

NHS DORSET CLINICAL COMMISSIONING GROUP

GOVERNING BODY

GENDER PAY GAP REPORTING

Date of the meeting	17/03/2021
Author	M Attridge, Head of Workforce
Lead Director	C Summers, Director of Engagement and Development
Purpose of Report	To meet the reporting requirements of the CCG under Mandatory Gender Pay Gap Reporting.
Recommendation	The Governing Body is asked to approve the approach planned for Gender Pay Gap reporting.

Monitoring and Assurance Summary

Conflicts of Interest	N/A
Involvement and Consultation	N/A
Equality, Diversity and Inclusion	N/A
Financial and Resource Implications	N/A
Legal/governance	N/A
Risk description/rating	N/A

1. Introduction

- 1.1 Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.
- 1.2 These results must be published on the employers own website and a government site. This means that the gender pay gap will be publicly available, including to public and patients, employees and potential future recruits.
- 1.3 As an employer with 250 employees or more, the legislation introduced in 2017 means we will need to publish our gender pay gap data annually.
- 1.4 The deadline to report is 31 March 2021 for public sector employers.

2. Reporting

- 2.1 The CCG is required to report on Gender Pay Gap by 31 March 2021.

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- 2.2 The results must be published on our website and a government website. They must, where applicable, be confirmed in a written statement by an appropriate person, such as a Chief Executive.
- 2.3 We have the option to provide a narrative with our calculations. This should generally explain the reasons for the results and give details about actions that are being taken to reduce or eliminate the gender pay gap.
- 2.4 The CCG's Median Gender Pay Gap is 10.64% which is a significant reduction from the figure we reported in 2020 of 21.66%.
- 2.5 The Mean Gender Pay Gap has also reduced significantly from 21.44% to 12.61%.
- 2.6 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.
- 2.7 Whilst both equal pay and the gender gap deal with the disparity of pay women receive in the workplace, they are two different issues:
- 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.
 - The 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.
 - In Britain the Median Gender Pay Gap is 15.5% and, as such, the CCG's Gender Pay Gap is significantly lower than this.

3. Data

- 3.1 The reporting process involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation.
- 3.2 The legislation requires reporting on the data effective 31 March 2020 and the Workforce Team has produced the data.
- 3.3 Using data as at 31 March 2020 we can report the following:

Gender Pay Gap	31 March 2020	31 March 2019
Mean gender pay gap in hourly pay	12.61%	21.44%
Median gender pay gap in hourly pay	10.64%	21.66%

Bonus Gender Pay Gap	2020	2019
Mean bonus gender pay gap	Zero	Zero
Median bonus gender pay gap	Zero	Zero
Proportion of males and females receiving a bonus payment	Zero	Zero

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Gender Split by Quartile	Male	Female
Lower	14.71%	85.29%
Lower Middle	20.59%	79.41%
Upper Middle	19.61%	80.39%
Higher	31.07%	68.93%

3.4 NHS Dorset CCG has an employee base that is predominantly female. 78.48% of the employees of the CCG as at 31 March 2020 were female. This shows itself especially in the more junior bands. As at 31 March 2020 the CCG had only five male employees in band 2 or 3. Also, 80% of apprentices are female. It is as a result of this, rather than a lack of female employees in senior bands, that we see a Gender Pay Gap.

3.5 We can also show a lack of bias against female employees in the senior Agenda for Change grades:

	Male	Female
Band 8a	25.49%	74.51%
Band 8b	30.77%	69.23%
Band 8c	26.67%	73.33%
Band 8d	23.08%	76.92%

3.6 The cause of the Gender Pay Gap within the CCG is not a result of a bias against female employees reaching senior roles, rather it is a lack of male employees in junior roles.

Band	Male	Female	Total
Apprentice	1	4	5
2	1	0	1
3	4	14	18
4	9	61	70
5	13	49	62
6	11	56	67
7	13	48	61
8a	13	38	51
8b	12	27	39
8c	4	11	15
8d	3	10	13
9	1	0	1
VSM	3	3	6
Total	88	321	409

3.7 In summary, 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.

4 Next Steps

4.1 In order to meet the reporting requirements of Gender Pay Gap legislation we would propose the following:

- A statement from Tim Goodson stating that the calculations are correct post Governing Body will be prepared by 21 March 2021;
- We will publish the report on our website by 31 March 2021;
- We will publish on the government's online reporting service by 31 March 2021.

5 Conclusion

5.1 The Governing Body is asked to note the results of the data analysis and to **approve** the approach planned for Gender Pay Gap reporting.

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Date : 25 February 2021