

Gender Pay Gap Reporting 2021/22

Snapshot data taken as of 31st March 2021

1. Executive Summary

The Gender Pay Gap being reported on in this report uses a snapshot of data as at 31.03.2021 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.

The Gender Pay Gap looks at women working in lower paid roles and occupying less senior roles when comparing to the men working with the organisation

Since mandatory reporting of the Gender Pay Gap was introduced in 2017/18 City Health Care Partnership saw an initial increase in the gap in favour of the male workforce, however for the current reporting period 2021/22 there has been a positive shift with the gap reducing by 3% and taking us down below what was reported on in the initial year. 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%

There are many factors to consider when looking at the Gender Pay Gap outputs such as the percentage of the male workforce in comparison to the female workforce, the breakdown of full time against part time workers and recruitment to senior posts across the year and whilst giving a breakdown of the data, the report will also consider the findings and propose 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 14.9% is in favour of the male workforce and is consistent with previous years, although there has been a positive shift in reducing the gap by 3% on the previous year which had reported as 17.9%.

The data set used for this calculation is from a snapshot on 31st March 2021 of 'Full Pay Relevant Employee's. Appendix 1 explains which employees this refers to.

Table 1

Gender	Avg. Hourly Rate	Median Hourly Rate
Male	18.1197	13.3022
Female	15.4157	13.4364
Difference	2.7041	-0.1342
Pay Gap	14.9234	-1.0092

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:

Females occupy 86.1% of the highest paid roles and 89.8% of the lowest paid roles.

Males occupy 13.9% of the highest paid roles and 10.2% of the lowest paid roles.

The comparison identifies that the highest percentage of women are in lower paid roles whilst the highest percentage of men are in highest paid roles.

Table 2

Quartile	Female	Male	Female %	Male %	Hourly Rate Range £
1	503.00	57.00	89.82	10.18	3.83 - 10.84
2	493.00	76.00	86.64	13.36	10.85 – 13.45
3	510.00	59.00	89.63	10.37	13.46 – 18.15
4	490.00	79.00	86.12	13.88	18.16 – 90.49

Bonus Pay

An additional factor considered when reporting Gender Pay Gap is bonus pay, this is calculated taking into account the data across the year rather than a snapshot, therefore for the purpose of this report, the data being considered is for the period 01.04.2020 – 31.03.2021.

Tables 3, shows when comparing mean (average) bonus pay, women’s mean bonus pay is 19.3% lower than men’s and table 4, shows the number of male and female workers that received a bonus pay.

Table 3

Gender	Avg. Pay	Median Pay
Male	328.16	247.00
Female	264.73	247.00
Difference	63.43	0.00
Pay Gap %	19.33	0.00

Table 4

Gender	Employees Paid Bonus	Total Relevant Employees	%
Female	2030.00	2167.00	93.68
Male	279.00	306.00	91.18

For bank staff to benefit from the bonus pay a criteria a three consecutive months to have worked at the point of the payment being made was set, 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. Although this year’s reporting shows a positive move in the right direction with a 3% reduction since the previous year which meets the target initially set of a 1% decrease in the gap per year.

The pay quartiles show that the highest proportion of males are reported within quartile 4, the highest paid roles which is consistent with previous years, however the highest proportion of females sit within quartile 1, the lowest paid roles which differs from previous reports where 2020/21 reported highest proportion of females in quartile 3.

The dataset provided for the purpose of this exercise identifies that just 12% of the workforce are male in comparison with 88% being female and when comparing those that work full time 83% male are full time in comparison to 63% female.

A recommendation from the previous year was for flexible working to be offered equally across the workplace inclusive of Senior roles, giving a fair opportunity of career progression for staff with caring responsibilities, a factor which has been considered as the rationale supporting the 3% reduction in the Gender Pay Gap. Unfortunately, there was no tangible data within the ESR system to evidence this, however the organisation is now using a new system for all recruitment activity which will be able to provide the data for future reporting.

4. Recommendations

- 4.1 to continue to support flexible working to all roles where possible
- 4.2 Embed fair recruitment processes
- 4.3 Career Conversations to be included within Development Reviews

5. Data reported to the national site for 2021/22 reporting period:

Average Hourly Rate		
Pay Gap Mean 14.9%	Pay Gap Median -1.0%	
Pay Quartiles %		
	Men	Women
Quartile 4	13.88	86.12
Quartile 3	10.37	89.63
Quartile 2	13.36	86.64
Quartile 1	10.18	89.82
Bonus Payments		
Pay Gap Mean = 19.33%	Pay Gap Median = 0.00	
Men receiving a bonus = 91.18%	Women receiving a bonus = 93.68%	

Gender Pay Gap sign off:

City Health Care Partnership has calculated its Gender Pay Gap using the data snapshot as of 31st March 2021 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: *Andrew L Burnell* ...

Date: ...21st March 2022.....

Appendix 1

Positive or Negative Percentage figure

- A positive percentage figure reveals that typically employees who are women are paid lower or have lower paid bonuses than employees who are men
- A negative percentage figure reveals that typically employees who are men are paid lower or have lower bonuses than employees who are women.
- Where there is a zero-percentage figure this would reveal no gaps between pay or bonuses between employees who are men or women.

Calculations used - Median and Mean

The median gender pay gap figure

This is the difference between the hourly pay of the median man and the hourly pay of the median woman. The median for each is the man or woman who is in the middle of a list of hourly pay ordered from highest to lowest paid.

A median involves listing all of the numbers in numerical order. If there is an odd number of results, the median is the middle number. If there is an even number of results, the median will be the mean of the two central numbers.

Medians are useful to indicate what the 'typical' situation is. They are not distorted by very high or low hourly pay (or bonuses). However, this means that not all gender pay gap issues will be picked up. They could also fail to pick up as effectively where the gender pay gap issues are most pronounced in the lowest paid or highest paid employees.

The mean (average) gender pay gap figure

The mean gender pay gap figure uses hourly pay of all employees to calculate the difference between the mean hourly pay of men, and the mean hourly pay of women.

A mean involves adding up all of the numbers and dividing the result by how many numbers were in the list.

Mean averages are useful because they place the same value on every number they use, giving a good overall indication of the gender pay gap. But very high or low hourly pay can 'dominate' and distort the figure.

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

Full Pay Relevant Employee

A 'Full Pay Relevant Employee' is any employee who is employed on the snapshot date and who is paid their usual full basic pay during the relevant pay period. If employees are being paid less than their usual basic pay or nil, during the relevant pay period as a result of 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.