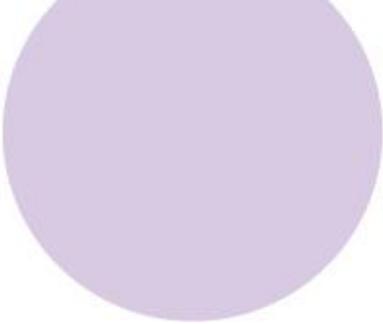


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# Gender Pay Gap Report

**Snap Shot Period: 5<sup>th</sup> April 2018**

**Version: 1**



## Background

The Gender Pay Gap shows the difference between the average earnings of men and women, which is used for a tool for assessing levels of equality in the workplace. The gender Pay Gap looks at those individuals whom are defined as an 'employee'. An 'employee' for these reporting purposes is defined under section 83 of the Equality Act 2010 is anyone whom is employed under a contract of employment, a contract of apprenticeship or a contract personally to do work.

It has been nationally recognised and reported in the media that there is a 40% higher gender pay gap than the same time the previous reporting year.

This is the second year that Nottingham CityCare Partnership has carried out a snapshot data exercise, with a commitment that work is undertaken to narrow any gaps that may be identified as part of this analysis work.

The Equality and Human Rights Commission defines the difference between equal pay and the gender pay gap as follows:

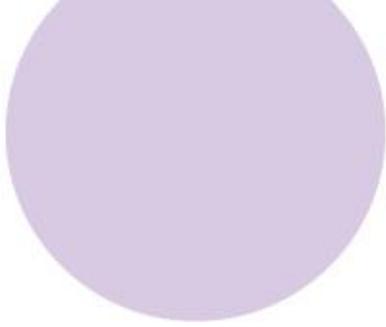
- **Equal Pay** means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010.
- **Gender Pay Gap** is a measure of the difference between men's and women's average earnings across an organisation or the labour market. It is expressed as a percentage of men's earnings.

Salaries at Nottingham CityCare Partnership continued to be determined through the national Agenda for Change Job Evaluation Scheme. Job evaluation evaluates the job and not the post holder it makes no reference to gender or any other personal characteristics of existing or potential job holders on focuses on the skills, experience and knowledge to perform the role.

The data is presented in two ways as follows:

- **The Mean Gender Pay Gap** which is the difference between the average male and and female hourly rate of pay (including enhancements but excluding overtime).
- **The Median Gender Pay Gap** which is the difference between the median of male and female hourly rates

As at the 31 March 2018, the organisation had 1,136 employees, the organisation is predominately female, making up 89.9% of the workforce.



The data below represents the gender pay gap snapshot data for Nottingham CityCare Partnership as at 5<sup>th</sup> April 2018. This information is updated annually and published publically on our corporate website.

**Written Statement:**

I confirm that Nottingham CityCare Partnership is committed to the principle of gender pay equality and has prepared its 2018 gender pay gap results in line with mandatory requirements.

**Signed:** 

**Position:** Chief Executive Officer

**Dated:** March 2019

## Data & Narrative

### Gender Pay Gap

#### Overall Gender Pay Gap Full & Part Time Employees

	Median Hourly Pay (Full Time)	Median Hourly Pay (Part Time)	Mean Hourly Pay (Full Time)	Mean Hourly Pay (Part Time)
Male	11.98	12.38	13.68	16.31
Female	14.38	15.18	14.81	15.47
Pay Gap %	-17%	-18%	-8%	5%

#### Comparison to Previous Years Gender Pay Gap (Year on Year Trend)

	2017	2018	Difference
Gender Pay Gap Full Time (Median)	-21%	-17%	-0.04
Gender Pay Gap Full Time (Mean)	-3%	-8%	+0.05

	2017	2018	Difference
Gender Pay Gap Part Time (Median)	-18%	-18%	0
Gender Pay Gap Part Time (Mean)	6%	5%	-0.01

CityCare have had a 5.7% reduction in the organisations workforce establishment since the previous report was published.

Traditionally women are the main carers for any dependants and this contributes to a higher proportion of women working part time, which attract a lower salary as fewer hours are being worked and as a result the gender pay gap widens.

In the latter part of 2017 the government introduced 30 hours of free childcare offer with the aim being to support parents who wished to work or to work more hours' analysis shows that women still account for providing the majority of the childcare and there are currently 4.9 million mothers in employment. According to the Office for National Statistics due to the introduction of flexible working practices and shared parental leave it is now easier for fathers to share childcare responsibilities and the data reflects this social change. There is a marked increase in the number of fathers who have young children working part-time – it has almost doubled from 3.9% in 1997 to 6.9% in 2017.

Agenda for Change and other NHS pay grade structures are nationally set and progression through pay increments (where applicable) is applied in line with Agenda for



Change terms and conditions for all staff. Therefore, the gender pay gap, when calculated in this manner should be negligible.

Gender Pay Gap calculations are expressed as a percentage in relation to the male salary. All values recorded as a negative (-) indicate that the Gender Pay Gap is in favour of the female workforce.

The mean hourly rate is the average hourly wage across the entire organisation and is a measure of the difference between women's mean hourly wage and men's mean hourly wage.

The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle; so the median gender pay gap is the difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man).

As shown in the table in the previous section the gender pay gap is only present in the mean hourly pay for part time and this is relatively small at 5% which is a 1% reduction since 2017 and reflects the work that the organisation is carrying out to reduce the Gender Pay gap.

Comparing the data to the previous year shows that there has been an increase in the pay gap between the mean hourly pay for full time men and the mean full time pay for women in favor of the female workforce this is potentially due to the lower numbers in the male workforce for the organisation. However taking a look at the median hourly rate (which is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person of the middle paid woman and the middle paid man) shows that there has been a reduction in the difference between men and women – however this is still showing in favour of women and therefore there is still work to complete on this area to close the gap.

CityCare's pay gap remains considerably lower than the national figure, which is currently 8.6%. This is due to the higher proportion of women employed across the health service in general and the high proportion of those in professional roles compared to the national picture.

## **Bonuses Paid**

### **Overall Difference in Mean & Median Bonus Pay between Male & Female Employees**

NHS Employers have provided clarity on this aspect for 2018 and confirmed that any Long Service Awards / Retirement Awards need to be included in the calculations for Gender Pay Reporting purposes. For the 2018 snap shot period CityCare awarded 20 employees with their Long Service / Retirement Award all of whom were female.

## Proportion of Male & Female Employees Who were paid a Bonus

Gender	%
Male:	0%
Female	1.96%

## Quartile Pay Bands

### Proportion of Male & female Employees Employed in Quartile Pay bands for Overall Pay range

All Staff By Salary Band			
Pay Band	Female	Male	Total
1	2	0	2
2	104	19	123
3	120	17	137
4	167	15	182
5	157	17	174
6	284	27	311
7	146	10	156
8a	24	6	30
8b	5	0	5
8c	2	1	3
8d	2	0	2
9	1	0	1
Non Agenda for Change	8	2	10

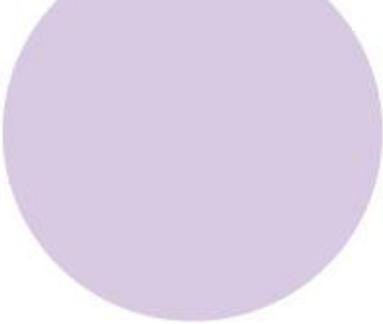
Quartile	Female % 2018	Male % 2018
1. Lower	90%	10%
2. Lower Middle	82%	18%
3. Upper Middle	100%	0%
4. Upper	67%	33%

Quartile	Female % 2017	Male % 2017
1. Lower	91%	9%
2. Lower Middle	71%	29%
3. Upper Middle	75%	25%
4. Upper	67%	33%

This calculation requires an employer to show the proportions of male and female full-pay relevant employees in four quartile pay bands. All employees are placed into the cumulative order according to their pay which is undertaken by dividing the workforce into four equal parts.

Table 3 demonstrates that compared with quartiles 1-3 males are most highly constituted within quartile 4 at 33%.

The above information compares % within the individual quartiles. However, if we review the broader picture comparing the overall workforce constitution there are 114 male employees and of these 3 are within quartile 4 which represents 2.5% of all male employees.



## Action

CityCare recognises that it needs to do more to increase the number of men into the nursing workforce in particular. We will seek to address this through a number of approaches, which will form part of the revised Workforce Strategy for the next 3 years.

Part of the workforce strategy is to establish links with schools and further education establishments to promote the healthcare workforce as a career of choice with a particular emphasis on attracting and encouraging males into the predominately female roles.

The organisation has a robust recruitment process that has equality and diversity embedded into its core and we will continue to recruit in a non-gender biased manner to ensure that adverts and applicants are recruited in a fair, open and transparent way. CityCare already operate an anonymised application process to help ensure fairness and at least one member of the recruitment panel is required to have received formal interview training, either internally or externally. We will use data to explore progression rates, better understand the drivers of the pay gap, using analysis of new starter data to ensure salary decisions on appointment, meet our equality and diversity standards.

The organisation continues to actively supporting women returning from maternity and adoption leave, and operate shared parental leave and flexible working arrangements (for example job-share and part-time working). We recognise that in order to retain the valuable skilled workforce we need to consider the needs of each individual whether that be taking in to account caring responsibilities or childcare responsibilities and where possible accommodating flexible arrangements.

Our Learning & Development Team will be launching their Training Needs Analysis which will focus on career development opportunities for all which will also contribute to any gap that may be present. We already promote training and development for all and actively promote participation in our newly introduced leadership programme. Gender equality is an integral part of our development activity.

CityCare will continue to aim to maintain equal gender representation at board level and senior manager level.

We will do further analysis on the gender pay gap results to pinpoint exactly where we can make any improvement and better understand the drivers of the identified pay gap.

CityCare are committed to continue to take action to address any gaps and make sure policies and processes are fair consistent and equitable.

The publication of gender pay gap statistics helps to understand the nature of the challenge and is instrumental in developing our strategies going forward to address these factors.