GENDER PAY GAP NARRATIVE
SOMERSET CCG
31 MARCH 2019

What is the Gender Pay Gap?

The Gender Pay Gap is the average difference between a man and a woman's remuneration. 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.

In the NHS, pay bands are determined by Agenda for Change and jobs are matched by an external provider to ensure that roles of equal value receive equal remuneration. Therefore a gender pay gap does not indicate that there is a pay difference between men and women who are carrying out the same role.

However, all organisations have a moral and ethical right to contribute to the closure of the Gender Pay Gap, to create a more equal foundation of earnings for men and women across the country.

Legal Obligations

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 carry out six calculations and publish the following information:

- Their mean gender pay gap
- Their median gender pay gap
- Their mean bonus gender pay gap
- Their median bonus gender pay gap
- Their proportion of males receiving a bonus payment and their proportion of females receiving a bonus payment
- Their proportion of males and females in each quartile pay band.

Somerset CCG's Results

1. Average gender pay gap as a mean average: **37.36%**

2. Average gender pay gap as a median average: **35.61%**

3. Average bonus gap as a mean average: **0** (no bonuses awarded)

4. Average bonus gap as a median average: **0** (no bonuses awarded)

5. Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment: **0** (no bonuses awarded)

6. Proportion of males and females when divided into four groups ordered from lowest to highest pay

Quartile	Female	Male	Female %	Male %
1	45	6	88.2%	11.8%
2	58	5	92.1%	7.9%
3	47	9	83.9%	16.1%
4	35	23	60.3%	39.7%
Overall	185	43	81.1%	18.9%

Results Analysis

The Somerset CCG has an employee base which is predominately female, with 81% of all employees being women.

Role Banding and Gender

By examining the proportion of men and women is each NHS Agenda for Change band with this in mind, we can highlight areas in which women are over or under represented.

Band	Female	Male	Female %	Male %
2	0	0	N/A	N/A
3	3	1	75%	25%
4	35	2	95%	5%
5	20	2	91%	9%
6	65	8	89%	11%
7	17	4	81%	19%
8a	16	5	76%	24%
8b	13	5	72%	28%
8c	10	3	77%	23%
8d	3	2	60%	40%
Medical	8	8	50%	50%
VSM & NEDs	2	4	33%	67%

In this table, red represents an area of underrepresentation and blue an overrepresentation.

From this table, we can see that broadly Bands 4 to 6 are overrepresented by women, meaning that women are more commonly employed than men in these lower paid bands. Overall in Bands 8a upwards men are overrepresented, meaning men are more commonly employed than women in highly paid roles.

Part-Time Working Impact

Of those staff who work part time, 78 part-time workers are female and 18 part-time workers are male.

The fact that the majority of part-time positions are occupied by female employees will also impact negatively on the gender pay gap, by widening the gap.

Incremental Pay Dates

In the NHS each pay band has a set of 'pay points' which staff progress through. Therefore, the longer someone is in post, the higher their salary.

If we look at the number of staff who have reached the top of their band, and therefore are due to progress no further, 24 (31%) are male and 54 (69%) are female.

Therefore 56% of male employees are at the highest point in their banding, as compared to 29% of female employees.

The combination of these factors taken together accounts for the gender pay gap seen at Somerset CCG.

Overall the following factors are considered to cause the UK's Gender Pay Gap nationally:

Percentage of GPG	Cause	Description of Cause
14%	Occupational segregation	Where men are more likely to occupy senior roles and women more likely to occupy junior roles
21%	Industrial segregation	Where women are more likely to undertake work which attracts lower pay
40%	Market history	Where women are more likely to take time away from work to undertake care responsibilities, both for children and for older people.
25%	Unobserved factors	Elements where data does not accurately determine cause. This is considered likely to be related to gender stereotypes, discrimination and individual choice.

Figure 1: National Causes of the Gender Pay Gap, taken from the NHS National Conference on the Gender Pay Gap, 2018.

Actions and Next Steps

Action	How	Action Taken as of 01/03/2020	Completed By	Supported By	Completion Date
To ensure that staff feel that the process of requesting and taking family leave is straightforward and encouraged.	By reviewing family friendly policies, including: Maternity Policy, Paternity Policy, Adoption Policy and Flexible Working Policy	Maternity Policy and Flexible Working Policy have been reviewed and updated.	HR Officers	Associate Director of HR Staff Member Forum Executive Team	
To increase the options available for staff wishing to return to work after having a child.	To encourage the use of the Shared Parental Leave Policy through the 60 second bulletin. HR to highlight the policy to those who request family leave.		HR Officers Communications Team	Associate Director of HR Staff Member Forum Executive Team	
To promote flexible working as an organisation and support requests for flexible working where organisationally possible.	By increasing the number of staff who work on a laptop and docking station, as opposed to a desktop alongside hot-desking. Senior staff to encourage those across the Somerset System to ensure that their IT	The Flexible Working Policy has been reviewed and updated. An Agile Working Policy has also been implemented.	HR Officers Executive Team	Associate Director of HR IT Team	

	infrastructure supports working of this kind, such that staff who work across the system can do so effectively. To ensure that managers are supported in understanding the legal elements of flexible working requests and feel confident to apply the policy. This will be achieved through reviewing the Flexible Working Policy and by HR advisers working with managers to increase literacy of this policy.	Only 30 members of staff do not have access to an allocated laptop.			
To improve access to work for individuals returning from periods of family leave, particularly maternity leave.	To advertise all roles as open to flexibility with regard to hours, or to note that roles are open to job sharing, except in scenarios where this would be detrimental to the performance of the role itself.	All job descriptions have been revised and have been drafted in this manner as standard practice.	HR Officers Line Managers	Associate Director of HR	
Improve development opportunities for those within part time roles or lower banded roles	The organisation has implemented a new appraisal process, focussing on development By introducing development conversations for staff at all levels part time status and pay bands the CCG will encourage the development of all staff.		HR Officers Associate Director of HR Line Managers	Executive Team Staff Member Forum	

	To consider the use of the apprenticeship levy to facilitate ILM Level 7 qualifications in Line Management. Half of all places to be reserved for women, BAME staff and disabled staff				
Reduce instances of unconscious bias which may affect individuals at recruitment, promotion, training applications or internal development opportunities.	To offer training to staff on the impact of unconscious bias, with the aim of drawing attention to bias. This ensures that those who influence others within the workplace can ensure that the decisions that are made are fair and do not unfairly discriminate, positively or negatively against certain groups.	An online e-learning system, ESR has been set up to ensure that mandatory training compliance is monitored by the organisation proactively.	Associate Director of HR	HR Officers Executive Team	
Improve support for staff wishing to move into senior positions.	Line managers to encourage staff who seek to move into senior roles to gain mentor support, attend training courses and as part of the development conversations, provide advice on areas of knowledge or experience that may need to be developed to prepare an individual for a move to a more senior role. This will include communication		HR Officers Line Managers	Associate Director of HR Executive Team	

	of national leadership training opportunities as they arise in the 60 second briefing. Potential to consider involvement in routes to Director posts for individuals in senior roles, such as Associate and Deputy Director roles at 8c and 8d.				