



CityCare

Community Health Services

Gender Pay Gap Report

Snapshot date: 5th April 2024

Gender Pay Gap Report: Snapshot of Data 5 April 2024

1. Executive Summary

- 1.1** This report confirms the content of the gender pay report which CityCare are required to publish on 4th April 2025. All organisations with more than 250 employees are mandated to report annually on gender pay and provide actions to reduce inequality and improve retention of employees. All calculations are made relating to the pay period in which the snapshot day falls; for this report, the snapshot day is 5th April 2024. This information will be published on the Government and CityCare websites.
- 1.2** The gender pay gap report differs from equal pay as it is concerned with the differences in the average (mean or median) pay between men and women over a period of time who carry out the same or similar jobs.
- 1.3** The organisation has a predominantly female workforce, on 4th April 2024 there were **1170 employees comprising 87.2% women**.
- 1.4** In comparison with the previous year, there has been an increase in the number of men and women employed in the organisation by **23** with **13 more women and 10 more men employed**.
- 1.5** The largest number of **men are employed in the upper middle pay quartiles**. This quartile has the least difference in movement between men and women than the previous year. The most significant increase in the difference in movement is in the **upper middle quartile** where there are more male employees.
- 1.6** The **mean (average) gender pay gap** within CityCare has decreased by 3%, from 7% to 4% in comparison to the previous year. **The median (mid-point) gender pay gap** within CityCare has **stayed the same at 2%** in comparison to the previous year. This means women continue to earn 98p for every £1 that men earn when comparing median hourly pay.
- 1.7** Overall, the mean and median gender pay gap on hourly rates of pay show that women are paid on average **4%** (mean) and **2%** (median) less per hour than men across the organisation. Nationally, for Health and Social Care the mean pay gap is 7.8%* and median 13.9%* showing CityCare has a **3.8%** less mean pay gap and **11.9%** less median pay gap than the national average.
- 1.8** **Bonuses** are only awarded for long service and retirement, with **5 (3%)** male employees receiving a bonus in 2024, which is an increase from the previous year (was 2%) and **47 (5%)** women receiving a bonus in 2024 which is an increase from the previous year (was 4%). Previously from 2019 to 2021 only women had met the required service to receive the bonus awards.
- 1.9** **Actions** have been undertaken to address the pay gap during the reporting period and intelligence from this report will be used to benchmark our progress against peers, share best practice and challenge ourselves to reduce our gender pay gap further.

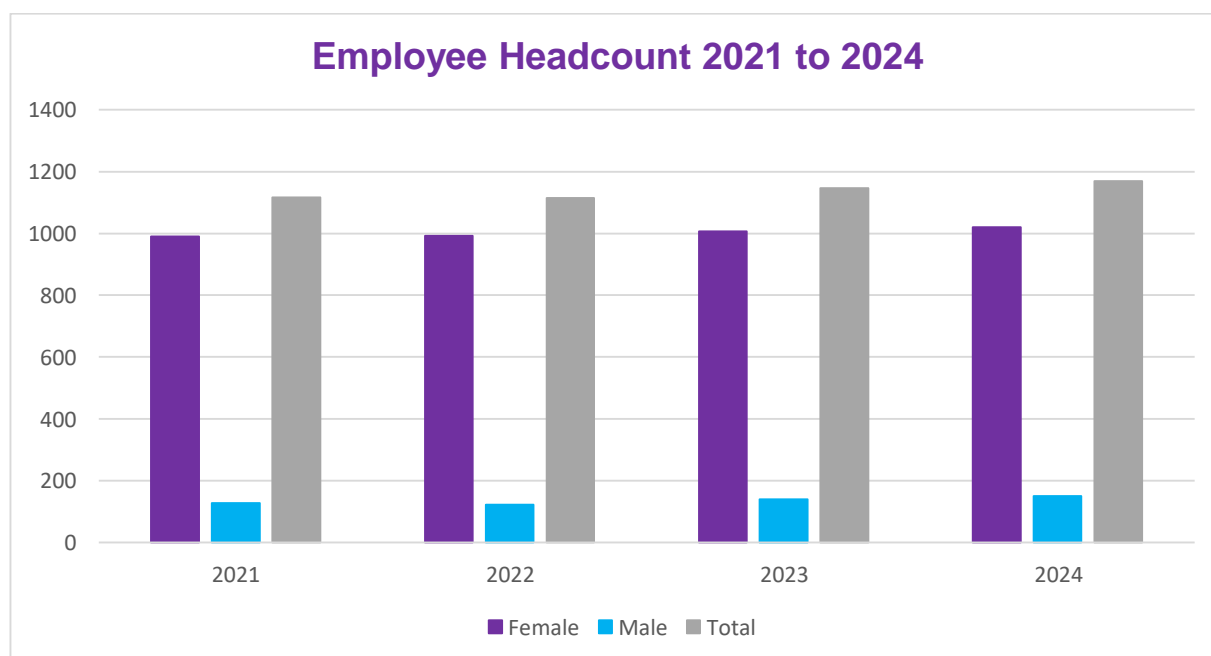
*Data taken from the: [2024 gender pay gap report - GOV.UK](#)

2. Gender Pay Gap Results

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. A result of 0% shows there is no gender pay gap. For the purpose of this report, where appropriate figures have been rounded to the nearest whole number.

2.1 Employee Headcount

	2021	2022	2023	2024	Difference from last year
Female	990	993	1007	1020	13
Male	127	122	140	150	10
Total	1117	1115	1147	1170	23



The table above shows the historical comparison of employee headcount from 2021 to 2024. Compared to the previous year, in 2024 there are **23** more employees in total, of which **10** are male employees and **13** are female employees.

2.2 Mean and Median Hourly Rates of Pay

The **mean pay gap** is the difference between the average hourly pay of men and the average hourly pay of women. The **median pay gap** is the difference between the mid points in the ranges of hourly earnings of men and women.

The table below shows CityCare's **mean (average) gender pay gap** and the **median (mid-point) gender pay gap** for 2024.

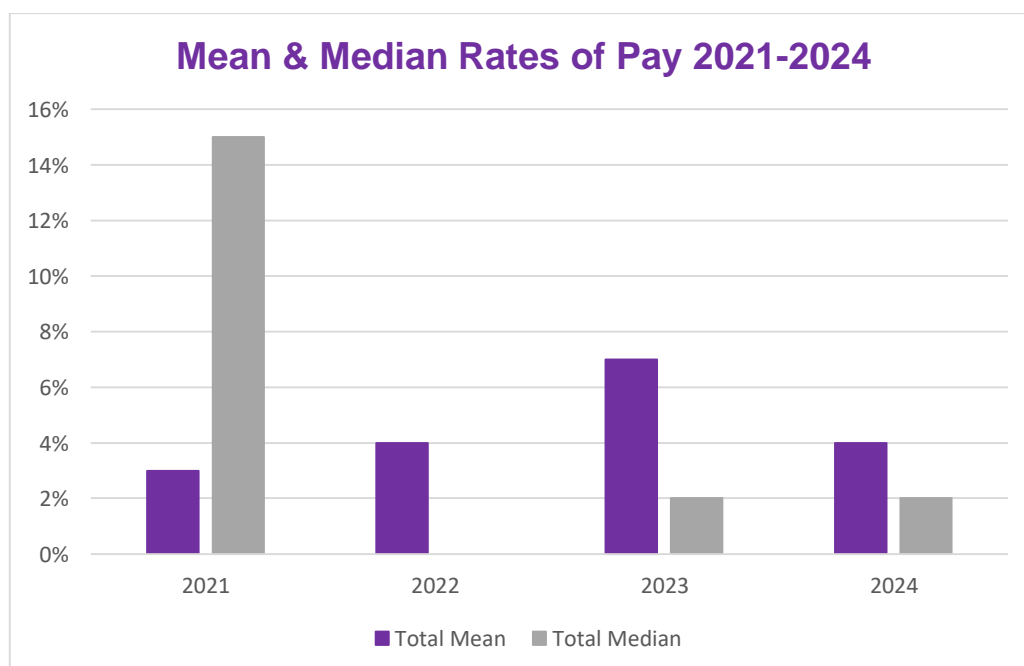
	Mean	Median
Total	4%	2%

The table below shows the mean and median gender pay gap over the last four years. In 2024, the **mean (average) gender pay gap** within CityCare has **decreased by 3%**, from 7% to 4% in comparison to the previous year. **The median (mid-point) gender pay gap** within CityCare has **stayed the same at 2%** in comparison to the previous year. This means women continue to earn 98p for every £1 that men earn when comparing median hourly pay.

These changes are driven by a 3% increase in male employees within the Upper Middle Quartile and a 1% decrease in male employees in the Upper Quartile. In 2022 there was no median gender pay gap.

Nationally, for Health and Social Care the mean pay gap is 7.8%* and median 13.9%* showing CityCare has a **3.8%** less mean pay gap and **11.9%** less median pay gap than the national average.

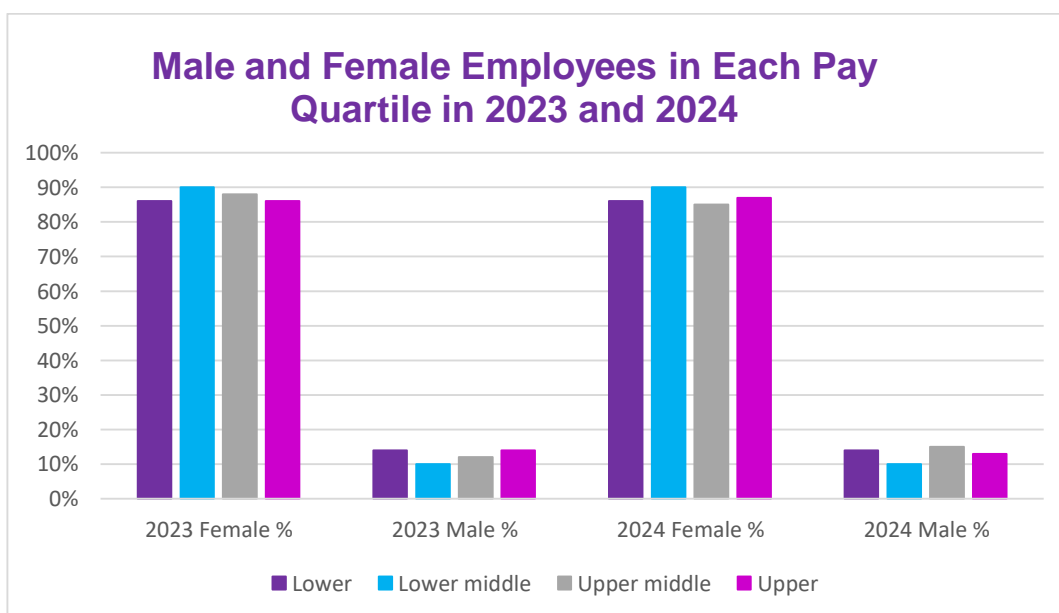
	2021	2022	2023	2024
Total Mean	3%	4%	7%	4%
Total Median	15%	0%	2%	2%



2.3 Male and Female Employees in Each Pay Quartile

The table below shows there are significantly more female employees across the organisation, and in 2024 they are quite evenly distributed within each quartile. The highest proportion of females are in the **Lower Middle Quartile** which has remained the same since 2023. The highest proportion of males are in the **Upper Middle Quartile** which shows a difference from the previous year where the highest proportion of males were in the lower and upper quartile equally.

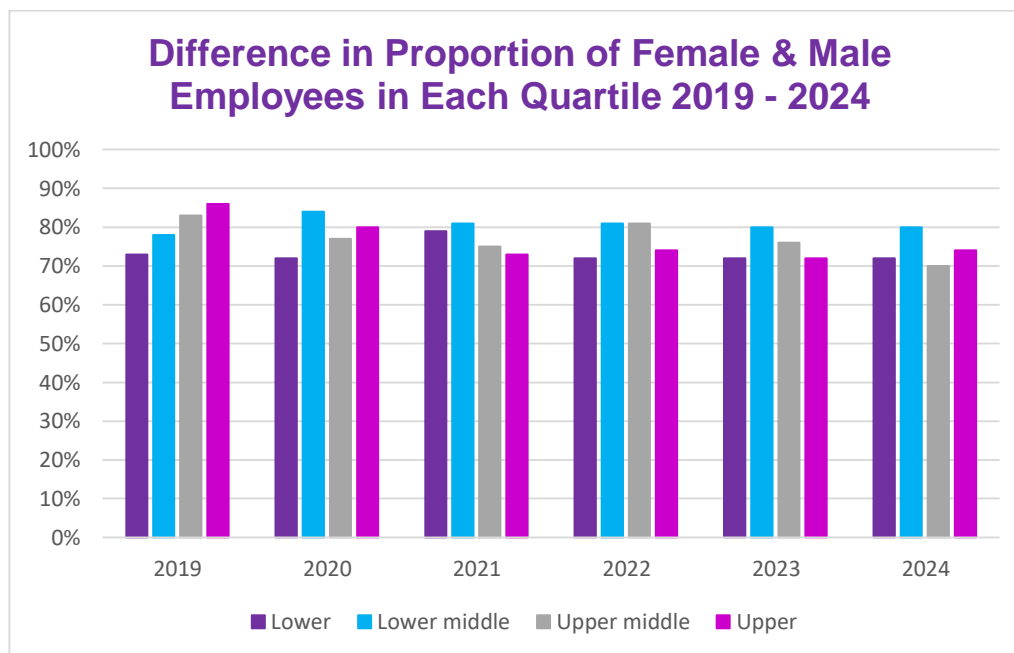
	2023		2024	
Quartile	Female %	Male %	Female %	Male %
Lower	86%	14%	86%	14%
Lower middle	90%	10%	90%	10%
Upper middle	88%	12%	85%	15%
Upper	86%	14%	87%	13%



The table below calculates the difference in proportion of female and male employees in each quartile, by subtracting the percentage of males from the percentage of females. It shows in 2024 there is a small difference between the proportion of female and male employees in each pay quartile and is a very similar result to the previous years. The largest decrease in quartiles from the previous year is in the **Upper Middle Quartile** which was **76%** in 2023 and is **70%** in 2024. The **Upper Middle Quartile** shows an increase of **3%** for male employees and a decrease of **3%** for female employees. The **Upper Middle Quartile** is also the highest quartile for the male employees closely followed by the **Lower Quartile**.

The highest increase in quartiles is in the **Upper Quartile** which was **72%** in 2023 and is **74%** in 2024. The **Upper Quartile** shows a decrease of **1%** for male employees and an increase of **1%** for female employees. The **Lower Middle Quartile** is the highest quartile for female employees.

		2019	2020	2021	2022	2023	2024
Difference in proportion of female and male employees in each quartile	Lower	73%	72%	79%	72%	72%	72%
	Lower middle	78%	84%	81%	81%	80%	80%
	Upper middle	83%	77%	75%	81%	76%	70%
	Upper	86%	80%	73%	74%	72%	74%



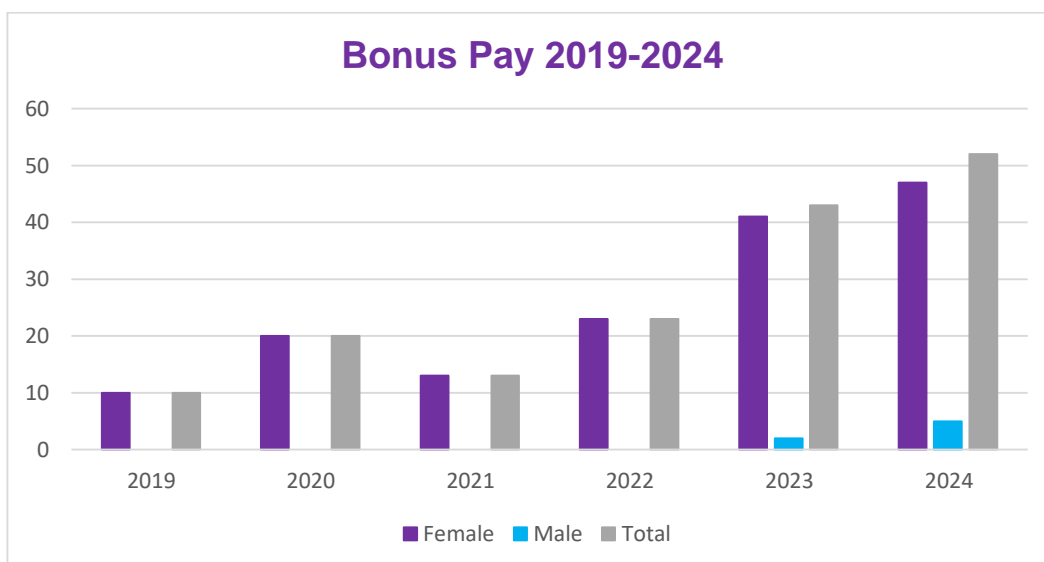
2.4 Bonus Pay

For the purpose of calculating the gender pay gap, the term “**bonus**” includes any long service and/or retirement award. The number of male and female employees receiving a long service and/or retirement award for the past six years can be found in the table below.

It is worthy of note that from the introduction of the bonus calculation in 2018, no male employees had received either a long service or retirement award until the reporting period of 2023.

In 2024 **40** female employees and **5** male employees received a long service award, and **7** female employees and **0** male employees received a retirement award. In total in 2024, **3%** of male employees and **5%** of female employees received a bonus which is an increase from the previous years for both male employees and female employees and is indicative of an ageing workforce.

	2019	2020	2021	2022	2023	2024
Female	10	20	13	23	41	47
Male	0	0	0	0	2	5
Total	10	20	13	23	43	52

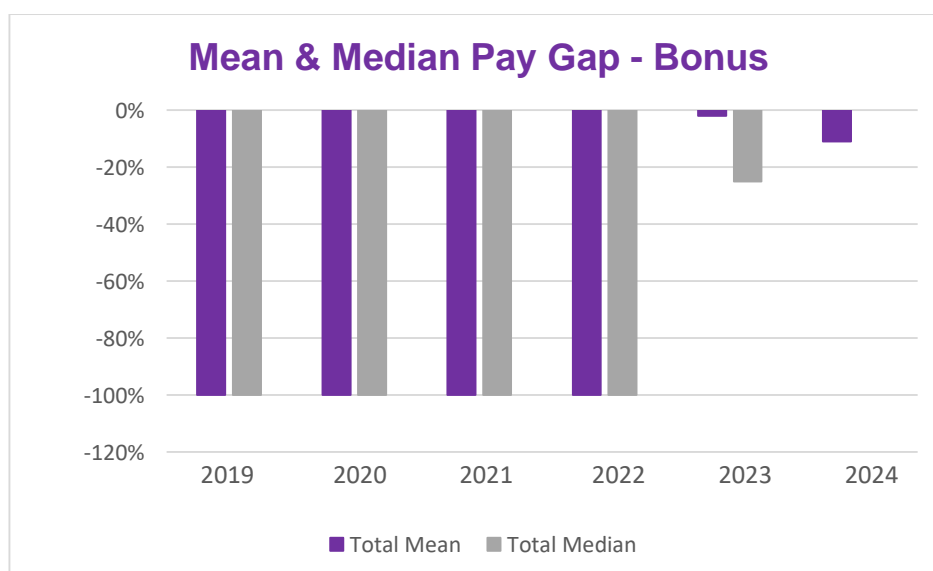


The table below shows CityCare's overall mean and median gender pay gap on bonuses which are long service and/or retirement awards. Calculations are expressed as a percentage in relation to the male bonus, so all values recorded as a negative (-) indicate the female bonus and that the gender pay gap is in favour of the female workforce.

Within years 2019 to 2022 the mean and median were -100% as only female employees had received a bonus, and these were of the same value.

In 2024, male staff also received a bonus which were of the same values and the female employees received different values. Female employees received on average **11%** more bonus than the male employees due to **9** female employees receiving a higher monetary value for their bonuses. The median gender pay gap in bonus pay as a percentage of male employees is **0%** due to **38** female employees and **5** male employees receiving the same monetary value for their bonuses.

	2019	2020	2021	2022	2023	2024
Total Mean	-100%	-100%	-100%	-100%	-2%	-11%
Total Median	-100%	-100%	-100%	-100%	-25%	0%



3. Actions

- 3.1** The intelligence from this report will be used to benchmark our progress against peers, share best practice and challenge ourselves to reduce our gender pay gap further. CityCare has more female staff employed across all quartiles. CityCare also has a female Chair of the Board plus four female Non-Executive Directors. There are three female Executive Directors and one male Executive Director. At the data snapshot the Chief Executive was also female. This puts CityCare in a somewhat unique position in terms of senior female leadership. Actions will be taken to support attracting more male employees to the organisation and developing all colleagues to support their progression.
- 3.2** CityCare has completed the first Reverse Mentoring Programme for Senior Managers and employees from diverse backgrounds and will be running its next programme in 2025. As part of planning for this programme our gender information will be considered.
- 3.3** CityCare has ran a suite of Leadership Development Programmes. A proportionate number of male and female staff have participated in these initiatives to date.
- 3.4** Our inclusive recruitment guide has been reviewed and refreshed with the addition of positive actions for under-represented groups, review of adverts, job descriptions and person specifications and increasing diversity within interview panels. This will support in attracting male candidates.
- 3.5** CityCare has links to schools and further education to promote healthcare and holds recruitment events. Male employees attend the events to encourage more males into the organisation.
- 3.6** We continue to increase our apprenticeship offer which will support all colleagues to develop and progress within the organisation.
- 3.7** Our promotional materials include the diversity of staff including videos of employees from under-represented groups and male employees.
- 3.8** CityCare has an established Menopause Network, who have now been appointed an Executive Sponsor. The Menopause Network is producing a menopause policy, and they have an aspiration for CityCare to become a Menopause Friendly organisation, which will support in retaining female employees in an ageing workforce. We are currently scoping the interest to develop this into a broader Womens Network and to establish a Mens Network.
- 3.9** CityCare will continue to promote careers in health care and challenge gender stereotyped job roles and occupations through diverse imagery and statements relating to gender and under-represented groups.
- 3.10** We continue to review intersectionality, for example the intersection of race, disability, and gender and how these impact on progression and length of service.
- 3.11** We continue to promote and encourage flexible working for all colleagues via our Flexible Working Policy. We also have our Unpaid Carers Network who support unpaid carers in the workplace.

4. Written Statement

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

Signed: 

Position: Chief Executive Officer

Dated: 25 February 2025