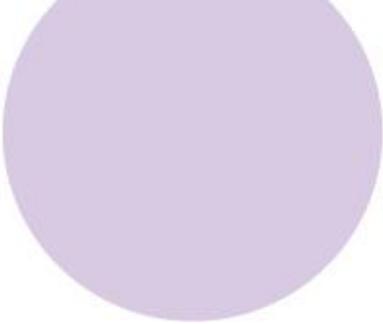

Gender Pay Gap Report

Snap Shot Period: 5th April 2017



Background:

The Gender Pay Gap shows the difference between the average earnings of men and women, which is used as 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 which is anyone who is employed under a contract of employment, a contract of apprenticeship or a contract personally to do work.

Nottingham CityCare Partnership has carried out a snap shot data exercise, with a commitment that work is undertaken to narrow any gaps that may be identified as part of this work.

The Mandatory Gender Pay Gap Reporting proposes that organisations should, for the first mandatory report, capture data as a snapshot on 5 April 2017 and then publish their findings no later than 4 April 2018. This cycle will then continue year on year going forward with organisations being required to maintain the data on their websites for three years in order to show progress made.

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 are determined through the 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.

The data below represents the gender pay gap snapshot data for Nottingham CityCare Partnership as at 5th April 2017. This information will be updated annually.

Written Statement:

I confirm that Nottingham CityCare Partnership is committed to the principle of gender pay equality and has prepared its 2017 gender pay gap results in line with mandatory requirements.

Signed:



Position: Chief Executive Officer **Date:** 18/01/18

Data:

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	11.63	12.10	14.36	15.86
Female	14.74	14.74	14.76	14.95
Pay Gap %	-21%	-18%	-3%	6%

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

No bonus payments made.

Proportion of Male & female Employees Who were Paid a Bonus

No bonus payments made.

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

No of Staff By Salary			
Pay Band	Female	Male	Total
1	1	2	3
2	82	20	102
3	139	20	159
4	183	17	200
5	166	16	182
6	313	23	336
7	157	10	167
8a	26	6	32
8b	6	2	8
8c	1	1	2
8d	2	0	2
9	1	0	1
Non Agenda for Change	6	4	10



Narrative

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

In 2015 the Office for National Statistics reported that females were still providing 75% of total childcare time in 2015. 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 Office of National Statistics 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 set nationally 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.

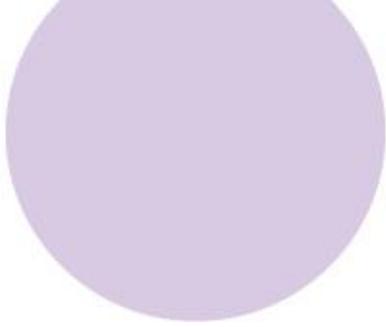
Gender Pay Gap calculations are expressed as a percentage in relation to the male salary. All values recorded as a negative (-) indicate that the Gender Pay Gap is in favour of the female workforce.

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 6%.

CityCare's pay gap remains considerably lower than the national figure, which is currently 18.1%. This may be 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.

CityCare recognises that it needs to do more to bring more men into the nursing workforce and into Nurse Positions. We will seek to address this through a talent management approach, which forms part of the ongoing Workforce Strategy.

The first stage to inclusion and diversity is to attract more male applicants into traditionally female posts i.e. nursing. We know we have been relying on traditional recruitment routes, which tend to deliver similar people from similar backgrounds. We continually review our recruitment process and training to help our hiring managers think differently and creatively in terms of recruitment. Part of the workforce strategy is also to establish links with schools and further education establishments to promote the healthcare workforce as a career of choice.



Our Learning & development Team and Human Resources Team are also completing work on career development opportunities which will also contribute to any gap that may be present.

Diversity, of course, takes many forms and these challenges won't be overcome overnight. 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.

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