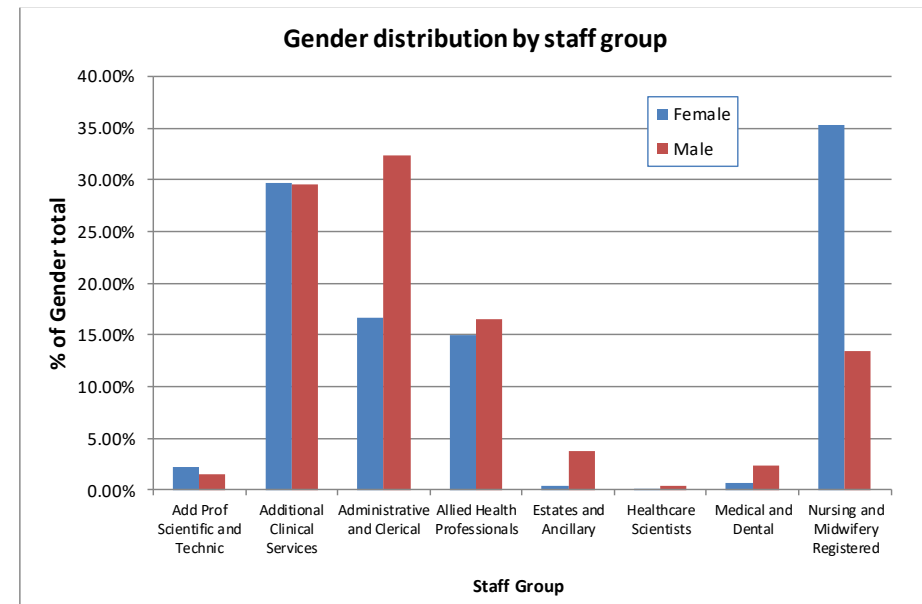
Graph 1.6 - Average hourly rate by gender by band

Ordinary Pay - Gender Distribution

Graphs 1.7 and 1.8 show the gender distribution across the organisation broken down by banding and staff group. Both charts give an indication of the gender mismatch which is causing the variance in average pay, detailed in the narrative below.



Graph 1.7 - Gender distribution by band



Graph 1.8 - Gender distribution by staff group

- Band 2: Higher proportion of male workforce in HCA and clinical support positions.
- Band 3: Higher proportion of female workforce in HCA and clinical support positions.
- Bands 5 - 6: Higher proportion of female workforce, specifically qualified nursing posts in comparison to the male workforce.
- Bands 8A - 9: Higher proportion of male workforce in Admin & Clerical roles. Further analysis has shown these roles sit mainly within Corporate services.
- Other non-AfC: Higher proportion of the male workforce sitting in medical roles in comparison to females. It should be noted that our medical workforce is very small, therefore, minimal movements would cause significant swings in the Gender Pay results.

Bonus Pay Analysis

Whilst NCH&C doesn't make specific payments in regards of bonuses it does award payments for clinical excellence. The Clinical Excellence Awards (CEA) scheme is intended to recognise and reward those consultants who contribute most towards the delivery of safe and high quality care to patients and to the continuous improvement of NHS services. This includes those consultants and senior academic GPs who do so through their contribution to academic medicine. For the purpose of this return these awards are classed as bonuses.

Table 1.11 shows the Average and Median bonus payments made on the snapshot date and table 1.12 shows the quartile split of the workforce who received a bonus.

Gender	Avg. Bonus	Median Bonus
Male	£6,440.58	£4,803.33
Female	£5,413.71	£4,803.33
Difference	£1,026.86	£0.00
Pay Gap %	15.94%	0.00%

Table 1.11 - Average bonus by gender

Quartile	Female	Male	Female %	Male %
1	6	5	54.55%	45.45%
2	0	1	0.00%	100.00%
3	1	0	100.00%	0.00%
4	0	1	0.00%	100.00%

Table 1.12 - Gender breakdown by bonus quartile

Clinical excellence awards can only be given to staff members in the appropriate medical post and there are only 13 staff members in the organisation who received these bonuses. Therefore, due to small size of the staff group and the varying award amounts, no meaningful assumptions can be made.

Conclusion

From the attached analysis it can be seen that:

- Band 3: Higher proportion of females in HCA and clinical support positions.
- Bands 5 - 6: Higher proportion of females, specifically qualified nursing posts in comparison to the male workforce.
- Bands 8A - 9: Higher proportion of male workforce in Admin & Clerical roles. Further analysis has shown these roles sit mainly within Corporate services.
- Other non-AfC: Higher proportion of the male workforce sitting in medical roles in comparison to females. It should be noted that our medical workforce is very small, therefore, minimal movements would cause significant swings in the Gender Pay results.

Within NCH&C there are more females (headcount) in the organisation employed in every banding group than males. However, males have a higher average hourly rate due to a larger proportion in higher banded roles in comparison to the overall gender group, these roles fall specifically in admin & clerical mainly within Corporate services. In addition, Qualified Nursing is the area where the lack of males is having an adverse effect on the GPG as the proportion of females in this group is higher than that of males.

Actions

- Review the external website for recruitment promotional information and challenge gender stereotypical norms of recruitment.
- All Job descriptions and Person Specifications to be written using gender neutral language.

Technical Information

Employee's to Include

For **ordinary pay**, only 'Full Pay Relevant Employees' are to be included. A 'Full Pay Relevant Employee' is any employee who is employed on the snapshot date of 31st March 2024 and who is paid their usual full basic pay during the relevant pay period. If employees are being paid less than their usual basic pay rate, or nil, during the relevant pay period as a result of being on leave, then they are not a 'full pay relevant employee'. It does not matter whether any leave is taken during the relevant pay period – what matters is whether the pay is reduced during that relevant pay period due to the leave.

If an employee is paid less than their usual basic pay or piecework rate during the relevant pay period for reasons other than leave (for example because they have been on strike), they still count as a full-pay relevant employee.

For **Bonus Pay**, all employees should be included.