

Gender Pay Gap Report
Snapshot date: 31 March 2021

1. Introduction and background information

- 1.1 It is now mandatory for organisations with 250 or more employees to report annually on their gender pay gap. NHS organisations are covered by the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.
- 1.2 Reporting is on the basis of information captured on a snapshot date each year. For NHS organisations this is 31 March, with organisations required to publish their gender pay gap information by 30 March of the following year.
- 1.3 This report will demonstrate the difference between the average earnings of men and women who are directly employed, engaged by, either via agency or contracts for service the CCG. Some self-employed individuals may also be included in the report if the CCG requires them as individuals to carry out the required work.
- 1.4 This is the first year that the CCG has been required to submit the report and we will report on the following areas:
 - 1.4.1 The Organisations MEAN gender pay gap
 - 1.4.2 The organisations MEDIAN gender pay gap
 - 1.4.3 The organisations proportion of male and females in each quartile pay band
 - 1.4.4 A written statement, authorised by an appropriate senior person, which confirms the accuracy of their calculations (this is only relevant to employers subject to the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

There are 4 additional sections that are related to bonus payments that we do not need to report on.

- 1.5 There has been a delay in reporting due to operational pressures during the ongoing pandemic response.

2. Gender Pay Gap

In accordance with reporting requirements as of 31 March 2021, below are the details for the breakdown of Nottingham and Nottinghamshire CCG's workforce.

The established number of employees for the purposes of this report is 484. This includes all employed, engaged and self-employed individuals where appropriate as detailed in point 1.3 above.

2.1 The Gender Pay Gap:

Number of Eligible Male Employees	Number of Eligible Female Employees	Total Eligible Employee Number
116	368	484

Gender	Mean Hourly Rate	Median Hourly Rate
Male	£33.46	£23.40
Female	£24.75	£21.34
Difference	£8.71	£2.06
Pay Gap Percentage	26.03%	8.80%

Our reportable pay is broken down, from lowest to highest, and then divided this into four equal sub-populations (upper quartile [4], upper middle quartile [3], lower middle quartile [2] and lower quartile [1]) to show how the distribution of men and women varies according to each quartile.

Figure 1- Number of Female and Male Employees in Each Quartile

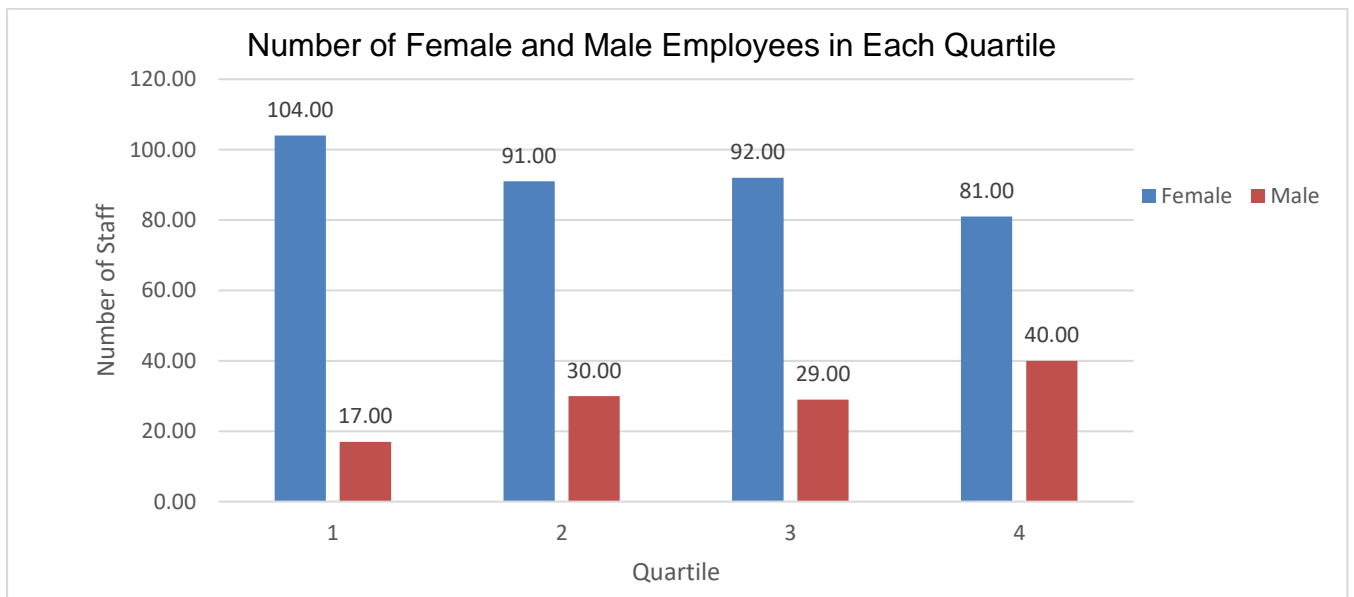
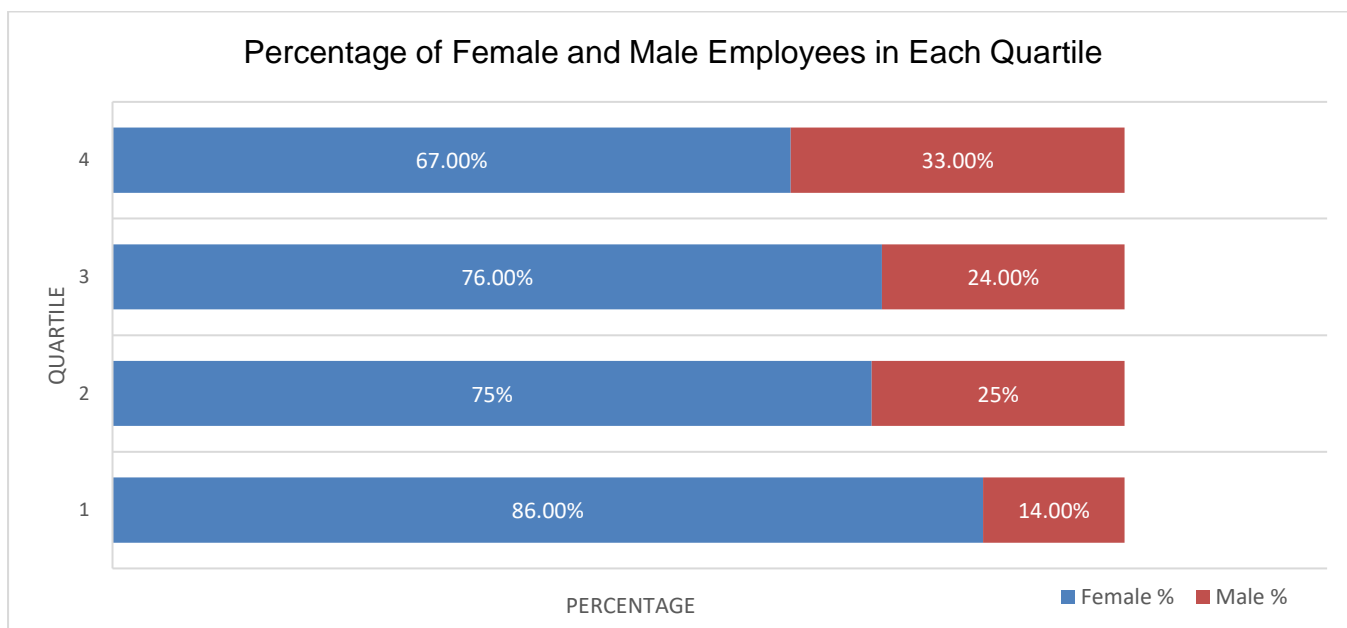


Figure 2 details the percentage of female and males in each quartile.



2.2 Quartile pay

Whilst the above charts tell us that we have significantly more female employee across the organisation and within the quartiles than males, it doesn't shed light on what the pay split is within those Quartiles. It would be easy to anticipate that the due to the higher number of females within the four Quartiles that there would be a lower differential in pay or a pay difference in favour of females over male counterparts. Appendix A shows the detail of pay and pay gap by quartile.

Within Quartiles 2 and 3 we do see this assumption come to reality, where we see a higher mean and median hourly rates for female employees.

The biggest difference in female and male pay comes in Quartile 4. Quartile 4 is made up of senior management staff within the organisation from Agenda for Change Band 8b employees to our Very Senior Management, workers engaged on a contract for service and off payroll contractors. There is a significant difference in the pay gap between male and females with 22.32% difference in Mean Hourly pay and 37.90% Median Hourly Pay.

3. Concluions and Key Drivers for Differences

3.1 The inaugural Gender Pay Gap report for NHS Nottingham and Nottinghamshire CCG shows that we have a significant gap between the mean pay between male and female staff, despite there being significantly more female staff working for the organisation. The anticipated national mean gender pay gap for 2021 is 15.4%.

3.2 **Key Driver 1 - Agenda for Change Pay Scales** - The difference is in part is explained through the number of male staff in quartile's 3 and 4 being at the top of their grade. We have more female employees in all of the higher grades in quartiles 3 and 4 but a significant proportion of these staff are at the bottom or the mid-point of their grades. With the changes in Agenda for Change pay structure this could take 5 years to equalise.

3.3 Key Driver 2 - Distribution of males within the workforce – a higher proportion of the male workforce is currently distributed in Quartiles 3 and 4 (14%) than in Quartiles 1 and 2 (10%)

4. Recommendations

Acknowledging that the gender pay gap will not be corrected overnight and being a small organisation with relatively low turnover will make progress slower, there are some actions that we can take to start to address our Gender Pay Gap:

4.1 There is a need to monitor all quartiles to understand any trends in movement.

4.2 The CCG has already committed to reviewing recruitment practices to ensure they are equitable and inclusive for all protected characteristics but will have a focus on gender, black, asian and minority ethnic, sexual orientation and disability staff.

4.3 To consider the a recruitment strategy for the protected characteristics detailed in 4.2.

4.4 Review, amended where appropriate and promote flexible working options available for all staff, with particular focus on senior positions.

4.5 Line Management development, specifically around our people policies and staff retention.

Appendix A Gender Pay Gap by Quartile.

Table 1: Quartile 1 Pay

Gender	Mean Hourly Rate	Median Hourly Rate
Male	£12.50	£12.35
Female	£12.72	£12.35
Difference	-£0.22	£0.00
Pay Gap Percentage	-1.76%	0%

Table 2: Quartile 2 Pay

Gender	Mean Hourly Rate	Median Hourly Rate
Male	£18.85	£19.38
Female	£19.57	£19.89
Difference	-£0.72	-£0.51
Pay Gap Percentage	-3.81%	-2.63%

Table 3: Quartile 3

Gender	Mean Hourly Rate	Median Hourly Rate
Male	£25.40	£26.42
Female	£24.84	£23.40
Difference	£0.56	£3.02
Pay Gap Percentage	2.20%	11.43%

Table 4: Quartile 4

Gender	Mean Hourly Rate	Median Hourly Rate
Male	£59.17	£63.44
Female	£45.96	£39.39
Difference	£13.21	£24.05
Pay Gap Percentage	22.32%	37.90%

Appendix B - Pay Band Split by Gender

Table 5 below details the gender pay split of eligible employees across the organisation.

Table 5: Pay band split by gender

Band	Female	Male	Total
AfC Band 2	5	0	5
AfC Band 3	27	8	35
AfC Band 4	21	1	22
AfC Band 5	47	7	54
AfC Band 6	46	19	65
AfC Band 7	66	19	85
AfC Band 8a	62	16	78
AfC Band 8b	24	8	32
AfC Band 8c	23	4	27
AfC Band 8d	11	3	14
AfC Band 9	9	8	17
Other	27	23	50
Total	368	116	484