

Gender pay gap report 2022

Introduction

This report contains NHS Kernow Clinical Commissioning Group's (NHS Kernow) statutory disclosure on the gender pay gap. It includes figures as of 31 March 2022. All employers with 250 or more employees must annually publish figures setting out the average pay gap between men and women. 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.

On 1 July 2022, NHS Kernow will become NHS Cornwall and Isles of Scilly Integrated Care Board (ICB). There have been a number of appointments to roles for the ICB over the last year.

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. This is 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, or average, and median, or mid-point, basis. The legislation requires disclosure on bonuses. NHS Kernow does not pay bonuses and therefore the percentage of males and females receiving a bonus payment is zero.

The gender distribution by pay quartiles is based on actual earnings, not by NHS bands. Quartile 1 is the lowest 25% of earnings, whereas quartile 4 is the highest 25% of earnings.

The gender pay gap should not be confused with equal pay, which is covered in the Equal Pay Act 1970. The act 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. 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 figures

Gender pay gap 2022

The following data shows NHS Kernow's gender pay gap as of 31 March 2022. NHS Kernow had 297 employees, of which 20.2% were male. The following table shows the mean and median pay gap.

Year	Mean %	Median %
2022	16.4	5.0

The following table shows the gender distribution by pay quartile.

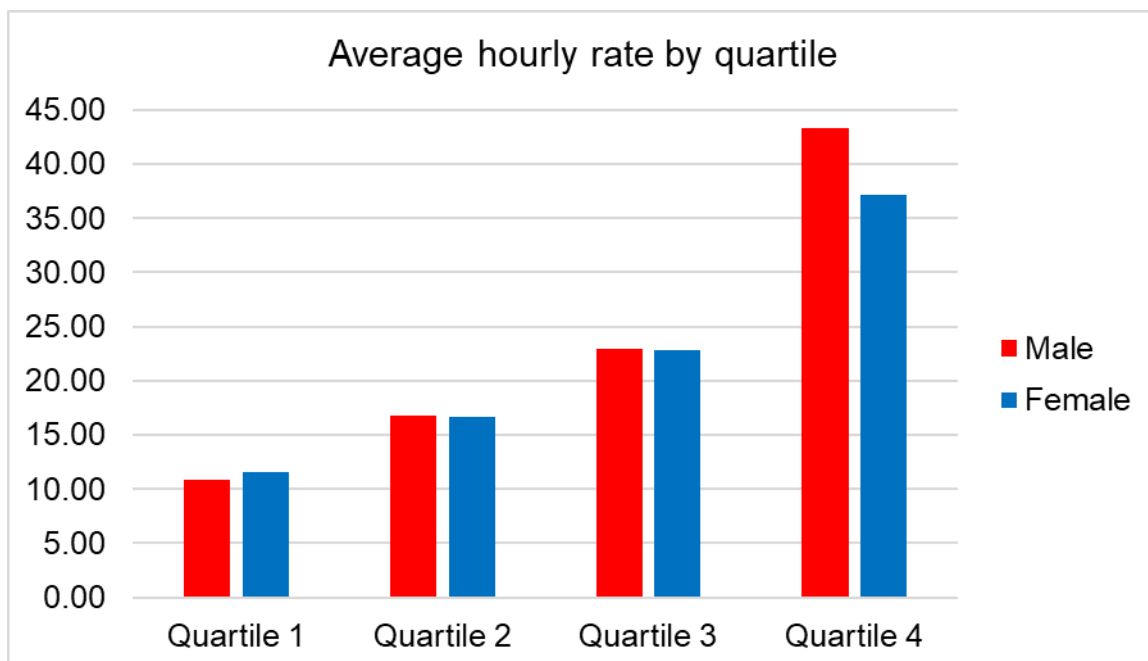
Quartile	Female %	Male %
1	85.3	14.7
2	81.1	18.9
3	78.4	21.6
4	74.3	25.7

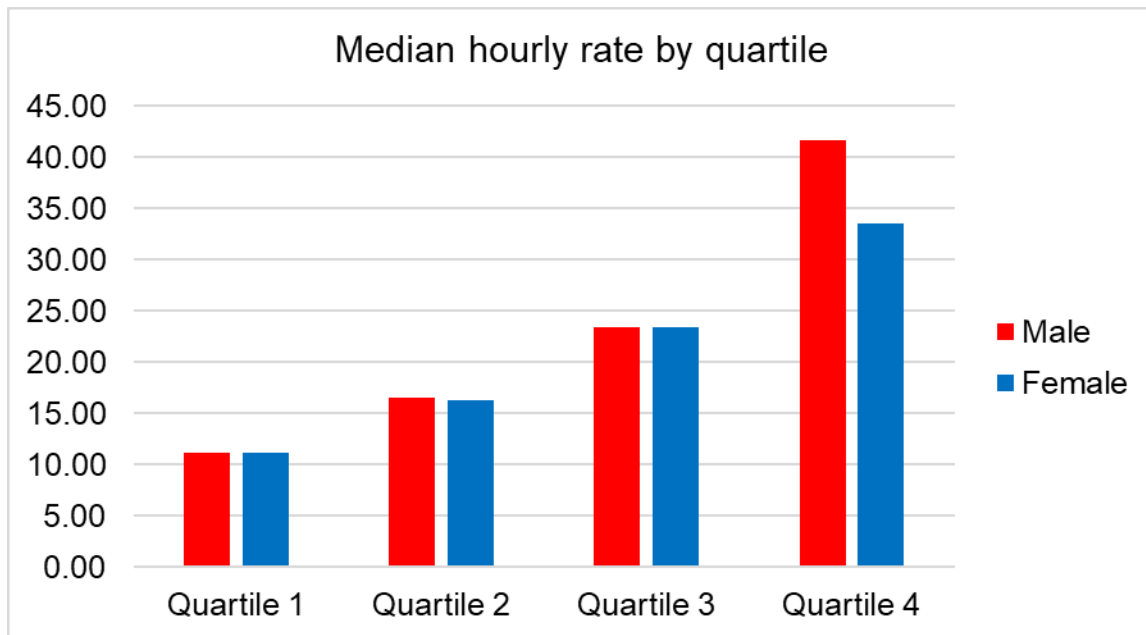
What the data tells us

The following table shows the gender pay gap at NHS Kernow since we started reporting the figures started in 2017. The table shows how NHS Kernow's gender pay gap has fluctuated over time.

Year	Mean %	Median %
2017	25.3	9.4
2018	23.5	10.8
2019	18.3	13.4
2020	11.5	9.7
2021	13.1	0.1
2022	16.4	5.0

The following charts show the range of pay values in each quartile. The pay values are comparatively broad within quartile 4. This is reflected in the average hourly rate and in the median hourly rate.





The effect of pay in quartile 4 appears to exaggerate the effect of the gender pay gap overall for the organisation.

There are some consistent themes in NHS Kernow's gender pay gap reports.

- The overall gender pay gap is consistently in favour of men.
- Small changes in numbers of men and women can make a large difference to the pay gap calculations.
- In quartile 1, the gender pay gap is in favour of women and this has been the case for the last 3 years of reporting.
- Proportionately, more men work in quartile 4, meaning there are more men working in the higher paid roles than the other 3 quartiles.
- The gender pay gap is largest in quartile 4 and this has been the case for the last 3 years of reporting.
- The gender pay gap is large for those working part time hours, though numbers of people working part time are relatively low. In 2022, 35% of women worked part time, compared to 22% of men.
- Conversely, the gender pay gap exists but is small for those working full time hours.
- The gender pay gap is larger for those who have been in their grade for less than 4 years, compared to those in their grade for over 4 years.

The following information was also noted on analysis.

- As might be expected, employees in clinical roles, and those aged over 40 years, are, on average, more highly paid.
- 35% of roles in quartile 4 have been appointed in the 12 months to March 2022.
- 27% of all new appointments were made to men.
- On average, men tend to have worked in the same grade for longer than women; the exception to this is the small number of men in clinical roles, where the average time in grade is significantly shorter.

- There has been a decrease in the percentage of men employed in the highest quartile, from 33% in 2017 to 22% in 2022.
- The data is not consistent over time when looking at the gender pay gap for age or clinical and non-clinical roles.
- It was not possible to review the data by other protected characteristics, due to small numbers.
- The number of different hourly pay rates to the nearest penny reduced from 94 in 2019, to 72 in 2020, to 57 in 2021, and 54 in 2022. The reduction in the number of different hourly pay rates reflects the change in the pay structure of Agenda for Change.

Summary

The gender pay gap at NHS Kernow has reduced overall since reporting started in 2017. However, there has been an increase in the gender pay gap in 2022 when compared to 2021. This may have been influenced by the number of appointments to new roles for the ICB over the last year.

Small numbers of employee changes can make a large difference to the gender pay gap. The gap is consistently most evident in quartile 4, where proportionately more men are employed.

The data shows that the following may help to continue to close the gender pay gap within NHS Kernow.

- Have proportionate numbers of men and women working through all the quartiles.
- Improve workplace flexibility and availability of part time roles for men and women.
- Undertake further analysis in order to develop a plan to attract more women into clinical leadership roles.

Gender pay gap action plan

On 1 July 2022, NHS Kernow will become NHS Cornwall and Isles of Scilly Integrated Care Board (ICB). The gender pay gap work that NHS Kernow has undertaken gives a good foundation for the ICB to build upon. This document therefore gives suggested gender pay gap related actions for the start of the ICB which shall be recommended as part of the transition arrangements.

- Complete an annual gender pay gap return.
- Adopt a gender pay gap action plan.
- Identify a board lead for the gender pay gap report and action plan.
- Review and monitor providers' gender pay gap reports.
- Benchmark the ICBs gender pay gap performance.
- Advertise equality related opportunities to colleagues.