

GENDER PAY GAP NARRATIVE SOMERSET CCG 31 MARCH 2021

What Is The Gender Pay Gap?

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 reporting isn't the same as an equal pay audit. Where an equal pay audit compares like roles to one another, gender pay 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.

What Information Needs To Be Published?

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

In order 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.

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.
- Their **proportion of males and female receiving a bonus payment**

Somerset CCG's 2021 Gender Pay Gap Results

Our employees

81% of employees of Somerset CCG are female

19% of employees of Somerset CCG are male

Gender pay gap based on hourly rates of pay

Mean Gender Pay Gap: 33.55%

This means women in the CCG earn 66.45 pence for every £1 earned by men.

Median Gender Pay Gap: 17.19%

This means women in the CCG earn 82.81 pence for every £1 earned by men.

Pay Quartiles- Hourly Rate

Quartile	Female	Male	Female %	Male %
Lower	66	4	94.3%	5.7%
Middle Lower	60	9	87%	13%
Middle Upper	54	15	78.3%	21.7%
Higher	46	24	65.7%	34.3%
Overall	226	52	81.3%	18.7%

Gender pay gap based on bonuses

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

Results Analysis

In order to explore the causes of the gender pay gap within Somerset CCG, we are able to explore two additional factors to gain insight:

- The employment of men and women within pay bands, which will supplement the information provided in indicator 6.
- The proportion of men and women undertaking part time working, as part time workers have been found to have a larger pay gap than full time workers (Office for National Statistics, 2020)

Role Banding and Gender

Somerset CCG has an employee base which is predominately female, with 81% of all employees being women, by examining the percentage of men and women in each NHS Agenda for Change band with this in mind, we can highlight pay bands in which women are over or underrepresented.

Band	Female	Male	Total	Female %	Male %	% Difference from Organisational Distribution
2	1	0	1	100%	0%	-19%
3	1	2	3	33%	67%	48%
4	34	2	36	94%	6%	-13%
5	29	3	32	91%	9%	-10%
6	61	7	68	90%	10%	-9%
7	44	7	51	86%	14%	-5%
8a	24	11	35	69%	31%	12%
8b	14	5	19	74%	26%	7%
8c	9	3	12	75%	25%	6%
8d	5	2	7	71%	29%	10%
Medical	6	11	17	35%	65%	46%
VSM	2	1	3	67%	33%	14%
NEDS & Chair	3	7	10	30%	70%	51%

Key:

	Women are underrepresented in this band
	Women are overrepresented in this band
	There are less than 5 individuals total within this banding and therefore are discounted for considering proportional representation.

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

Agenda for Change Colleagues and Very Senior Manager Colleagues

From this table, we can see that broadly women are overrepresented in Band 4 to Band 6 roles, meaning that women are more commonly employed than men in these lower paid bands. Looking at Band 8a and above, we can see that women are broadly underrepresented in the higher paying Band 8a to Band 8d roles.

Whilst numbers of Very Senior Managers (VSM) are small, it is seen as positive that women hold two of the three of substantive VSM posts which, given the number of posts, is as close to representative of the CCG's workforce as is possible.

Non-Executive Director Roles

Looking at the Non-Executive Director (NED) and Chair roles, women make up only 30% of those working in these roles meaning that women are more significantly underrepresented in these specific highly paid roles.

However it is important to note that unlike VSM roles, where we are seeking the gender distribution to mirror that of colleagues, there is a requirement to ensure that NED roles are representative of the Somerset population. Therefore, whilst it is recognised that further work is required to increase female NED membership, we would aim for NED gender distribution to align to the Somerset population of 51.2% female and 48.8% male.

Medical Roles

Looking at the medical roles, women make up only 35% of those working in medical roles meaning that women are more significantly underrepresented in these specific highly paid roles.

However it is important to note that unlike VSM roles, where we are seeking the gender distribution to mirror that of colleagues, there is a requirement to ensure that medical roles are representative of the GP population. Therefore whilst it is recognised that further work is required to increase the proportion of female GPs working with Somerset CCG, we would aim for the gender distribution to align to the GP population of 52.7% female and 47.3% male.

Part-Time Working Impact

Of those staff who work part time, 94 part-time workers are female and 26 part-time workers are male. This means that 41% of the female workforce is part time, as compared to 50% of the male workforce.

As the percentage of staff working part time is greater for male members of staff than female members of staff, this would indicate that the gendered distribution of part time working is not a significant contributor to the gender pay gap with Somerset CCG.

However, if we look specifically at Agenda for Change (AfC) colleagues and VSM colleagues, given that both NED and Medical roles are undertaken as a part-time

positions, we can see that 85 part-time workers are female and 42 part-time workers are male. This means that 38% of the AfC and VSM female workforce are part time, as compared to 19% of the AfC and VSM male workforce. Therefore, part time working may impact upon the gender pay gap within Agenda for Change Bandings for Somerset CCG.

Conclusion

From the data examined in our banding analysis, occupational segregation, where women are more likely to work in low paid roles and men in high paid roles is likely to be the biggest driver of the Gender Pay Gap within Somerset CCG which is added to by the contribution of part time work in Agenda for Change staff.

This understanding is added to by the difference seen in the median and mean gender pay gap figures. The median figure is considered to be the most representative figure for the gender pay gap, at 17.19%, with the mean more easily skewed by a small number of highly paid individuals.

As the mean gender pay gap (33.55%) is larger than the median gender pay gap (17.19%) we can conclude that the gender pay gap is most influenced by the pay of highly paid individuals within the organisation.

What have we done so far?

Whilst Somerset CCG has made improvements on our Gender Pay Gap data from 2019, as seen below, we have unfortunately not improved upon our position from March 2020 with the median GPG increasing by 0.74% and the mean GPG increasing by 3.91%.

	March 2019	March 2020	March 2021
Average Gender Pay Gap- Mean Average	37.36%	29.64%	33.55%
Average Gender Pay Gap- Median Average	35.61%	16.45%	17.19%

The measures that have been put in place from March 2019 and continue to be in operation are:

- 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
- 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

In 2020, we also committed the below actions:

- Introduction of a staff inclusion champion to support the work of equality, diversity and inclusion across the organisation.
- Somerset CCG has joined a number of staff networks, including the Women's Network, to improve colleague connectivity and networking opportunities.
- External advertisement of all roles which are at Band 8a or above to ensure that both internal and external candidates are able to 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

Future Actions and Next Steps

Action	How	Progress	Completed by	Completion Date
Continuation of support offered to staff to allow a continuation of remote working, to support flexibility for staff.	A 'new ways of working' survey has been provided to all staff to gain views as to how staff wish to work going forward.	The survey has been completed in July 2021 and the data is currently being analysed to commence planning to ensure that the new ways of working are supportive for all.	Corporate Business	1 January 2022
Further development of transparent recruitment for Very Senior Manager vacancies.	The transition to the Integrated Care System in July 2022 may present (depending on the regulations and guidance provided in respect of this transition) a further opportunity to consider specific fair advertising and recruitment of board vacancies. As described within the document, the aim is to ensure that the VSM colleagues of the ICB are representative of the CCG's workforce.	To commence in February 2022	HR and Recruitment Team	1 May 2022
Further development of transparent recruitment for Non-Executive Directors	The transition to the Integrated Care System in July 2022 presents a further opportunity to consider	Commenced January 2022	HR and Recruitment Team	28 February 2022

	specific fair advertising and recruitment of board vacancies. As described within the document, the aim is to ensure that the NED colleagues of the ICB are representative of the Somerset population.			
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