

Gender Pay Gap report 2019



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 2019.

The gender pay gap figures

	Mean %	Median %
Gender pay gap	18.3	13.4
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

18.3%

The **mean** average gender pay gap

13.4%

The **median** average gender pay gap

0%

No **bonuses** were paid



79%

of our workforce are female



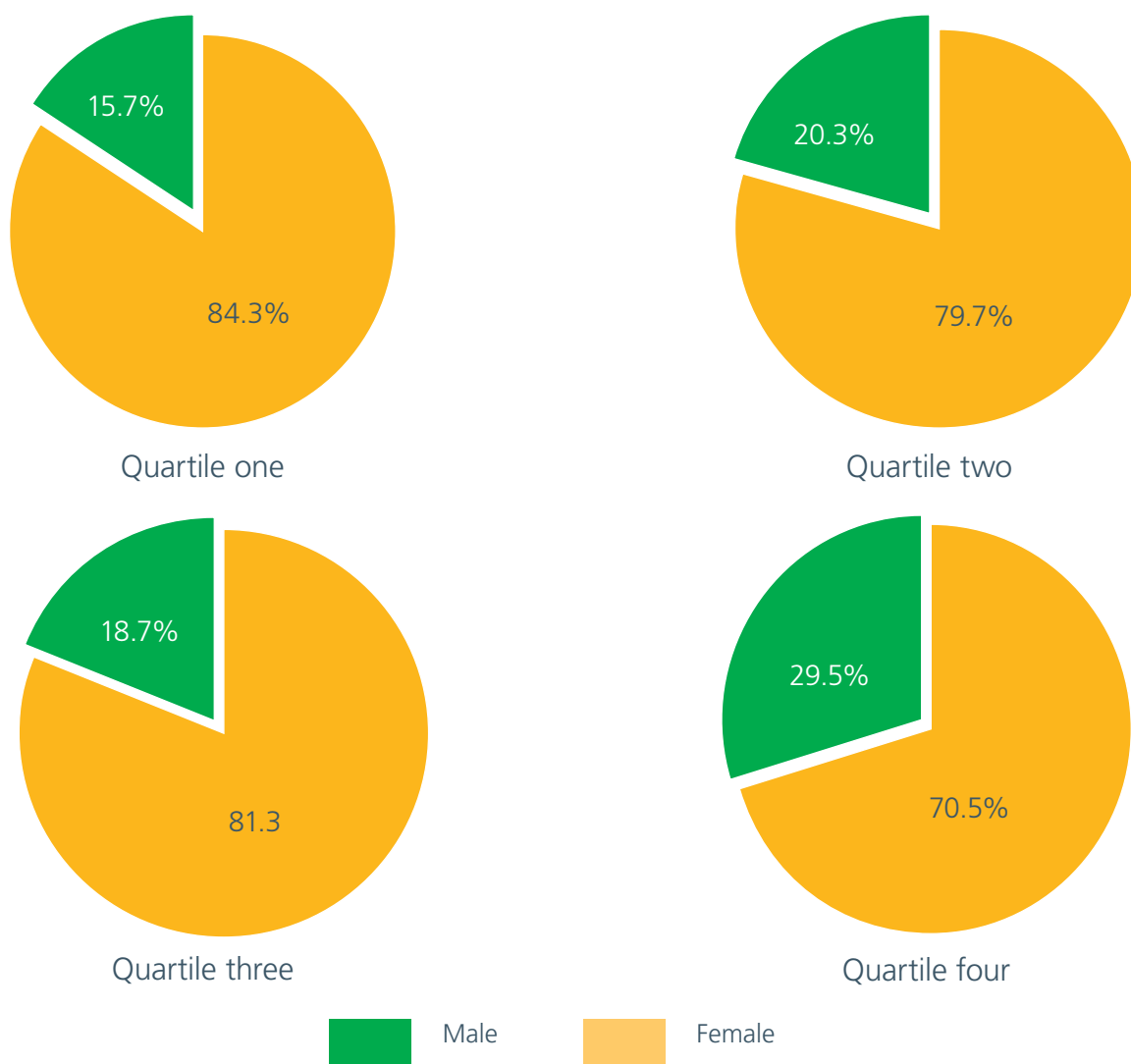
The proportion of males and females in each quartile pay band:

Quartile	Female %	Male %
1	84.3	15.7
2	79.7	20.3
3	81.3	18.7
4	70.5	29.5

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 similar other than in the highest quartile of earnings.

This data shows that whilst NHS Kernow employs more women than men (the workforce is around 79 per cent female), there are proportionately less women in the highest quartile of earnings.

This report reflects those colleagues 'in scope' according to the Government regulations and guidance. Only those employees on full pay are included and it is only 'ordinary pay' that is counted.



Action

This is the third time that NHS Kernow has undertaken the gender pay gap report. A [gender pay gap action plan](#) is in place and accompanies this report.

NHS Kernow undertook its gender pay gap report again in May 2019; earlier than is legally required. The aim was to give NHS Kernow three years of data, upon which we could set additional actions to aim towards reducing the gender pay gap within our clinical commissioning group.

Analysis of the 2019 gender pay gap shows the mean gender pay gap has slightly reduced in the last three years, whilst the median gender pay gap has slightly increased.

NHS Kernow's gender pay gap over the last three years:

Year	Mean %	Median %
2017	25.3	9.4
2018	23.5	10.8
2019	18.3	13.4

Analysis in 2018 showed a small number of roles disproportionately impact on the mean average gender pay gap. These roles moved to contracts for services. This may help to explain the reduction in the mean gender pay gap rate in 2019 compared to 2017 or 2018.

The data shows:

- There has been a slight decrease in the percentage of men employed in the highest quartile over the last three years.
- Women are more likely to take up flexible and part time working options (39 percent) compared to men (26 percent).
- NHS Kernow's gender pay gap in 2019 is affected by age, and colleagues working in clinical or non-clinical roles, as is the case in other English NHS organisations (Nuffield Trust '[The gender pay gap in the English NHS, May 2019](#)').
- NHS Kernow's gender pay gap is in line with the gender pay gap experienced at four of our neighbouring and comparator clinical commissioning groups in 2017 and 2018.

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