



Gender Pay Audit Report as at 31st March 2023



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 2023. 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 1.38% from previous year
- 2) There are still more males than females in all bands from Band 7 upwards, except for at Band 9
- 3) Our Mean Pay Gap decreased from 10.92% to 9.96%
- 4) Our Median Pay Gap decreased from 10.89% to 8.54%
- 5) There is an over-representation of females by 34.04% in lower pay quartiles



3. Overall staff composition as of 31st March 2023

Gender	%	Count of Gender
Female	56.20%	2530
Male	43.80%	1972
Total		4502

Table 1: Gender split by % and count

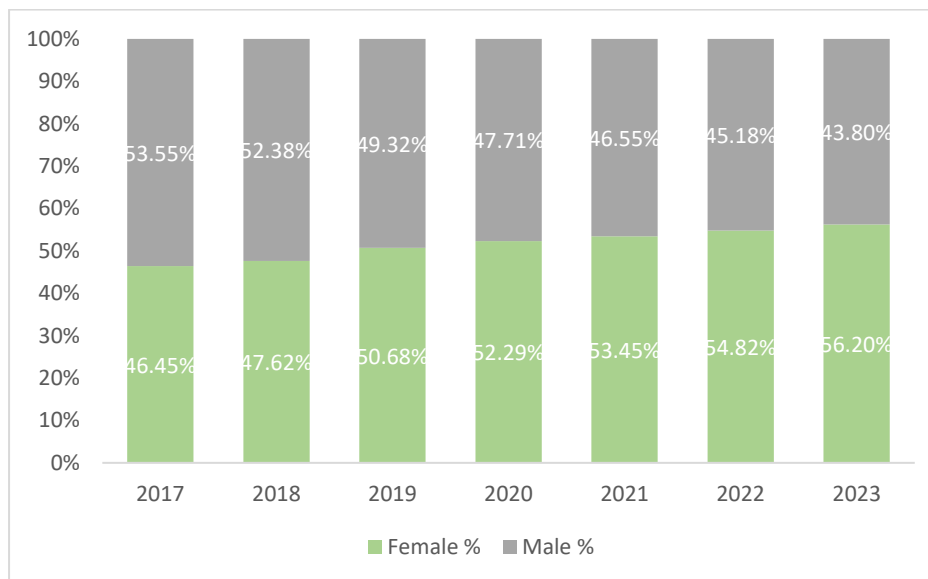


Chart 1: Changes to workforce composition between 2017 and 2023

- Our data for this submission period (as at 31st March 2023) shows that the Trust workforce consisted of 530 females (56.20%) and 1972 males (43.80%), which totalled 4502 employees.
- There was an increase of 107 employees between 31st March 2022 and 31st March 2023. During the same time period, there was a 1.38% increase in the female population and a 1.38% reduction in the male population.
- Our female population continues to grow year on year and we have seen a reduction in our male population for two consecutive years.

4. Staff gender composition by band as of 31st March 2023

Band	Female	Male	Grand Total
Band 2	32	18	50
Band 3	801	400	1201
Band 4	229	80	309
Band 5	633	507	1140
Band 6	553	512	1065
Band 7	213	344	557
Band 8 - Range A	41	56	97
Band 8 - Range B	10	20	30
Band 8 - Range C	8	10	18
Band 8 - Range D	3	11	14
Band 9	3	2	5
Ad Hoc Salary	4	12	16
Grand Total	2530	1972	4502

Table 2: Staff gender composition by numbers and band

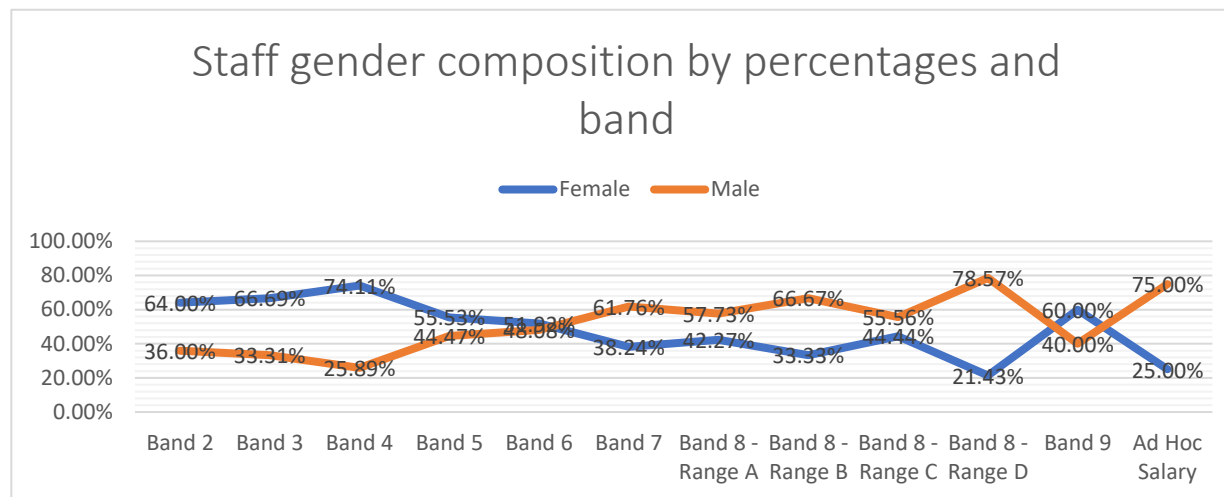


Chart 2: Staff gender composition by percentages and band

- 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. This is a continuous theme from previous years.
- 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), with the exception of Band 9, there are less females than males in all the bands. At Band 9, we now have three female staff. This is an improvement on last year's data.

	2019		2020		2021		2022		2023	
All Staff	Female %	Male %	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%	68.08%	31.92%
Bands 5-7	45.72%	54.28%	44.87%	55.13%	46.72%	53.28%	50.66%	49.34%	50.65%	49.35%
Bands 8+	33.82%	66.18%	35.83%	64.17%	36.75%	63.25%	35.26%	64.74%	39.63%	60.37%
Ad hoc	31.25%	68.75%	27.43%	72.57%	30.03%	69.97%	25.00%	75.00%	25.00%	75.00%
	2019		2020		2021		2022		2023	
Operations - Field	Female %	Male %	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%	58.34%	41.66%
Bands 5-7	43.41%	56.59%	44.57%	55.43%	46.37%	53.63%	47.49%	52.51%	50.49%	49.51%
Bands 8+	20.45%	79.55%	26.24%	73.76%	21.63%	78.37%	18.37%	81.63%	26.92%	73.08%
Ad hoc	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	2019		2020		2021		2022		2023	
Operations - 111 & EOC*	*Previously reported separately therefore comparable data is not provided for 2019 and 2020				Female %	Male %	Female %	Male %	Female %	Male %
Bands 2-4					73.48%	26.52%	79.21%	20.79%	78.93%	21.07%
Bands 5-7					69.66%	30.34%	72.70%	27.30%	72.75%	27.25%
Bands 8+					37.50%	62.50%	31.25%	68.75%	50.00%	50.00%
Ad hoc					0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	2019		2020		2021		2022		2023	
Support Staff	Female %	Male %	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%	72.50%	27.50%
Bands 5-7	39.52%	60.48%	33.60%	66.40%	33.54%	66.46%	43.32%	56.68%	35.73%	64.27%
Bands 8+	46.75%	53.25%	39.30%	60.70%	40.07%	59.93%	45.05%	54.95%	41.27%	58.73%
Ad hoc	31.25%	68.75%	27.43%	72.57%	30.03%	69.97%	26.32%	73.68%	25.00%	75.00%

- In our overall workforce, our female staff mainly work in roles in Bands 2 – 4 and there are slightly more females than males in Band 5-7.
- Operations Field trends:
 - There was a 3% increase in female staff in Bands 5-7 from 2022 to 2023
 - There was a 8.55% increase in female staff in Bands 8+ from 2022 to 2023
- Operations – 111 & EOC*:
 - There was an increase of 18.75% in the female staff in Bands 8+
- Support staff:
 - There are more male staff than female staff in Bands 5 – 8+ in the Support staff population.
 - There was a reduction of 7.59% in the female staff population in Bands 5-7 for support staff.



Table 3: Staff composition by band and service between 2019 and 2023



3. Mean and median gender pay gap in hourly pay

Gender	31st March 2019		31st March 2020		31st March 2021		31st March 2022		31st March 2023	
	Mean Hourly Rate	Median Hourly Rate	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	£19.13	£17.74
Female	£13.22	£11.96	£14.37	£13.17	£15.50	£14.26	£16.12	£15.09	£17.22	£16.23
Difference	£1.30	£1.75	£1.42	£1.68	£1.72	£1.78	£1.98	£1.84	£1.90	£1.52
Pay Gap %	8.95%	12.77%	8.99%	11.30%	9.98%	11.09%	10.92%	10.89%	9.96%	8.54%
Difference per £	£0.91	£0.87	£0.91	£0.89	£0.90	£0.89	£0.89	£0.89	£0.90	£0.91

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

Overall Mean v/s Median average hourly rate: 31st March 2023

Mean average hourly rate	
 £19.13	 £17.22
9.96% difference	
This means that women earned 90p for every £1 that men earnt when comparing mean hourly wages.	

Median average hourly rate	
 £17.74	 £16.23
8.54% difference	
This means that women earned 91p 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.

Mean Hourly Rate:

The mean pay gap is calculated by finding the average hourly rate for both genders. In this case, the mean pay gap suggests that, on average, males earn £1.90 more per hour than females. This represents a pay gap of 9.96%.

Median Hourly Rate:

The median pay gap is calculated based on the middle values of hourly rates. Here, the median pay gap indicates that the middle-earning male worker earns £1.52 more per hour than the middle-earning female worker. This represents a pay gap of 8.54%.

Mean vs. Median:

The mean is the average, while the median is the middle value. The fact that the mean pay gap is slightly higher than the median pay gap suggests that there might be some significant differences in the distribution of salaries, with a few high earners potentially influencing the mean.

Magnitude of the Gap:

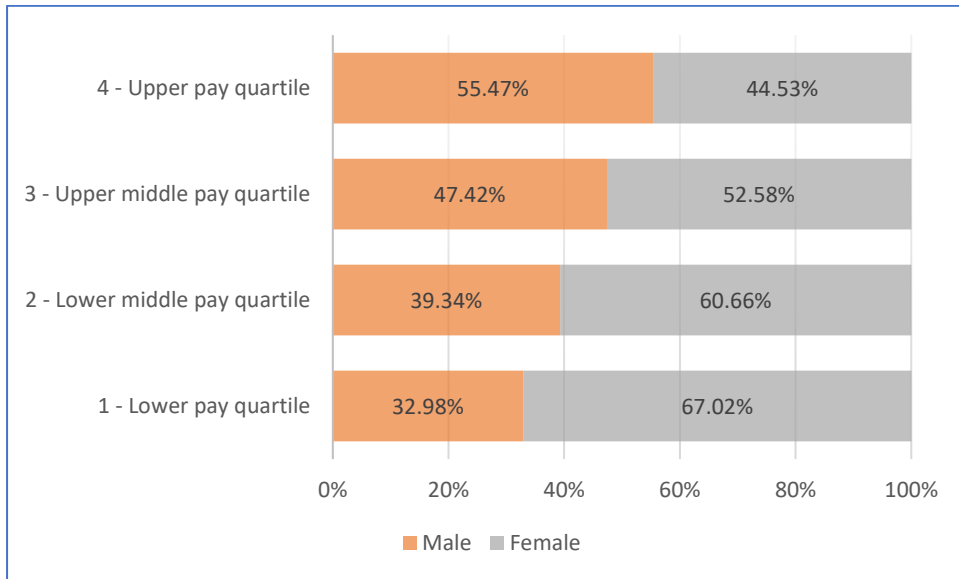
Both the mean and median differences in hourly rates between male and female workers are relatively small, but even small differences can have significant implications when applied to a large workforce over time.

4. Mean and median bonus gender pay gap

No bonus payment were made during the period between 1st April 2022 to 31st March 2023.

5. Proportion of males and females in each pay quartile

Table 5: 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 third year running, the biggest variance is within the lower pay quartile, where females are over represented by 34.04%. This is an increase of 3.9% from 2022. 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.
- The only pay quartile where there are more male colleagues than female colleagues is in the Upper pay quartile.

	31st March 2020				31st March 2021				31st March 2022				31st March 2023			
	Female		Male		Female		Male		Female		Male		Female		Male	
	Headcount	%	Headcount	%	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	754	67.02	371	32.98
2- Lower middle pay quartile	594	59.05	412	40.95	671	60.67	435	39.33	664	62.82	393	37.18	683	60.66	443	39.34
3 - Upper middle pay	510	50.70	496	49.30	541	48.92	565	51.08	532	47.80	581	52.20	592	52.58	534	47.42
4 - Upper pay	405	40.22	602	59.78	457	41.32	649	58.68	477	43.96	608	56.04	501	44.53	624	55.47

Chart 3: Gender pay gap by quartile

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% improvement in our mean Gender pay gap and 2.35% improvement in our median pay gap. There continues to be an over representation of women in lower pay bands.
- 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. These will be, but not limited to:
 - 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.
 - The Trust must offer mentorship opportunities to the female workforce to support with career aspirations
 - The Trust must assess whether job roles traditionally held by one gender are appropriately classified and banded. Adjust classifications and grades as necessary to reflect the true value of the work being done.
 - The Trust must examine the processes for promotions and career advancement to identify any biases. Ensure that opportunities for career progression are equitable and accessible to all employees.
 - The Trust must implement training programs for managers and decision-makers to raise awareness of unconscious biases and provide tools for fair decision-making in areas such as hiring, promotions, and salary negotiations.

Report prepared by: Carolanne L'etendrine, EDI Manager (Programme Lead)