



Gender Pay Audit Report as at 31st March 2022

Item No	
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Date	27.03.2023
Name of paper	Gender Pay Audit as at 31st March 2022
Executive sponsor	Ali Mohammed, Director of Human Resources and Organisation Development
Author name and role	Carolanne Letendrine, ED&I Manager (Programme Lead)
Synopsis, including any notable gaps/issues in the system(s) you describe (up to 150 words)	<p>This paper provides assurance that the Trust is meeting its legislative duties in publishing its annual Gender Pay Audit.</p> <p>The paper also provides detail and analysis of the audit as well as details of actions to be undertaken to help address the disparity.</p>
Which strategic objective does this paper link to?	A Focus on People – Everyone is listened to, respected and well supported

Introduction

The Gender Pay Audit (GPA) obligations are outlined in The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. All organisations that employ more than 250 people and listed in Schedule 2 of the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, must publish and report specific information about their gender pay gap annually.

Since March 2017 Public sector organisations were required to take a “snapshot” of their workforce as of 31st March each year. The resulting data must be published along with a written statement on their public-facing website. It must also be reported to the government via the gender pay gap reporting service by 31st March.

What does the audit cover?

The gender pay gap report provides a comparison on the pay of male and female employees and shows the difference in the average earnings (mean and median). This is expressed as a percentage of men’s earnings e.g; women earn 15% less than men do.

The gender pay audit is different to equal pay, which looks at the pay differences between men and women carrying out the same jobs, similar jobs or work of equal value. Any potential equal pay issues are addressed by adherence to Agenda for Change terms and conditions and pay framework, and a robust and objective job evaluation process. Gender pay gap figures are affected by differences in the gender composition across our job grades and roles.

The audit requires us to make six calculations covering the following:

- **Mean gender pay gap in hourly pay** – adding together the hourly pay rates of all male or female full-pay and dividing this by the number of male or female employees. The gap is calculated by subtracting the results for females from results for males and dividing by the mean hourly rate for males. This number is multiplied by 100 to give a percentage.
- **Median gender pay gap in hourly pay** – arranging the hourly pay rates of all male or female employees from highest to lowest and find the point that is in the middle of the range.
- **Mean bonus gender pay gap** – add together bonus payments for all male or female employees and divide by the number of male or female employees. The gap is calculated by subtracting the results for females from the results for men and dividing by the mean hourly rate for men. This number is multiplied by 100 to give a percentage.
- **Median bonus gender pay gap** – arranging the bonus payments of all male or female employees from highest to lowest and find the point that is in the middle of the range.

- **Proportion of males and females receiving a bonus payment** – total males and females receiving a bonus payment divided by the number of relevant employees.
- **Proportion of males and females in each pay quartile** – ranking all our employees from highest to lowest paid, dividing this into four equal parts (quartiles) and working out the percentage of men and women in each of the four parts.

This information along with a written statement, confirming the accuracy of their calculations must be published on both the Trust's website and on a designated government website.

"I confirm this report is accurate and reflects a snapshot of our organisation on 31st March 2022. We will continue our work to reduce our gender pay gap and improve the representation of women in leadership roles within our organisation. We will publish data on our website as required by the regulations and monitoring our live data more regularly".

Ali Mohammed
Executive Director of HR and Organisation Development

Main findings

- 1) Our female workforce grew by 1.47% from previous year
- 2) There are still more males than females in all bands from Band 7 upwards
- 3) Our Mean Pay Gap increased from 9.98% to 10.92%
- 4) Our Median Pay Gap decreased from 11.09% to 10.89%
- 5) There is an over-representation of females by 30.14% in lower pay quartiles



3. Overall staff composition as of 31st March 2022

Gender	%	Count of Gender
Female	56.47%	2482
Male	43.53%	1913
Total	100%	4395

Table 1: Gender split by % and count

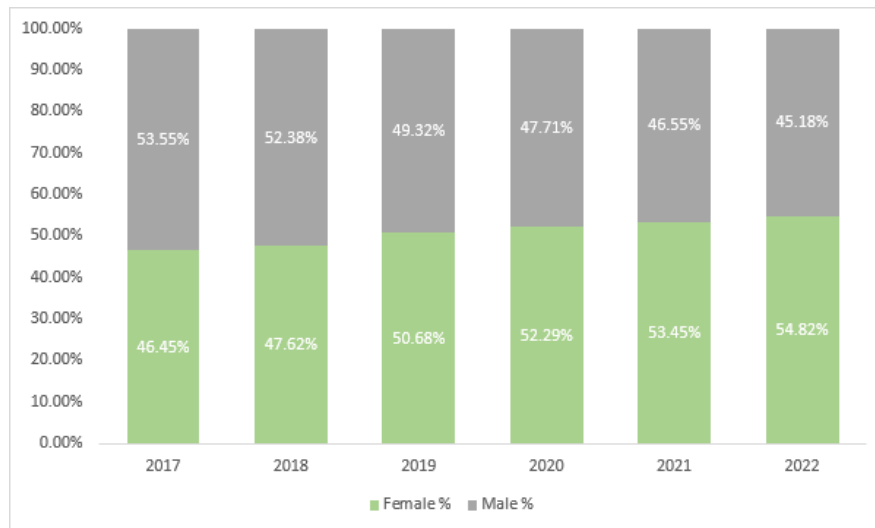


Chart 1: Changes to workforce composition between 2017 and 2022

- Our data for this submission period (as at 31st March 2022) shows that the Trust workforce consisted of 2482 females (56.47%) and 1913 males (43.53%), which totalled 4395 employees.
- There was a reduction of 28 employees between 31st March 2021 and 31st March 2022. During the same time period, there was a 1.47% increase in the female population and a 3.47% reduction in the male population.
- Our female population continues to grow year on year.

4. Staff gender composition by band as of 31st March 2022

Band	Female	Male	Grand Total
Band 2	30	13	43
Band 3	817	400	1217
Band 4	267	110	377
Band 5	572	471	1043
Band 6	522	469	991
Band 7	214	334	548
Band 8 - Range A	34	56	90
Band 8 - Range B	11	21	32
Band 8 - Range C	8	13	21
Band 8 - Range D	2	9	11
Band 9		2	2
Ad Hoc Salary	5	15	20
Grand Total	2482	1913	4395

Table 2: Staff gender composition by numbers and band

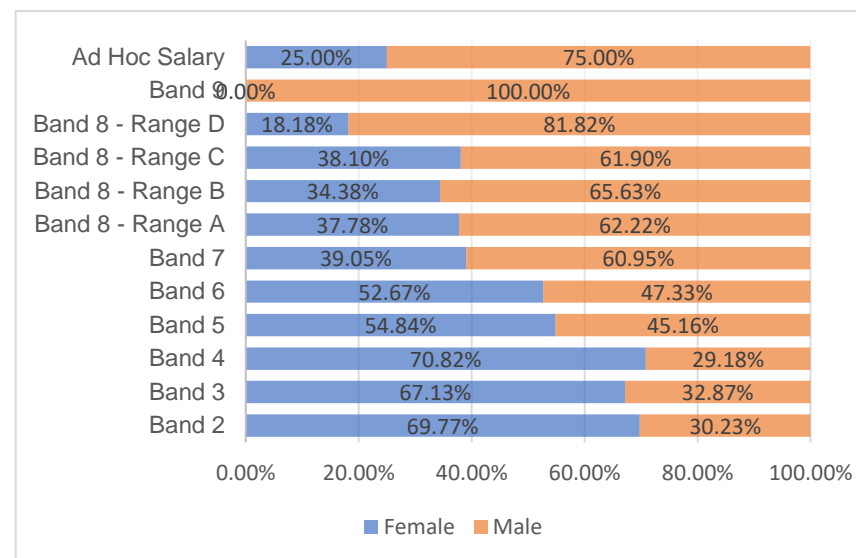


Chart 2: Staff gender composition by percentages and band

- Even though the overall workforce is comprised of more females than males, the data shows discrepancies in the ratio of males to females within the pay bands.
- There is a higher proportion of females than males in our workforce from Band 2 to Band 6. From Band 7 to VSMs (included in Adhoc salaries), there are less females than males in all the bands. At Band 9, we have no female staff. This has remained unchanged from the data we published on 31st March 2021. There has been a reduction in female staff within the Adhoc salary category from 35% to 25%.

	2019		2020		2021		2022	
All Staff	Female %	Male %	Female %	Male %	Female %	Male %	Female %	Male %
Bands 2-4	59.86%	40.14%	61.76%	38.24%	63.23%	36.77%	68.05%	31.95%
Bands 5-7	45.72%	54.28%	44.87%	55.13%	46.72%	53.28%	50.66%	49.34%
Bands 8+	33.82%	66.18%	35.83%	64.17%	36.75%	63.25%	35.26%	64.74%
Ad hoc	31.25%	68.75%	27.43%	72.57%	30.03%	69.97%	25.00%	75.00%
	2019		2020		2021		2022	
Operations - Field	Female %	Male %	Female %	Male %	Female %	Male %	Female %	Male %
Bands 2-4	50.69%	49.31%	53.22%	46.78%	54.61%	45.39%	57.95%	42.05%
Bands 5-7	43.41%	56.59%	44.57%	55.43%	46.37%	53.63%	47.49%	52.51%
Bands 8+	20.45%	79.55%	26.24%	73.76%	21.63%	78.37%	18.37%	81.63%
Ad hoc	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
					2021		2022	
Operations - 111 & EOC*	*Previously reported separately therefore comparable data is not provided for 2019 and 2020				Female %	Male %	Female %	Male %
Bands 2-4					73.48%	26.52%	79.21%	20.79%
Bands 5-7					69.66%	30.34%	72.70%	27.30%
Bands 8+					37.50%	62.50%	31.25%	68.75%
Ad hoc					0.00%	0.00%	0.00%	0.00%
	2019		2020		2021		2022	
Support Staff	Female %	Male %	Female %	Male %	Female %	Male %	Female %	Male %
Bands 2-4	53.85%	46.15%	72.29%	27.71%	75.11%	24.89%	73.00%	27.00%
Bands 5-7	39.52%	60.48%	33.60%	66.40%	33.54%	66.46%	43.32%	56.68%
Bands 8+	46.75%	53.25%	39.30%	60.70%	40.07%	59.93%	45.05%	54.95%
Ad hoc	31.25%	68.75%	27.43%	72.57%	30.03%	69.97%	26.32%	73.68%

- In our overall workforce, our female staff mainly work in roles in Bands 1 – 4 and there are slightly more females than males in Band 5-7.
- In comparison, within Operations – Field, the balance is shifted towards more males than females from Bands 5-7 and above. There are similar trends within the support staff population.
- There has been a 1% increase in the female population in Operations – Field at band 5-7 between 2021 and 2022. And a 3% increase at the same bands and time period in Operations – 111 & EOC.
- The Trust has experienced a reduction in female staff in Bands 8+ and Ad hoc staff group between 2021 and 2022.



Table 3: Staff composition by band and service between 2019 and 2022



3. Mean and median gender pay gap in hourly pay

	31st March 2019		31st March 2020		31st March 2021		31st March 2022	
Gender	Mean Hourly Rate	Median Hourly Rate	Mean Hourly Rate	Median Hourly Rate	Mean Hourly Rate	Median Hourly Rate	Mean Hourly Rate	Median Hourly Rate
Male	£14.52	£13.71	£15.78	£14.85	£17.22	£16.04	£18.10	£16.93
Female	£13.22	£11.96	£14.37	£13.17	£15.50	£14.26	£16.12	£15.09
Difference	£1.30	£1.75	£1.42	£1.68	£1.72	£1.78	£1.98	£1.84
Pay Gap %	8.95%	12.77%	8.99%	11.30%	9.98%	11.09%	10.92%	10.89%

Table 4: Mean and Median Gender pay gap between 2019 and 2022

Overall Mean v/s Median average hourly rate: 31st March 2022

Mean average hourly rate	
 £18.10	 £16.12
10.92% difference	
This means that women earned 89p for every £1 that men earnt when comparing mean hourly wages.	

Median average hourly rate	
 £16.93	 £15.09
10.89% difference	
This means that women earned 89p for every £1 that men earnt when comparing median hourly wages.	

- Table 4 shows that the Trust continues to see an annual increase in the mean hourly rate for both males and females, as well as a growth in the mean difference. This figure is impacted by colleagues with very high or very low salaries.
- There was a further decrease in the Median pay gap %. The median helps us to measure what level of roles are typically being undertaken by men in comparison to women in the organisation, and the data indicates a small but positive increase for a second consecutive year.
- Both sets of figures indicate that we continue to have a gender pay gap at the organisation.

4. Mean and median bonus gender pay gap

No bonus payment were made during the period between 1st April 2021 to 31st March 2022.

5. Proportion of males and females in each pay quartile

	31st March 2020				31st March 2021				31st March 2022			
	Female		Male		Female		Male		Female		Male	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
1- Lower pay quartile	595	59.20	410	40.80	695	62.90	410	37.10	706	65.07	379	34.93
2- Lower middle pay quartile	594	59.05	412	40.95	671	60.67	435	39.33	664	62.82	393	37.18
3 - Upper middle pay	510	50.70	496	49.30	541	48.92	565	51.08	532	47.80	581	52.20
4 - Upper pay	405	40.22	602	59.78	457	41.32	649	58.68	477	43.96	608	56.04

Table 5: Gender pay gap by quartile

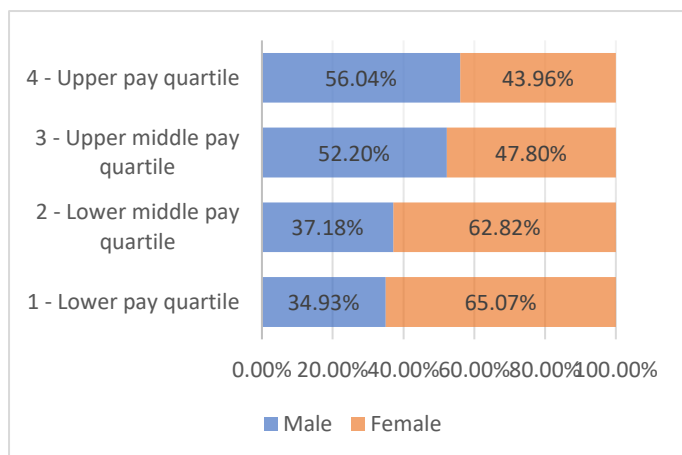


Chart 3: Gender pay gap by quartile

- The figures in Table 5 and Chart 3 show a ranking of our employees from the highest to the lowest paid, dividing this into equal quartiles and providing a percentage breakdown of the number of males and females in each of these.
- For the second year running, the biggest variance is within the lower pay quartile, where females are over represented by 30.14%. This has increased from 26% in 2021. This can be explained by the increase in Health advisors and EMA's (AFC Band 3). The call centres continue to provide more opportunity for part time and flexible working, which is still being more utilised by female colleagues.
- There was a 1% reduction in females in the Upper middle quartile compared to the previous year.
- The percentage of males in the upper pay quartile continues to represent 31% of all makes in workforce, in comparison to 19% in the organisation.

6. Further considerations

- The majority of our workforce remains in Band 2 -7, therefore this needs to be taken into consideration when looking at the figures in this report. The Gender pay audit quartiles do not align with specific bands. As such, due to our GPA methodology and our workforce make up, the upper quartile will also contain colleagues at band 6. This may make the data look more favourable.
- Where staff members have signed up to a salary sacrifice scheme such as childcare vouchers or Tusker cars, guidance advises that the remaining gross salary once these deductions are made is used to calculate their hourly rate. This may have a further impact the overall hourly rates which are then used to calculate the mean and median pay gaps.
- The gender pay calculations are based on hourly rate after a number of factors have been added or deducted to the employee's basic pay. The hourly rate can also be significantly impacted by location (addition of high cost area allowance),

team (addition of recruit and retain premia), and person's individual circumstances (minus Tusker and childcare schemes) so two colleagues of the same gender, pay band and pay point could potentially be at a different hourly rate due to their individual enhancements or deductions.

7. Conclusion

- There was a 0.94% increase in our mean Gender pay gap and 0.2% improvement in our median pay gap. There continues to be an over representation of women in lower pay bands. And we are experiencing a steady decrease in females at Bands 8 and above.
- Whilst we do not have an equal pay issue, due to being aligned to Agenda for change, gender pay gap remains at SECamb and work must continue to help reduce this.
- As per the NHS People Plan, the Trust has set themselves the target of having 50% female staff in band 7 and above roles by 2025/2026. Therefore, we need to more focused and targeted work to help us achieve this target.
- SECamb will continue working with the Gender Equality Network (GEN) to support staff in with career development and personal development opportunities and to advance gender equality across the organisation.
- The Trust must continue to support female colleagues in recruitment, career progression and flexible working to enable progression of women within the organisation to higher pay quartiles and to reduce barriers to female career progression.
- The Trust must continue to support female colleagues as they transition through life changes through robust policies, e.g. parental leave policy, menopause policy, etc.
- The Trust must improve the reporting that we do regarding the Gender pay gap to understand if there are any further adverse impacts when our female workforce also belong to other protected groups, such as race and sexual orientation.
- The Trust must offer career coaching and interview preparation with a specific focus on attaining leadership positions.

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