

Gender Pay Gap

Introduction

New legislation introduced in 2017 means that all Employers who have a workforce of over 250 employees are required to publish gender pay gap data on an annual basis. The legislation was brought in, in April 2017 giving a year for employers to prepare and publish their first reports by 31st March 2018. The data reported on will be at 31st March 2017.

Background

The Gender Pay Gap is not to be confused with equal pay, which is the unlawful practice of paying men and women differently whilst working in the same or similar roles. It looks at women working in lower paid occupations and occupying less senior roles comparing to the men working within the organisation. It is anticipated that most companies will have a gap in the first year and organisations are expected to take actions to improve this over the following years.

Anyone who has a contract of employment is to be included within the report, to show the difference between the average (mean or median) earnings of men and woman. There are six calculations to report which include:

- The mean gender pay gap
- The median gender pay gap
- The mean bonus gender pay gap
- The median bonus gender pay gap
- The proportion of males receiving a bonus payment
- The proportion of females receiving a bonus payment
- The proportion of males and females in each quartile pay band

The calculations are based on basic pay and within the Electronic Staff Records a reporting tool has been developed which sits within the workforce profile dashboard this tool will pull the required data.

There is no legal requirement to publish any accompanying narrative to explain what the figures mean, however guidance produced by ACAS and the Government Equalities Office emphasises the importance of doing so. A narrative has therefore been drafted to support the findings and give an explanation of what the organisation may wish to look at to close the gaps.

The report has been run and the data which will be published for City Health Care Partnership CIC is shown below:



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The table below shows the average hourly rates and median rates:

Gender	Avg. Hourly Rate	Median Hourly Rate
Male	16.7616	11.8967
Female	14.1856	12.9564
Difference	2.5760	-1.0597
Pay Gap %	15.3683	-8.9073

The findings show that on average male employees earn on average £2.57 per hour more than female employees giving a mean pay gap of 15.3%, less than the national average of 18%.

The median hourly rate shows female employees earn more than male employees with the median pay gap being -8.9%.

At the date of the report being run the workforce consisted of 1,223 female employees and 168 male employees, both male and female data has been broken down into four quartiles, with quartile one being the lowest paid group of staff.

The table below shows the total and percentage of staff in four quartiles:

Quartile	Female	Male	Female %	Male %
1	296.00	51.00	85.30	14.70
2	309.00	39.00	88.79	11.21
3	319.00	26.00	92.46	7.54
4	299.00	52.00	85.19	14.81

The data shows that quartile 1 and 4 have a very similar percentage of female employees as do they for male employees. Quartile 3 which equates to pay bands 5 – 7 shows the highest percentage of female employees whilst this is the lowest quartile for male employees.

The tables below shows the percentage of staff receiving a bonus:

Gender	Employees Paid Bonus	Total Relevant Employees	%
Female	1088.00	1088.00	100.00
Male	148.00	148.00	100.00

The table below shows the average and median amounts of bonus received by males and females:



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Gender	Avg. Pay	Median Pay
Male	395.43	40.00
Female	113.20	40.00
Difference	282.23	0.00
Pay Gap %	71.37	0.00

A Christmas bonus payment of £40.00 was paid to all staff in this reporting period as recognition for work done. Other bonus payments include Clinical Excellence Awards and Senior Manager Awards.

The proportion for both males and females receiving a bonus is 100% however the average bonus pay received by male employees is significantly different with men being paid an average of £282 in bonus payments more than female employees. Mean bonus gender pay gap is 71% whilst the median bonus gender pay gap is 0.0%

Conclusion

The organisation has a Gender Pay Gap of 15.3%, which is lower than the national average of 18%.

The percentage of female working in each of the quartiles is fairly proportional however the lowest percent sit within the upper quartile which reflects the highest paid roles, whilst this quartile is seen as being a higher percentage of male employees.

An outcome of this report would be to promote and support Gender Pay Gap through recruitment processes with the aim being to reduce the gap.

Appendix 1 breaks down the data which will be reported.

Approval of this report is required prior to it being published on our own website and that of the Government website. Appendix 2, has an approval sign off form.



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Appendix 1

City Health Care Partnership CIC – Gender Pay Gap Data

Hourly Rate		
Women 15.3% mean	Women -8.9% median	
Pay Quartiles		
	Men	Women
Top	14.7%	85.2%
Upper Middle	7.54%	92.4%
Lower Middle	11.2%	88.7%
Lower	14.7%	85.3%
Bonus Payments		
Women 71% mean	Women 0.0% median	
Women receiving bonus 100%	Men receiving bonus 100%	



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Appendix 2

Gender Pay Gap sign calculation sign off:

City Health Care Partnership CIC has calculated its Gender Pay Gap using the data snap shot as at 31st March 2017 using the reporting tool within the Electronic Staff Records system.

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

Name: Andrew Burnell

Position: Chief Executive

Signature:

Date:

