

# Gender Pay Gap report 2018



# Our Gender Pay Gap Report

This report contains NHS Kernow's statutory disclosure on gender pay gap. All employers with 250 or more employees (NHS Kernow has around 270 employees) are now required to publish annually figures setting out the average pay gap between men and women as a mean (average hourly basis) and median (hourly pay average of the person 'in the middle'). The reporting also needs to include distribution by pay quartile i.e. the percentage of men and women within each pay quartile. The legislation also required disclosure on bonuses; however this does not apply within NHS Kernow as we do not pay a bonus.

## What is the Gender Pay Gap?

The gender pay gap is the difference between the hourly rate of pay of male employees and female employees (as set out in the regulations), expressed as a percentage of the hourly pay rate of the male employees. The gender pay gap is reported as an average on both a mean (average) and median (mid-point on a distribution) basis.

This should not be confused with Equal Pay (covered in the Equal Pay Act 1970) which prohibits less favourable treatment between men and women in relation to their terms and conditions of employment. Equal pay is about 'work of equal value' receiving equal pay. If an employer has a gender pay gap this does not necessarily mean there is an equal pay issue. Therefore a gender pay gap might show that there are less women in higher paid jobs, but not that they are being paid less for doing the same or equivalent roles as men.

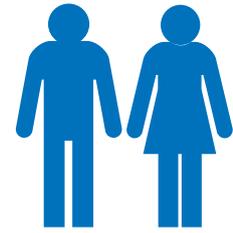
The gender pay gap is the difference between the gross hourly earnings for men and women across NHS Kernow.

The figures below reflect the Gender Pay Gap data for NHS Kernow as at 31 March 2018.

## The Gender Pay Gap figures

	Mean	Median
Gender pay gap	23.5%	10.8%
Bonus gender pay gap	N/A*	N/A*

NHS Kernow does not pay bonuses and therefore the percentage of males and females receiving a bonus payment is zero.



270

employees

23.5%

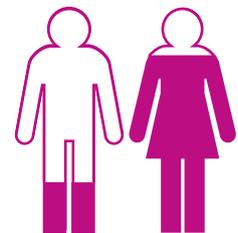
The **mean** average gender pay gap

10.8%

The **median** average gender pay gap

0%

No **bonuses** were paid



77%

of our workforce are female



The proportion of males and females in each quartile pay band:

Quartile	Female %	Male %
1	79.1	20.9
2	80.9	19.1
3	78.5	21.5
4	68.5	31.5

The quartiles are based on actual earnings, not by NHS Bands. Quartile one represents the lowest 25 per cent of earnings, whereas quartile four is the highest 25 per cent of earnings. The split between the number of men and women in each quartile is very similar other than in the highest quartile.

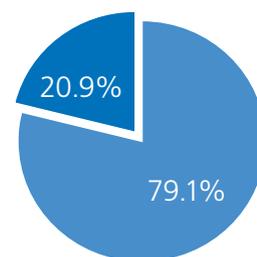
This data shows that whilst NHS Kernow employs more women than men (the workforce is around 77 per cent female), there are less women in the highest quartile of earnings.

## Action

This is the second time that NHS Kernow has undertaken the Gender Pay Gap report. A [Gender Pay Gap action plan](#) is in place and accompanies this report.

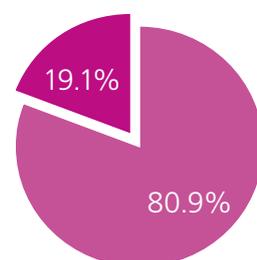
It is NHS Kernow's intention to undertake the Gender Pay Gap report again in May 2019; once the full set of data is available relating to the period to 31 March 2019. This will give NHS Kernow three years of data, upon which we can set additional actions to aim towards reducing the gender pay gap within our clinical commissioning group.

Analysis of the 2018 Gender Pay Gap shows a small number of roles disproportionately impact on the mean average gender pay gap. These roles are in the process of moving to contracts for services. NHS Kernow is aware that, with this change, the mean gender pay gap rate in 2019 is likely to be reduced.



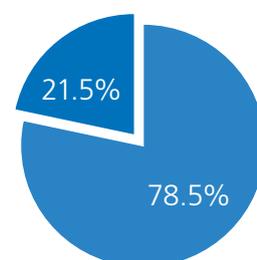
Quartile one

Male Female



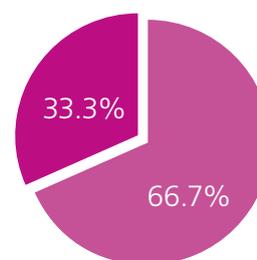
Quartile two

Male Female



Quartile three

Male Female



Quartile four

Male Female



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**Kernow**  
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