

Gender Pay Gap Reporting 2021

Snapshot data taken as of 31st March 2020

1. Executive Summary

The Gender Pay Gap being reported on in this report uses a snapshot of data as at 31.03.2020 and has been taken from the Electronic Staff Records. The time frames for reporting Gender Pay Gap are usually worked on the data set as at the 31st of March being taken then reported on by the 30th March the following year, given the pandemic dates have been pushed back with a timeframe being given for reporting this period by 31st October 2021.

The national Gender Pay Gap reported for the year 2020 is 15.5% and continues to see a decline year on year. City Health Care Partnership CIC (CHCP) itself sees a slight decline from 18.29% reported last year to 17.9% for this reporting year, identifying an improvement but still below the national average.

Whilst giving a breakdown of the data, the report will also consider recommendations for improvement over the future year.

Calculations using mean and median have been used to provide the data outputs, further information on mean and median can be found in Appendix 1.

2. Data Outputs

Hourly Rate of Pay between Males and Females.

Table 1 below reports on the Gender Pay Gap when considering hourly rates of pay. The findings show a difference in the average (mean and median) earnings between male and female across the workforce. **The mean gap of 17.9% is in favour of the male workforce, this is consistent with previous years, although a very slight decline with last year's gap being reported as 18.29%.**

The data set used for this calculation is from a snapshot on 31st March 2020 of 'Full Pay Relevant Employee's. Appendix 1 explains which employees this refers to.

Table 1

Gender	Avg. Hourly Rate	Median Hourly Rate
Male	18.2745	13.4747
Female	14.9981	13.0581
Difference	3.2764	0.4166
Pay Gap	17.9288	3.0916

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 4 represents the highest rate of pay. The findings show:

The bonus figures are somewhat “skewed” due to the proportion of females the calculated bonus amounts are distributed being significantly more than the distribution to the male workforce.

4. Recommendations

- a) The previous year reporting proposed to set a target of reducing the pay gap to 15% by the reporting year, averaging on 1% per year which is reasonable. It is suggested that the organisation continues to work towards this target.
- b) To support the organisation in reaching its target, the people plan workstreams and action plans should continue to be embedded with flexible working being offered equally across the workplace inclusive of Senior roles. This approach will give a fair opportunity of career progression for those staff with caring responsibilities

5. Data to be reported to the national site by 31st October 2021:

Average Hourly Rate		
Pay Gap Mean 17.92%	Pay Gap Median 3.09%	
Pay Quartiles %		
	Men	Women
Quartile 4	15.05	84.95
Quartile 3	9.91	90.09
Quartile 2	10.09	98.91
Quartile 1	12.22	87.78
Bonus Payments		
Pay Gap Mean = 40.97	Pay Gap Median = 0.00	
Men receiving a bonus = 95.19%	Women receiving a bonus = 94.65%	

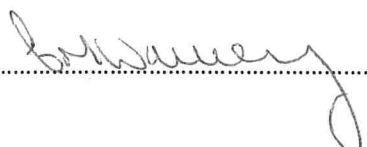
Gender Pay Gap sign off:

City Health Care Partnership has calculated its Gender Pay Gap using the data snapshot as of 31st March 2020 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/Carol Waudby

Position: Chief Executive/Chief Operating Officer

Signature:.....

Date:25/6/21.....