



## Dorset Clinical Commissioning Group

### Gender Pay Report (2018/19) NHS Dorset Clinical Commissioning Group

From 31 March 2017, all public sector organisations in England employing 250 or more staff were required to publish gender pay gap information annually, both on their website and on the designated government website at [www.gov.uk/genderpaygap](http://www.gov.uk/genderpaygap)

This summary report sets out the Gender Pay information for the CCG for the year ending 31 March 2019.

NHS bodies such as the CCG must follow The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 to calculate and publish the following information:

1. Their mean gender pay gap
2. Their median gender pay gap
3. Their mean bonus gender pay gap
4. Their median bonus gender pay gap
5. Their proportion of males receiving a bonus payment
6. Their proportion of females receiving a bonus payment
7. Their proportion of males and females in each quartile pay band

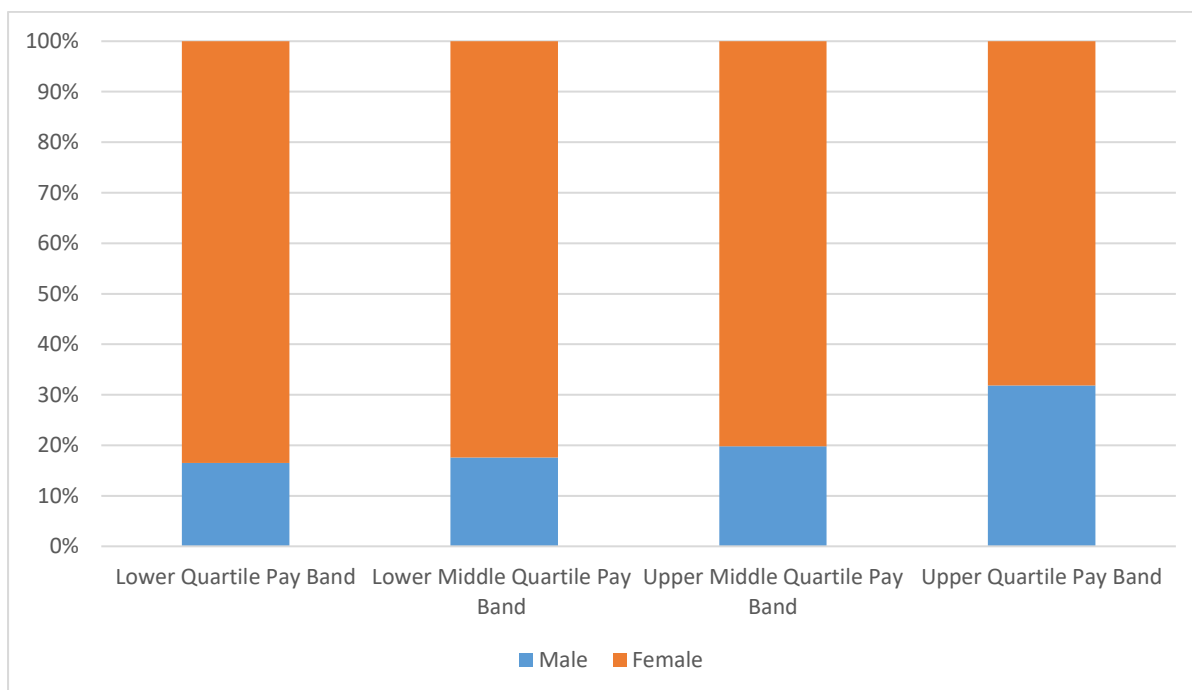
The calculations make use of two types of averages, a mean average and a median average. Using these two different types of average is helpful to give a more balanced overview of an employer's overall gender pay gap.

The following summarises the CCG information (31 March 2019):

1. The CCG Mean Gender Pay Gap = 21.44%
2. The CCG Median Gender Pay Gap = 21.66%
3. The CCG did not pay any staff a bonus payment therefore the mean bonus gender pay gap is zero.
4. The CCG did not pay any staff a bonus payment therefore the median bonus gender pay gap is zero.
5. The proportion of males receiving a bonus payment = zero
6. The proportion of females receiving a bonus payment = zero
7. The Proportion of males and females in the CCG in each quartile pay band is shown in the table and chart below

Table 1: The Proportion of males and females in the CCG in each quartile pay band

	Male	Female
Lower Quartile Pay Band	16.48%	83.52%
Lower Middle Quartile Pay Band	17.58%	82.42%
Upper Middle Quartile Pay Band	19.78%	80.22%
Upper Quartile Pay Band	31.87%	68.13%



NHS Dorset CCG has an employee base that is predominantly female. 78.57% of the employees of the CCG as at 31 March 2019 were female. This shows itself especially in the more junior Agenda for Change bands. As at 31 March 2019 the CCG had only five male employees in bands 2 or 3. It is as a result of this, rather than a lack of female employees in senior bands, that we see a Gender Pay Gap.

Band	Male	Female	Total
Apprentice	0	1	1
2	2	0	2
3	3	25	28
4	4	43	47
5	11	43	54
6	9	58	67
7	13	40	53
8a	12	32	44
8b	9	24	33
8c	7	10	17
8d	3	8	11
9	1	0	1
VSM	4	2	6
<b>Total</b>	<b>78</b>	<b>286</b>	<b>364</b>

It is important to note that Gender Pay Gap reporting is different from equal pay, Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

As an NHS organisation the CCG's pay bands are determined by Agenda for Change. Through this, and the job matching methodology involved, roles of equal value receive equal remuneration.

There is an even spread of female employees across the AfC bands within the CCG which means the median female salary is, effectively, the median salary of the CCG. However, there is not an even spread of male employees which means the median male salary is higher than the median CCG salary.

**Next Steps;**

The CCG must act fairly, and within the law, and act where possible to reduce the gender pay gap.

The CCG will:

1. Check for any gender bias in its recruitment information and appointment processes and look to remedy this as relevant to promote a workforce representative of the population we serve;
2. Check for any gender bias in the uptake of its training offers and other development processes and look to remedy this as relevant;
3. Monitor the application of other policies and procedures, such as flexible working;
4. Check for any indicators from staff surveys and or exit interviews that might increase the understanding of the situation.

**Statement by Chief Officer**

I can confirm that the published information is accurate.

A handwritten signature in black ink, appearing to read 'Tim Goodson', followed by a comma.

**Tim Goodson**  
**Chief Officer**

24 March 2020