

1. Executive Summary

The Gender Pay Gap being reported on in this report uses a snapshot of data as at 31.03.2024 and has been taken from the Electronic Staff Records. The report considers all employees and does not differentiate between full time and part time employees.

The Gender Pay Gap looks at females working in lower paid roles and occupying fewer senior roles when comparing to the males working within the organisation. A positive outcome would see there being a zero-percentage figure in the reporting of ordinary pay and bonuses suggesting there to be no gaps between employees who are male or female.

Gender Pay Gap reporting was introduced in 2017/18 and year on year City Health Care Partnership CIC has reported a gap in favour of the male workforce.

The figures below show the gender pay gap year on year.

2017/18 = 15.4%

2018/19 = 18.5%

2019/20 = 18.3%

2020/21 = 17.9%

2021/22 = 14.9%

2022/23 = 15.11%

2023/24 = 17.83%

2024/25 = 16.12%

The report focuses on 'Full Pay Relevant Employees,' which are employees who are employed on the snapshot date and who are paid their usual full basic pay during the relevant pay period. If employees are being paid less than their usual basic pay or zero, during the relevant pay period due to being on leave, then they are not a 'full pay relevant employee.' An example of this could be when someone is on maternity pay or on half pay due to sickness

The gender pay gap has mandatory fields of which to report against; hourly rates, bonuses and quartiles which are shown in the tables below. In addition to these mandatory fields this gender pay gap report also provides a breakdown of men versus women in respect of flexible working, recruitment and development considering the breakdown of full time against part time worker and recruitment into senior posts across the year.

2. Data Outputs

Hourly Rate of Pay between Males and Females.

Table 1 below show the average hourly rates of both the male and female workforce, highlighting a pay gap of 16.12%. On average there is a difference in hourly rates of £3.30 in favour of men. The median figures relate to the male and female who is in the middle of a list of hourly rates of pay in an order from highest

to lowest. When comparing to last year’s report, there has been a slight shift in favour of females, with the difference in the hours rate reducing by £1.00.

Table 1

| Gender | Avg. Hourly Rate | Median Hourly Rate |
|------------|------------------|--------------------|
| Male | 20.4877 | 15.2110 |
| Female | 17.1844 | 14.5278 |
| Difference | 3.3034 | 0.6831 |
| Pay Gap % | 16.1236 | 4.4911 |

Rates of Pay by Quartiles

Table 2 shows the data in four almost equal sized groups of male and female employees across the workforce according to their hourly rate of pay. These groups are referred to as quartiles, quartile four represents the highest rate of pay. The findings show:

The highest proportion of females (90.8%) occupy roles within the second lowest quartile, whereas the highest proportion of males (74%) occupy roles within the highest quartile, these findings are consistent with the previous year’s report.

Table 2

| Quartile | Female | Male | Female % | Male % | Hourly Rate |
|----------|--------|-------|----------|--------|------------------|
| 1 | 454.00 | 58.00 | 88.67 | 11.33 | £4.04 - £12.45 |
| 2 | 517.00 | 52.00 | 90.86 | 9.14 | £12.45 – £14.63 |
| 3 | 474.00 | 69.00 | 87.29 | 12.71 | £14.64 - £19.72 |
| 4 | 470.00 | 74.00 | 86.40 | 13.60 | £19.73 - £109.83 |

Bonus Pay

Bonus pay is calculated considering the data across the year rather than a snapshot, therefore for the purpose of this report, the data being considered is for the period 01.04.2023 – 31.03.2024.

Table three, shows when comparing mean (average) bonus pay, women’s mean bonus pay is 25.57% lower than men’s, however when considering the median, there is no difference. The pay gap has reduced since the previous year, where this was reported at 31.15%.

Table 3

| Gender | Avg. Pay | Median Pay |
|------------|----------|------------|
| Male | 250.82 | 150.00 |
| Female | 186.69 | 150.00 |
| Difference | 64.13 | 0.00 |
| Pay Gap % | 25.57 | 0.00 |

Table 4

| Gender | Employees Paid Bonus | Total Relevant Employees | % |
|--------|----------------------|--------------------------|-------|
| Female | 2038.00 | 2128.00 | 95.77 |
| Male | 269.00 | 280.00 | 96.07 |

Table 4 shows the number of male and female workers that received a bonus pay.

As in previous years, for bank staff to benefit from the bonus pay a criteria was set whereby they had to have worked a shift within three months prior to the date the payment was made, this provides the rationale for why there were less than 100% Relevant Employees paid a bonus

3. Conclusion

When considering hourly rates between the male and female workforce, the organisation continues to report a Gender Pay Gap in favour of males.

The pay quartiles continue to show the highest proportion of males sitting in quartile 4 with the highest proportion of women sitting at the lower end in quartile 2.

To come to a point of recommendation, several factors have been explored which look at the difference between males and females in relation to flexible working applications, new hires and leavers and development opportunities.

Flexible Working

When considering the number of applications (see table 5) for flexible working within this reporting period there has been a decline for both males (-3) and females (-32) since the previous year in the number of applications for flexible working. For the female workforce, this decline spans between bands 2 to band 7 roles, whilst for males the decline is more apparent in band 6 roles. There has been a positive rise in applications by the female workforce in roles band 8 and above which indicates that career progression to senior roles within the organisation is not met with barriers to this workforce group.

Table 5

| | Female | Male |
|-------------------|--------|------|
| Pay Band | | |
| Band two | 4 | |
| Band three | 12 | |
| Band four | 19 | 1 |
| Band five | 23 | 3 |
| Band six | 21 | 1 |
| Band seven | 16 | 3 |
| Band 8 | 7 | 1 |
| Band 8C | 1 | |
| Band 8D | 2 | |
| GP Salary | | 1 |
| Council Contracts | 2 | |
| Totals | 107 | 10 |

Recruitment

During the reporting year up to 31st March 2024 there were 454 new hires, 54 of which were males and 400 females of these 72% of females and 44% of males were recruited to part time roles. This is a

significant difference from the previous year which reported 87% females and 13% males to part time roles.

Table 6 shows the percentage of males and females being appointed according to pay scales.

Table 6

| Pay Band of Posts | % Of Males | % Of Females |
|-------------------|------------|--------------|
| Apprentice | 5 | 1 |
| Band two | 20 | 26 |
| Band three | 20 | 39 |
| Band four | 17 | 7 |
| Band five | 14 | 13 |
| Band six | 7 | 7 |
| Band seven | 4 | 2 |
| Band 8a | 0 | 2 |
| Medical & Dental | 13 | 3 |

Table 7, captures the numbers and percentages of leavers during the period 01/04/2023 – 31/03/2024

Table 7

| Number of leavers | | Full time positions | Part time positions | % Of part time |
|-------------------|-----|---------------------|------------------------|----------------|
| Males | 80 | 34 | 46 (42 bank workers) | 57.5 |
| Females | 372 | 73 | 299 (186 bank workers) | 80.3 |

Development Opportunities

During the reporting period 24 staff members accessed leadership training sourced by an external provider all of which were females. When considering the internal leadership courses, there were 82 staff members that undertook this opportunity, 74 of which were female and 8 were male.

4. Recommendations

- 4.1 To work with the recruitment team to enhance the offer of flexible working through job adverts.
- 4.2 Continue to work on succession planning at senior level with development opportunities being encouraged to support female managers into future Director positions.
- 4.3 Continue to monitor reports identifying development training offer and take-up.

5. Data reported to the national site for 2024/25 reporting period:

| Average Hourly Rate | | |
|-------------------------------|---------------------------------|-------|
| Pay Gap Mean 16.12% | Pay Gap Median 4.49% | |
| Pay Quartiles % | | |
| | Men | Women |
| Quartile 1 | 11.3 | 88.7 |
| Quartile 2 | 9.14 | 90.9 |
| Quartile 3 | 12.7 | 87.3 |
| Quartile 4 | 13.6 | 86.4 |
| Bonus Payments | | |
| Pay Gap Mean = 25.6% | Pay Gap Median = 0.00 | |
| Men receiving a bonus = 96.1% | Women receiving a bonus = 95.8% | |

Gender Pay Gap sign off:

City Health Care Partnership has calculated its Gender Pay Gap using the data snapshot as of 31st March 2024 using the reporting tool within the Electronic Staff Records system.

I can confirm that the results are correct and will be published to the governments online reporting tool: <https://www.gov.uk/report-gender-pay-gap-data>.

Name: Andrew Burnell

Position: Chief Executive Officer

Signature:



Date: 10th January 2025