

Cambridgeshire Community Services NHS Trust

Gender Pay Gap Report

(based on data as of 31 March 2024)

1.0 Background

1.1 In March 2017, the Gender Pay Gap Reporting Regulations came into force requiring all organisations employing 250 or more staff to report annually on their gender pay gap.

1.1.1 The formula for calculating the gap is set nationally and reports must include the following data for the 12 months up to 31 March in the preceding year:

- Mean and median gender pay gaps.
- Mean and median gender bonus gaps.
- Proportion of male and female staff receiving bonuses.
- Proportion of male and female staff in each pay quartile.

1.1.2 The Trust has run its data report, agreed and published the data, and an action plan each year since 2017.

1.2 2024 Reporting Criteria and Definitions

1.2.1 The reporting period for this 2024 Gender Pay Gap report is 1 April 2023 to 31 March 2024 and the report includes relevant staff in post on 31 March 2024.

1.2.2 The report is based on rates of pay as of 31 March 2024 and bonuses paid between 1 April 2023 and 31 March 2024. Within the Trust, the only bonuses paid are the Clinical Excellence Awards (CEAs) for qualifying Medical Consultants.

1.2.3 A gender pay gap is defined as the difference between the mean or median hourly rate of pay male and female colleagues receive.

1.2.4 The percentage pay gap is the average hourly pay rate difference divided by the average hourly rate for men.

1.2.5 The median pay gap is the difference between the hourly earnings of male and female staff, taking all salaries in the sample, lining them in order from lowest to highest, and picking the middle salary.

1.3 Gender Pay Gap and Equal Pay

1.3.1 The gender pay gap is defined as the difference between the mean or median hourly rate of pay male and female colleagues receive, therefore the difference in the average pay between all male and all female staff we employ.

1.3.2 Equal pay is the legal right for all staff who carry out the same or similar work or who undertake different work but of an equal value, to be paid the same irrespective of their gender.

2.0 Gender Pay Gap Report 2024

2.1 The 2024 Gender Pay Gap report:

- Sets out our 2024 gender pay gap data:
- Provides analysis of and an explanation for the gender pay gap.
- Provides a comparison to our 2018, 2019, 2020, 2021, 2022 and 2023 pay gap data; and

- Sets out the actions the Trust is taking to close its gender pay gap.

2.1.1 The following Gender pay data is taken as the snapshot date of 31 March 2024, compared to the 31 March of previous years.

2.1.2 Table 1.

		2018	2019	2020	2021	2022	2023	2024
1.	The mean gender pay gap for CCS	32.32%	27.07%	26.68%	21.51%	12.9%	21.49%	19.69%
2.	The median gender pay gap for CCS	26.42%	19.68%	19.08%	17.22%	0%	17.6%	18.35%
3.	The mean gender bonus gap for CCS	28.87%	26.06%	42.04%	34.20%	42.70%	55.52%	51.31%
4.	The median gender bonus gap for CCS	20.00%	0.00%	42.77%	0.00%	44.64%	73.13%	77.8%

2.2 Pay Quartiles by Gender

2.2.1 Table 2.

Quartile	Female Headcount	Male Headcount	Female %	Male %	Description
1 <i>(lowest paid)</i>	637	51	92.59	7.41	Includes all staff whose standard hourly rate places them at or below the lower quartile.
2	672	35	95.05	4.95	Includes all staff whose standard hourly rate places them above the lower quartile but at or below the median.
3	665	34	95.14	4.86	Includes all staff whose standard hourly rate places them above the median but at or below the upper quartile.
4 <i>(highest paid)</i>	596	103	85.26	14.74	Includes all staff whose standard hourly rate places them above the upper quartile.

3.0 Explaining the Trust's Gender Pay Gap Report

3.1 Equal pay

3.1.1 As noted earlier in this report, gender pay gap is different to equal pay. The Trust is committed to providing equal opportunities and ensuring the equal treatment for all staff, irrespective of their background including, but not only, gender, race, religion or belief, age, marriage or civil partnership status, pregnancy/maternity, sexual orientation, gender reassignment or disability.

3.1.2 Our adherence to national pay and terms and conditions of employment for all staff, which includes job evaluation schemes, ensures we pay all staff equally for the same or equivalent work, regardless of gender or any characteristics including those set out above.

3.2 The Trust Gender Pay Gap

3.2.1 The gender pay gap exists because of the number of male and female staff working in roles and the salaries for these roles. The table below shows this. The pay bands referred to are:

- Medical and Dental roles categorised as 'Non-Consultant Medical' and 'Consultant'.
- All other staff on Agenda for Change (AFC) pay bands ranging from Apprentice banding to band 9.

3.2.2 The last column reflects the % gender pay gap position 2024, based on the staff in the respective pay categories. A negative figure reflects a pay gap in favour of female staff and a positive a pay gap in favour of male staff.

3.2.3 Table 3.

Pay Band	Female	%	Male	%	Total	% Gender Pay Gap	% Gender Pay Gap
	Headcount 2024		Headcount 2024		Headcount 2024	2023	2024
Apprentice	5	83.3%	1	16.7%	6		-0.27
Band 2	78	83.0%	16	17.0%	94	9.46	26.20
Band 3	374	95.2%	19	4.8%	393	1.98	6.88
Band 4	498	96.1%	20	3.9%	518	-1.93	-5.28
Band 5	276	92.0%	24	8.0%	300	-5.42	-5.67
Band 6	722	95.9%	31	4.1%	753	-4.76	-4.83
Band 7	397	89.4%	47	10.6%	444	0.83	-0.52
Band 8a	101	77.7%	29	22.3%	130	5.60	1.16
Band 8b	12	92.3%	1	7.7%	13	-1.85	5.12
Band 8c	13	72.2%	5	27.8%	18	4.89	3.15
Band 8d	3	75.0%	1	25.0%	4	6.88	13.86
Band 9	4	40.0%	6	60.0%	10	-3.27	-0.77
Non-Consultant Medical	47	79.7%	12	20.3%	59	2.24	2.26
Consultant	35	79.5%	9	20.5%	44	6.11	6.47
Non-Exec Directors	5	71.4%	2	28.6%	7	-57.69	-46.15
Total	2,570		223		2,793		

3.2.4 In pay bands 2, 3, 8a, 8b, 8c, 8d, Consultant and Non-Consultant medical bandings we have a gender pay gap in favour of males. In all other bandings the pay gap is in favour of females, significantly so for non-executives.

3.2.5 The overall mean gender pay gap has fallen slightly on the 2023 figure (21.49%). In 2022 we employed a high number of males in the lower pay quartiles as we were

delivering large scale vaccination services which resulted in a lower pay gap at that time.

3.3 The Gender Bonus Gap (Clinical Excellence Awards)

3.3.1 Within the Gender Pay Gap Regulations, 'bonus pay' means any remuneration that is the form of money relating to profit sharing, productivity, performance, incentive or commission and does not include ordinary pay, overtime pay, redundancy pay or termination payments.

3.3.2 For the purpose of Gender Pay Reporting, the Trust only has one payment which meets this criteria. The Clinical Excellence Awards (CEA) Scheme recognises and rewards Medical Consultants who can apply for an award if they perform 'over and above' the standard expected for their role. In line with national guidance the Trust equally distributed CEA monies amongst all medical staff equally during this year. They all received the same amount of money regardless of whether full or part-time. (£2,531.30 each).

4.0 **Closing our Gender Pay Gap**

4.1 The Trust is committed to equal opportunities and to building equality, diversity and inclusion into all we do and to supporting the fair treatment and reward of all staff irrespective of gender or any other characteristic and in ensuring equal pay and in reducing any gender pay gap.

4.1.1 No new CEA will be given following changes nationally to Consultants pay.

4.1.2 Following our annual Gender Pay Gap Reports, the Trust updates its gender pay gap actions to seek to address the issues highlighted and we will continue to implement actions to:

- Ensure senior roles are advertised with flexible working as an option to attract female applicants.
- Offer the empowering female staff training 'Springboard' to staff.
- Review shortlisting data and identify any areas of concerns.
- Use diverse selection panels through policy practice and training; ongoing although with a focus on culturally diverse in the first instance but promoting general diversity on panels.
- Promote and facilitate mentoring and coaching, including diversity mentoring.
- Work with young people to encourage more young men to enter NHS careers.

Anita Pisani
Deputy CEO and Director of Workforce
February 2025