

Gender Pay Gap Reporting 2023/24

Snapshot data taken as of 31st March 2023

1. Executive Summary

The Gender Pay Gap being reported on in this report uses a snapshot of data as at 31.03.2023 and has been taken from the Electronic Staff Records. The time frames for reporting Gender Pay Gap are usually worked on the data set as of the 31st of March being taken then reported on by the 30th March the following year.

The Gender Pay Gap looks at women working in lower paid roles and occupying less senior roles when comparing to the men working with the organisation

Since mandatory reporting of the Gender Pay Gap was introduced in 2017/18 City Health Care Partnership CIC saw an increase in the gap for a number of years followed by a 3% reduction in 2021/22. For this reporting year the gap has increased again by 2.5% since the previous year.

The figures below show the gender pay gap year on year.

2017/18 = 15.4%

2018/19 = 18.5%

2019/20 = 18.3%

2020/21 = 17.9%

2021/22 = 14.9%

2022/23 = 15.11%

2023/24 = 17.83%

There are many factors to consider when looking at the Gender Pay Gap outputs such as the percentage of the male workforce in comparison to the female workforce, the breakdown of full time against part time workers and recruitment to senior posts across the year.

Calculations using mean and median have been used to provide the data outputs, further information on mean and median can be found in Appendix 1.

2. Data Outputs

Hourly Rate of Pay between Males and Females.

Table 1 below reports on the Gender Pay Gap when considering hourly rates of pay. The findings show a difference in the average (mean and median) earnings between male and female across the workforce. The mean gap of 17.83% is in favour of the male workforce and is consistent with previous years and shows that on average there is a difference in hourly rates of £3.57 in favour of men.

The data set used for this calculation is from a snapshot on 31st March 2023 of 'Full Pay Relevant Employee's. Appendix 1 explains which employees this refers to.

Table 1

Gender	Avg. Hourly Rate	Median Hourly Rate
Male	20.0343	15.8044
Female	16.4610	14.0274
Difference	3.5733	1.7770
Pay Gap %	17.8360	11.2437

The Median shows that there is £1.7 difference between the hourly pay of the median man and the hourly pay of the median woman. (The median for each is the man or woman who is in the middle of a list of hourly pay ordered from highest to lowest paid)

Rates of Pay by Quartiles

Table 2 shows the data in four almost equal sized groups of male and female employees across the workforce according to their hourly rate of pay. These groups are referred to as quartiles, quartile four represents the highest rate of pay. The findings show:

Females occupy 84.3% of the highest paid roles (5% decrease since previous years report) and 89.5% of the lowest paid roles.

Males occupy 15.6% of the highest paid roles and 10.4% of the lowest paid roles.

The comparison identifies that the highest percentage of women are in quartile 2, which is the second lowest paid roles, whilst the highest percentage of men remain in the highest paid roles (quartile 4.)

Table 2

Quartile	Female	Male	Female %	Male %	Hourly Rate range £
1	462.00	54.00	89.53	10.47	4.04 – 11.81
2	471.00	52.00	90.06	9.94	11.82 – 14.09
3	458.00	64.00	87.74	12.26	1410 - 1931
4	441.00	82.00	84.32	15.68	1932 – 103.61

Bonus Pay

An additional factor considered when reporting Gender Pay Gap is bonus pay, this is calculated considering the data across the year rather than a snapshot, therefore for the purpose of this report, the data being considered is for the period 01.04.2022 – 31.03.2023.

Table three, when comparing mean (average) bonus pay, women’s mean bonus pay is 31.15% lower than men’s and table 4, shows the number of male and female workers that received a bonus pay.

Table 3

Gender	Avg. Pay	Median Pay
Male	289.81	156.00
Female	199.53	156.00
Difference	90.28	0.00
Pay Gap %	31.15	0.00

Table 4

Gender	Employees Paid Bonus	Total Relevant Employees	%
Female	1988.00	2095.00	94.89
Male	264.00	286.00	92.31

The bonus pay gap has increased by just 1% since 2022 reporting.

As in previous years, for bank staff to benefit from the bonus pay a criteria was set whereby they had to have worked a shift within three months prior to the date the payment was made, this provides the rationale for why there were less than 100% Relevant Employees paid a bonus

3. Conclusion

When considering hourly rates between the male and female workforce, the organisation continues to report a Gender Pay Gap in favour of males.

The pay quartiles continue to show the highest proportion of males sitting in quartile 4 with the highest proportion of women sitting at the lower end in quartile 2, although this has slightly changed from the 2023 report which showed the highest proportion of women in quartile 1, the lowest of the quartiles.

The reporting looks at the different factors which may contribute to the gap including flexible working, new starters, leavers and development opportunities.

Flexible Working

It was recommended in the 2023 report to establish a baseline of flexible working levels across the business. There has been a push on capturing flexible working applications on the Electronic Staff Record which shows a significant of staff working flexibly since the previous year. 2023 report 43 flexible applications and 2024 report shows 152 applications. 139 of those are aligned to female staff and 13 to male staff. Previously there was no evidence of any Senior staff working flexible, however this year this data has been captured and shows that females in band 8 roles are also working flexibly. This is a positive staff as it demonstrates that females, who are more often than males the carers in a family situation have more opportunity to develop into senior roles.

Table 5, Flexible working requests by pay bands.

Pay Band	Male	Female
Band two		9
Band three	1	17
Band four	1	14
Band five	3	30
Band six	3	40
Band seven	2	21
Band 8		4
Band 8D		2
GP Salary	1	
Senior Manager	1	
Council Contracts		2

Recruitment

During the reporting year up to 31st March 2023 there were 42 males appointed, (13%) of which were appointed to part time roles. There were 211 females appointed (87%) of which were to part-time roles. Table 6, shows the percentage of males and females being appointed according to payscales.

Table 6, Appointments by pay band.

Pay Band of Posts	% Of Males	% Of Females
Apprentice	33%	67%
Band two	9	87
Band three	13	93.02
Band four	31	69
Band five	6	94
Band six	14	86
Band seven	50	50
Band 8a	0	100
Medical & Dental	71%	29%

Table 7, Leavers during the period 01/04/2022 – 31/03/2023

Number of leavers		Full time positions	Part time positions	% Of part time
Males	56	39	17	30
Females	391	210	181	46

Development Opportunities

During the reporting period 26 staff members accessed leadership training sourced by an external provider, of these 22 attendees were females and 4 were males.

4. Recommendations

- 4.1 To continue to monitor the application and approval for flexible working across all levels.
- 4.2 Continue to work on succession planning at senior level with development opportunities being encouraged to support females managers into future Director positions.
- 4.3 Continue to monitor reports identifying development training offer and take-up

5. Data reported to the national site for 2023/24 reporting period:

Average Hourly Rate		
Pay Gap Mean 17.8%	Pay Gap Median 11.2%	
Pay Quartiles %		
	Men	Women
Quartile 1	10.5	89.5
Quartile 2	9.9	90.1
Quartile 3	12.2	87.8
Quartile 4	15.7	84.3
Bonus Payments		
Pay Gap Mean = 31.1%%	Pay Gap Median = 0.00	
Men receiving a bonus = 92.3%	Women receiving a bonus = 94.9%	

Appendix 1

Positive or Negative Percentage figure

- A positive percentage figure reveals that typically employees who are women are paid lower or have lower paid bonuses than employees who are men.
- A negative percentage figure reveals that typically employees who are men are paid lower or have lower bonuses than employees who are women.
- Where there is a zero-percentage figure this would reveal no gaps between pay or bonuses between employees who are men or women.

Calculations used - Median and Mean

The median gender pay gap figure

This is the difference between the hourly pay of the median man and the hourly pay of the median woman. The median for each is the man or woman who is in the middle of a list of hourly pay ordered from highest to lowest paid.

A median involves listing all the numbers in numerical order. If there is an odd number of results, the median is the middle number. If there is an even number of results, the median will be the mean of the two central numbers.

Medians are useful to indicate what the 'typical' situation is. They are not distorted by very high or low hourly pay (or bonuses). However, this means that not all gender pay gap issues will be picked up. They could also fail to pick up as effectively where the gender pay gap issues are most pronounced in the lowest paid or highest paid employees.

The mean (average) gender pay gap figure

The mean gender pay gap figure uses hourly pay of all employees to calculate the difference between the mean hourly pay of men, and the mean hourly pay of women.

A mean involves adding up all the numbers and dividing the result by how many numbers were in the list.

Mean averages are useful because they place the same value on every number they use, giving a good overall indication of the gender pay gap. But very high or low hourly pay can 'dominate' and distort the figure.

The lower the outcome the more positive the results are as they identify a smaller gap between male and female pay.

Full Pay Relevant Employee

A 'Full Pay Relevant Employee' is any employee who is employed on the snapshot date and who is paid their usual full basic pay during the relevant pay period. If employees are being paid less than their usual basic pay or nil, during the relevant pay period as a result of being on leave, then they are not a 'full pay relevant employee'. An example of this could be when someone is on maternity pay or on half pay due to sickness.

Gender Pay Gap sign off:

City Health Care Partnership has calculated its Gender Pay Gap using the data snapshot as of 31st March 2023 using the reporting tool within the Electronic Staff Records system.

I can confirm that the results are correct and will be published to the governments online reporting tool: <https://www.gov.uk/report-gender-pay-gap-data>.

Name: Andrew Burnell

Position: Chief Executive Officer

Signature:



Date: