

## Gender Pay Gap Reporting 2020 – snap shot data taken as at 31<sup>st</sup> March 2019

### Introduction

2020 reports the Gender Pay Gap results for the third year running. Introduced in 2017 all employers with a workforce over 250 are required to carry out a gender pay gap exercise and reporting it through the government link, the first reports were to be submitted in 2018 using a data set from 31/03/2017.

There are two calculations used for reporting the Gender Pay Gap, these consist of:

- Mean calculation – the average, adding up all the salaries of the workforce then dividing by the number of individuals (staff).
- Median calculation – the middle number, when listing all salaries in numerical order the middle number becomes the median, where there are an even number of results the average would then be calculated by looking at the mean between the two central numbers (if the two central numbers were 19,500 and 29,500 the calculation would be  $19,500 + 29,500 / 2 = 24,500$  median)

The lower the outcome the more positive the results are as they identify a smaller gap between male and female pay.

Focusing on the mean rates, nationally the rate for 2018 reported as 17.5% and CHCP reported as 15.3% and for 2019 the national rate was slightly reduced to 17.3% however CHCP saw an increase of 3%, with the gap being reported as 18.5%.

When looking at the median rates, CHCP had reported a negative figure for both years so far.

A year on we are now reporting on data set as at 31<sup>st</sup> March 2019, see table below:

Gender	Avg. Hourly Rate (mean)	Median Hourly Rate
Male	17.8378	13.1251
Female	14.5748	12.9945
Difference	3.2630	0.1306
Pay Gap %	18.2927	0.9950

The report shows a very slight decline in the pay gap when measuring the average hourly rate from 2019 (18.5) and a slight increase in the median where 2019 reported as (-2.8), however where the median reports as zero, this shows that typically there is equity between what men are paid to what women are paid (actual salaries).

The reporting breaks down the data into four quartiles with quartile 1 being the lowest paid and quartile 4 being the highest paid, see table below:

Quartile	Female	Male	Female %	Male %
1	454.00	71.00	86.48	13.52
2	494.00	46.00	91.48	8.52

3	489.00	51.00	90.56	9.44
4	462.00	78.00	85.56	14.44

When considering male earners, the report identifies a fairly equal split between high earners represented in quartile 4 and low earners represented in quartile 1. In respect of female earners, these are split quite evenly across all quartiles, however it is the two middle quarters 2 and 3 which report the highest percentage of female earners.

A factor that also needs to be taken into consideration when reporting Gender Pay Gap is bonus pay the tables below show bonus's paid during the period 01/04/2018 to 31/04/2019.

Gender	Employees Paid Bonus	Total Relevant Employees	%
Female	37.00	2083.00	1.78
Male	16.00	303.00	5.28

Gender	Avg. Pay	Median Pay
Male	2,569.31	822.00
Female	2,049.60	736.00
Difference	519.71	86.00
Pay Gap %	20.23	10.46

The bonuses paid during this reporting period were in relation to Senior Manager Awards and Clinical Excellence Awards. The outputs report a negative result with the average pay gap being 20% against females. When analysing the data there is no clear reasoning for this difference.

### Conclusion

Although very slight there has been a positive reduction in the pay gap against women for this reporting year when calculating the mean and median of ordinary pay, however the mean results shows there is still work required to reduce the gap further. When considering actual salary rates there is equity between male and female this is evidenced by a zero percent median.

The output from the data in respect of bonus pay is more concerning as both the mean and median findings identify a larger gap, with a negative result for female workers. On analysing the data set there is no clear rationale for this, initially it was suspected that this was due to the rate being paid for the clinical excellence rewards and the potential of male medics receiving higher amounts, however findings show that on average it was the female workers that received the higher rates.

It is being proposed than an action plan be developed to weave into the People Plan, the actions will include workforce flexibility and will link with the wellbeing and recruitment work streams of the plan. Actions to include:

- Advertising senior level posts with the opportunity to work flexibly i.e part time/job share/condensed hours/agile working
- Gender neutral language to be used for job adverts.
- Mix gender selection panels for senior level posts
- Retire and Return – to continue to promote this as an opportunity particularly for those in senior level roles.
- Shared parental leave – promote this to encourage more fathers to take time off, giving mothers more opportunity to fulfil senior level roles.

Taking into account the above actions, it is being proposed to set a target of reducing the pay gap to 15% by the reporting year 2023, which averages on 1% reduction per year. If this is achievable then further targets to reduce the gap further will be proposed.

Data to be reported to the national site by 31<sup>st</sup> March 2020:

Average Hourly Rate		
Women 18.2927 mean	Women 0.9950 median	
Pay Quartiles		
	Men	Women
Top	14.44	85.56
Upper Middle	9.44	90.56
Lower Middle	8.52	91.48
Lower	13.52	86.48
Bonus Payments		
Women 20.23% mean	Women 10.46% median	
Women receiving bonus 1.78%	Men receiving bonus 5.28%	

Gender Pay Gap sign off:

City Health Care Partnership has calculated its Gender Pay Gap using the data snap shot as at 31<sup>st</sup> March 2019 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 on line reporting tool: <https://www.gov.uk/report-gender-pay-gap-data>.

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Position: Chief Executive/Chief Operating Officer

Signature:.....

Date:.....15/7/2020

