

Meeting	Board of Directors		
Date	13 March 2018		
Report title	Gender Pay Gap Report		
Report reference	Board Agenda Item *		
Report author	Eugenie Mellon, Recruitment and Operational Manager		
Responsible Director	Jenny Turton, Director of People and OD		
For Information/decision/discussion	For Information		
Board Committee/group where paper has been considered:	Senior Leadership Team Meeting 1 March 2018		
CQC Domain: Y/N Are they safe: Are they effective: Are they caring: Are they responsive to people's needs: Are they well led:	Y	Risk profile: Need to put new entry on CCR or BAF? Need to review current entry on CCR or BAF (and which entry):	N
Alignment to STP:	Y	Alignment to Company values?	Y

1. Purpose of Report

The purpose of this report is to present to the North Somerset Community Partnership (NSCP) Board information relating to the Gender Pay Gap at NSCP.

2. Background

In 2017 new regulations were introduced under the Equality Act 2010 requiring employers of more than 250 staff to calculate and publish information about the gender pay gap in their organisation.

It is important to note that gender pay gap is not confused with unequal pay. Unequal pay is the unlawful practice of paying men and women differently for performing the same or similar work of equal value; whereas the gender pay gap is a measure of the difference between the average hourly earnings of men and women.

It is a requirement that this report is published on a website that is accessible to employees and the public (free of charge) and the information should remain available for a period of at least three years.

North Somerset Community Partnership will comply by publishing the report on the NSCP website allowing the public to review any progress on closing the pay gap as the annual returns build to meet the requirements of publishing 3 years of data. In addition, the report will be published annually on the Government's website to fully comply with the legislation.

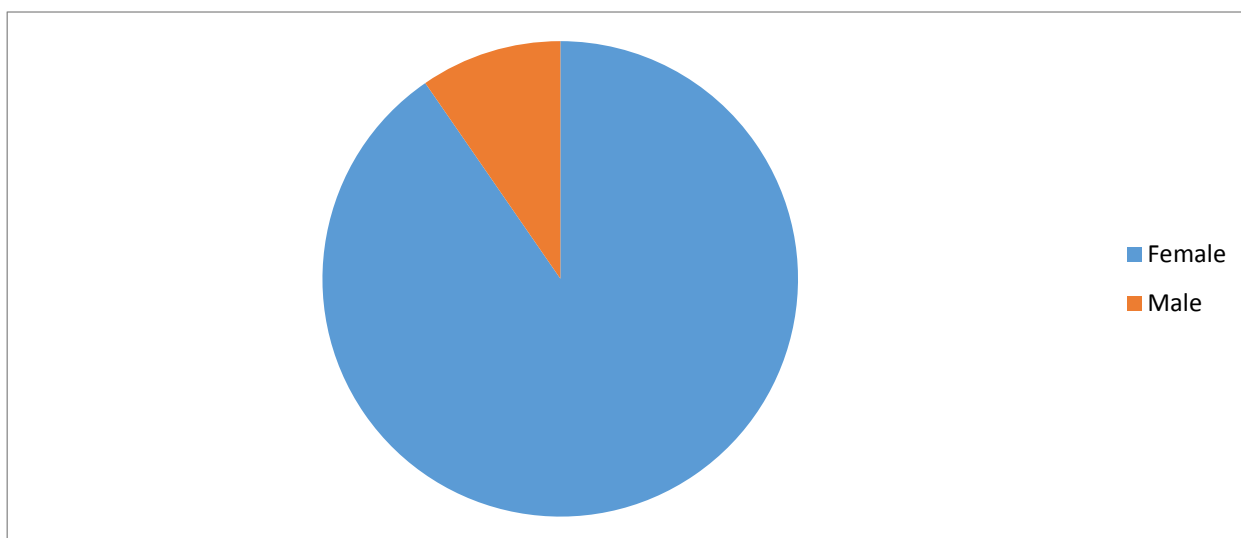
The Gender pay report requirement for public sector employers is to publish a set of key metrics from the snapshot day of 31st March 2017, and the information which needs to be included is as follows:

- the difference between the mean(average) hourly rate of pay of male and female employees, and the difference between the median (middle value) hourly rate of pay of male and female employees
- the difference between the mean (and median) bonus pay paid to male and female employees
- the proportions of male and female employees who were paid bonuses
- the proportions of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands by number of employees rather than rate of pay and display as a percentage.

3. The Workforce and Gender Pay Gap Information

Whilst it is not a requirement of the Gender Pay Gap to provide the information included in the first pie chart, it has been included within this report to provide some context to the gender pay gap metrics.

As of the 31st March 2017 North Somerset Community Partnership employed 773 staff on substantive and bank contracts. The current gender split within the workforce was 90.4% female and 9.6% males. This is shown in the pie chart below.



The proportionate breakdown of females and males in each pay band is shown in the table below:

Band	Male %	Female %
Apprenticeship	0%	100%
Band 1	71.4%	28.6%
Band 2	7.7%	92.3%
Band 3	4%	96%

Band 4	1.7%	98.3%
Band 5	6.2%	93.8%
Band 6	7%	93%
Band 7	14.3%	85.7%
Band 8+	25%	75%
GP with Special Interest	100%	0%
Consultant	100%	0%
NED	100%	0%
Chair	0%	100%
VSM Board Members	28.6%	71.4%

North Somerset Community Partnership has a flexible workforce with a high proportion of part-time workers and the table below provides the Gender Breakdown by Full Time and Part Time contracts:

Gender	Full-time	Part-time
Female	261	438
Male	36	38
Total	297	476

4. Findings

When calculating the difference between the mean and median hourly rates of pay for male and females working at North Somerset Community Partnership we have used employee's 'Ordinary pay' which consists of:

- basic pay
- paid leave, including annual, sick, maternity, paternity, adoption or parental leave (except where an employee is paid less than usual or nothing because of being on leave)
- shift premium pay, defined as the difference between basic pay and any higher rate paid for work during different times of the day or night

It does not include remuneration paid as overtime, redundancy or termination of employment and remuneration in lieu of leave.

At North Somerset Community Partnership 99.6% of employees are employed on Agenda for Change and Very Senior Management contracts in comparison to 0.4% on Medical contracts. Therefore the gender pay calculations have been prepared to represent the two different sets of Terms and Conditions of employment.

Agenda for Change Findings

Gender	Avg. Hourly Rate	Median Hourly Rate
Male	£16.06	£15.52
Female	£14.57	£13.93
Difference	£1.49	£1.59
Pay Gap %	9.28%	10.26%

Quartile	Female	Male	Female %	Male %
1 (Lower Quartile)	162	13	92.57	7.43
2	165	11	93.75	6.25
3	158	13	92.40	7.60
4 (Higher Quartile)	159	21	88.33	11.67

The Agenda for Change pay system does not recognise annual bonuses as it rewards employees through incremental pay progression within the banding system subject to meeting the qualifying criteria each year. Therefore the metrics for bonuses published covers the eligible Board Members on Very Senior Management contracts.

Gender	Employees Paid Bonus	Total Relevant Employees	% receiving bonus by gender
Female	2	699.00	0.28
Male	1	73.00	1.36

Gender	Avg. Pay	Median Pay *
Female	£3,775	£3775
Male	£2255.70	£2255.70
Difference	-£1519.30	-£1519.30
Pay Gap %	Unable to calculate	Unable to calculate

*The median calculation is the same as the average as there were only 2 employees in the female field and one male so unable to calculate a median as insufficient values available in the data set.

Medical Contracts findings

We employ 3 male staff on medical contracts two Salaried GP's with special interests and one Consultant.

Gender	Avg. Hourly Rate	Median
Male	£104.48	£57.49
Female	0.00	0.00
Difference	100%	100%
Pay Gap %	100%	100%

Gender	Employees Paid Bonus	Total Relevant Employees	% receiving bonus by gender
Female	0	0	0%
Male	1	1	100%

Gender	Avg. Pay	Median Pay *
Female	0	0
Male	£16,167.62	£16,167.62
Difference	£16,167.62	£16,167.62
Pay Gap %	100%	100%

5. Summary

It's important to highlight that the gender pay gap is a measure of the difference between the average hourly earnings of men and women across the company and not unequal pay for the same roles.

The gender pay gap for North Somerset Community Partnership has been recorded as 9.28% for those employees on Agenda for Change contracts which is significantly lower than the UK average of 18% less for Women.

Calculating the gender pay gap data has provided a valuable measure of equality in the workplace and whilst the annual incremental pay progression is a transparent system we still have a small gender pay gap.

Research suggests that the gender pay gap often exists due to women tending to work in lower-paid occupations and sectors, and occupying less senior roles. Many women take time out of the labour market and work part-time because of unequal sharing of caring responsibilities. North Somerset Community Partnership addresses this by promoting family, friendly policies. We help promote a good work life balance and we have a high proportion of part-time staff with over 60% of our total workforce working on flexible contracts such as part-time, term time only and bank to help attract a diverse workforce. This approach could be one of the initiatives that has secured a lower than average pay gap for our workforce on Agenda for Change contracts.

North Somerset Community Partnership also extends the opportunity to request flexible working to all staff, regardless of their length of service. This is often an initiative used in equality actions plans to help address a gender pay gap therefore demonstrating that North Somerset Community Partnership is already taking a proactive approach.

In addition, all recruitment advertisements clearly state when a post is available part-time and with 60% of the workforce working flexibly this is another area where we are

positively securing a flexible workforce which has secured a lower than the UK average gender pay gap.

As the Gender pay gap is a new legislative requirement were unable to benchmark our data nationally or make any comparisons with similar organisations until the data is published on the government website from April, 2018. Therefore NSCP will build benchmarking data into future reports.

The data highlights the males are employed more in senior medical positions with us as we currently employ three males in these roles, whereas, no females are currently represented in the Medical contracts despite two of these posts being available on part-time contracts. To provide some context with the national position of gender within the consultants field, the table below shows the data from the Royal College of Physicians census for 2016/2017.

Gender of consultants			
Year	Female	Male	% Percentage of Females
2004	1,859	6,373	25%
2005	2,001	6,503	24%
2006	2,135	6,546	25%
2007	2,318	6,774	25%
2008	2,524	6,972	27%
2009	2,927	7,451	28%
2010	3,288	7,857	30%
2011	3,631	8,097	31%
2012	3,911	8,214	32%
2013	4,203	8,394	33%
2014	4,439	8,564	34%
2015	5,006	9,668	34%
2016	5,464	10,115	35%

As a professional group the census highlights that nationally females have been less well represented although this percentage is increasing year on year. The census permits the drilling down within the data and we can report 989 consultants were working within the South West area during 2016 and over 60% of these were male.

6. Conclusion

The majority of salaries at NSCP are determined through a job evaluation scheme called Agenda for Change. The scheme evaluates the job and not the post holder. It makes no reference to gender or any other protected characteristic of existing or potential job holders. Therefore, North Somerset Community Partnership are confident they are paying the same salary to roles of equal value for employees on all of our contracts.

One area we would hope to mirror the national steady increase is within the medical contracts field should any future opportunities to recruit arise.

It is recommended that North Somerset Community Partnership continues to monitor the gender pay gap annually as it provides a valuable measure of equality in the workplace. It also allows us to identify whether any further positive steps taken have assisted reducing the gender pay gap even further.

7. Recommendation

The Board is asked to **note** the content of this report.

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Date: 27th February 2018