

GENDER PAY GAP NARRATIVE

31 March 2023

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GENDER PAY GAP NARRATIVE

1 INTRODUCTION

What is the Gender Pay Gap?

- 1.1 Gender pay gap (GPG) legislation requires all employers of 250 or more employees to publish their gender pay gap information each year. The aim of GPG reporting is to show the difference between what women get paid at a workplace and what men get paid at the same organisation, irrespective of their jobs. Gender pay gap transparency increases accountability and drives action to advance gender equality in the workplace.
- 1.2 Gender pay gap reporting is not the same as an equal pay audit. Where an equal pay audit compares like roles to one another, gender pay gap reporting looks at the average earnings of men and women across the organisation in all types of roles. It is therefore possible to have genuine pay equality but still have a pay gap between the genders.
- 1.3 All public sector organisations with a headcount of 250 employees or more are required to publish gender pay gap information annually, both on their own website and on the government gender pay gap portal:
www.gov.uk/genderpaygap
- 1.4 To comply they must calculate and publish the following information:

What Information Needs to be Published?

- 1.5 All public sector organisations with a headcount of 250 employees or more are required to publish gender pay gap information annually, both on their own website and on the government, gender pay gap portal:
www.gov.uk/genderpaygap
- 1.6 To comply they must calculate and publish the following information:
- Their **mean gender pay gap**, which is the difference between the average hourly earnings of men and women.
 - Their **median gender pay gap**, which is the difference between the midpoints in the pay bands of hourly earnings of men and women.
 - **Their proportion of males and females in each pay quartile pay**, where a list is drawn up of employee's earnings, from the highest to the lowest, and split it into four even groups, or pay quartile.

1.7 Where bonuses are awarded, organisations must also share:

- Their **mean bonus gender pay gap**, which is the difference between the average bonus awarded to men and women.
- Their **median bonus gender pay gap**, which is the difference between the midpoints of bonuses awarded to men and women.
- The proportion of males and female receiving a bonus payment

THIS REPORT IS BASED UPON THE QUALIFYING PERIOD OF
31 MARCH 2022

2 ICB SOMERSET 2022 GENDER PAY GAP RESULTS

2.1 Our Employees:

249 (80%) of ICB Somerset employees are Female
59 (19%) of ICB Somerset employees are Male

Gender pay gap based on hourly rates of pay

Gender	Avg. hourly rate	Median hourly rate
Male	35.36	27.21
Female	22.14	19.95
Difference	13.22	7.25
Pay gap %	37.38	26.66

Mean gender pay gap: 37.38%

2.2 This means women in the ICB earn 62.62 pence for every £1 earned by men.

Median gender pay gap: 26.67%

2.3 This means women in the ICB earn 73.3 pence for every £1 earned by men.

Difference in mean hourly pay	62.62 pence
Difference in median hourly pay	73.30 pence

Gender pay gap based on bonuses.

2.4 NHS Somerset does not have a bonus gender pay gap as no male or female staff are in receipt of bonus payments.

3 RESULT ANALYSIS

Role banding and Gender

3.1 NHS Somerset workforce is predominantly female, with 80% being women. By examining the percentage of men and women on NHS Agenda for Change banding, we can highlight pay bands where women are either over or underrepresented.

Band	Fem	Male	Total	Female %	Male %	Difference from Core
2	2	0	2	100%	0%	-19%
3	3	2	5	60%	40%	21%
4	37	3	40	93%	8%	-12%
5	32	2	40	80%	5%	1%
6	66	7	73	90%	10%	-9%
7	46	8	54	85%	15%	-4%
8a	26	11	37	70%	30%	11%
8b	13	5	18	72%	28%	9%
8c	8	2	10	80%	20%	1%
8d	6	2	8	75%	25%	6%
Medical	1	7	8	13%	88%	69%
VSM	1	3	4	25%	75%	56%
NEDS & Chair	1	7	8	13%	88%	69%

	Women are overrepresented in this band
	Women are underrepresented in this band

Note: where the difference is +/- 5%, this has not been considered to be indicative of an over or under representation of women

3.2 From this table we can see that women are significant overrepresented in bands 2, 4,5 and 6, meaning that women are commonly employed more than men in lower paid bands.

3.3 Women are also less likely to be represented in Bands 8a and 8b, but comparable as bands 8c and 8D.

3.4 Women make up 13% off the medical workforce,25% Very Senior managers (VSM) and only 13% of the Non-Executive Director (NED) & Chair roles, meaning women **are more significantly underrepresented in these specific highly paid roles.**

Quartile	Female	Male	Female %	Male %
1	62	8	88.57	11.43
2	72	7	91.14	8.86
3	61	13	82.43	17.57
4	46	29	61.33	38.67

3.5 Number of Employees | Q1=Low Q4 =High

4 PART TIME WORKING IMPACT

4.1 Of those that work part time, 101 are women and 22 are men. This means that 41% of the female workforce is part time, as compared to 37% of the male workforce. Which is broadly comparable and not a significant impact on the gender pay gap.

5 CONCLUSIONS

5.1 What have we done so far?

	March 2019	March 2020	March 2021	March 2022
Average pay Gap-Mean average	37.36%	29.64%	33.55%	37.38%
Average Gender pay gap-Median average	35.61%	16.45%	17.19%	26.27%

5.2 NHS Somerset unfortunately has not improved our position from March 2021, with the Median GPG increasing by 9.08% and the Mean GPG by 3.83%

6 MEASURES

6.1 NHS Somerset put in measures in 2019 and 2020 and continues to support these activities:

- Offering shared parental leave and flexible working arrangements to all staff
- Ensuring that family friendly policies are up to date and accessible for staff.
- Use an anonymised application processes to reduce unconscious bias in Recruitment.

- Ensure that all recruitment opportunities are advertised in a range of locations, including NHS jobs, Twitter, Facebook and LinkedIn and the NHS.
- Executive Jobs page for specific board-level opportunities. Advertise all roles as open to flexibility with regard to hours, except in scenarios where this would be detrimental to the performance of the role itself share opportunities for training with all staff through our staff communications.
- External advertisement of all roles which are at band 8a or above to ensure that both internal and external candidates can compete for our more senior positions and supports the organisation in attaining the best talent available, supporting our aims for diversity and inclusion.
- Increased requirements of recruitment agencies to demonstrate their position on improving Equality and Diversity.
- Provide workplace equality and diversity training as part of our mandatory training requirements.
- Support equality and diversity in all aspects of our work through our Equality Steering Group.
- Introduction of a staff inclusion champion to support the work of equality, diversity, and inclusion across the organisation.
- NHS Somerset has joined several staff networks, including the Women's Network, to improve colleague connectivity and networking opportunities.

6.2 In 2022 NHS Somerset Committed to

- NHS Somerset has launched an internal women's network which will collaborate with the system to provide direct support and direction for those who identify as women, in such areas a career development, personal development, menopause, family friendly policies and processes etc.
- Collaborating with system partners to ensure equity across Somerset in respect to recruitment and wellbeing.
- Reviewing and implementing positive changes to any outdated policies and processes which may limit development or movement for women or those who identify as women in response to the gender pay gap, adopting system or national policies if appropriate.

7 FUTURE ACTIONS AND NEXT STEPS

Action	How	Progress	Completed by	Completion date
Taking part in the People Pulse Survey	Enrol on monthly programme to allow us to capture common themes and areas of improvement.	This is to start as of April/May 2022	HR	To be reviewed December 2023
Further development of transparent recruitment for board level vacancies.	The transition to the Integrated Care System in April 2022 presented new regulations and guidance in respect of this transition) a further opportunity to consider. specific fair advertising and recruitment of board vacancies.		HR & Recruitment Team	
Review of organisational policies and processes	Review current Core policies alongside system and national policies. Adopting policies that reflect Values of the organisation and which provide the best staff experience and organisational response.	In Progress as of December 2022	HR	Stage 1 April 2023
Embed Equality & Equality strategy within the ICB strategy to support system working and travel	Reviewing processes, policies and procedures that may limit experiences or opportunities for development for women and those who identify as women, being mindful of intersectionality, menopause, family friendly policies and flexible working.	April 2023		April 2024 To be reviewed as 5-year programme