

Gender Pay Gap report



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.

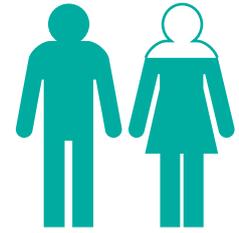
This should not be confused with Equal Pay (covered in the Equal Pay Act 1970) which prohibits less favourable treatment between men and women in relation to their terms and conditions of employment. Equal pay is about 'work of equal value' receiving equal pay. If an employer has a gender pay gap this 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 Gender Pay Gap figures

	Mean	Median
Gender pay gap	25.3%	9.4%
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.



25%

pay gap

25.3%

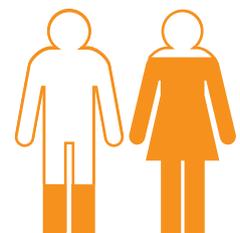
The mean average gender pay gap

9.4%

The median average gender pay gap

0%

No bonuses were paid



78%

of our workforce are female



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

Quartile	Female %	Male %
1	81.8	18.2
2	81.2	18.8
3	81.8	18.2
4	66.7	33.3

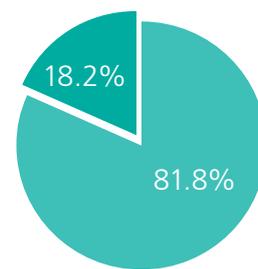
The quartiles are based on actual earnings, not by NHS Bands. Quartile one represents the lowest 25 per cent of earnings, whereas quartile four is the highest 25 per cent of earnings. The split between the number of men and women in each quartile is very similar other than in the highest quartile.

This data shows that whilst the CCG employs a lot more women than men (the workforce is around 78 per cent female) there are less women in the highest quartile of earnings.

Action

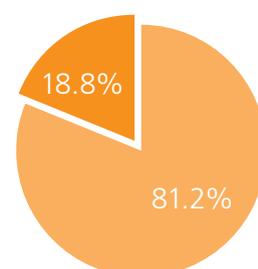
The first step to taking action to address gender pay gap is to understand this data further. This is the first time the CCG has reported data in this way and this visibility allows us to ask further questions. For example, if women are more likely to ask for flexible working arrangements such as part-time hours, one action we might take is to look at the extent of part-time working and the number of flexible working requests between men and women. There are opportunities to look at perceptions about what flexible working means, the benefits for individuals and the organisation.

The CCG can look at increasing conversations and awareness of care giving expectations between men and women and ensuring colleagues are aware of the support we provide to carers through policies such as shared parental leave. Of those not in work due to child care responsibilities (89 per cent are women), also caregiving career breaks are considered to be one of the drivers behind the gender pay gap¹. This represents a national perspective on the gender pay gap issues and there may be other reasons besides caring responsibilities. The CCG will need to spend time talking to colleagues about ideas and solutions as well as ensuring current policies and communication are really clear.



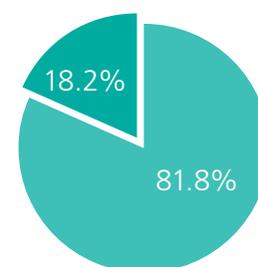
Quartile one

Male Female



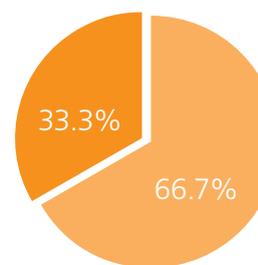
Quartile two

Male Female



Quartile three

Male Female



Quartile four

Male Female

1. www.peoplemanagement.co.uk/news/articles/gender-pay-gap-opportunity-positive-action



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