

GENDER PAY GAP NARRATIVE

31 March 2024

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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:
- 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.
- The proportion of males and female receiving a bonus payment

THIS REPORT IS BASED UPON THE QUALIFYING PERIOD OF
31 MARCH 2023

2 NHS SOMERSET ICB GENDER PAY GAP RESULTS 2023

2.1 Our Employees:

81.59% of NHS Somerset ICB employees are Female

18.4% of NHS Somerset ICB employees are Male

Gender pay gap based on hourly rates of pay

Gender	Avg. hourly rate £	Median hourly rate £
Male	33.80	27.93
Female	23.01	20.75
Difference	10.79	7.18
Pay gap %	31.92	25.69

Mean gender pay gap: 31.92%

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

Median gender pay gap: 25.69%

2.3 This means women in the ICB earn 74.31 pence for every £1 earned by men.

Difference in mean hourly pay	10.79 pence
Difference in median hourly pay	7.18 pence

Gender pay gap based on bonuses.

2.4 NHS Somerset ICB does not have a bonus scheme.

