

# Gender pay gap report 2020 and 2021

## 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 2020 and 31 March 2021. All employers with 250 or more employees are required to 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.

## 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 reporting must include gender distribution by pay quartile. The legislation also 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 represents the lowest 25% of earnings, whereas quartile 4 represents 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 2020

The following data shows NHS Kernow's gender pay gap as of 31 March 2020. NHS Kernow had 250 employees, of which 18.4% were male. The following table shows the mean and median pay gap.

Year	Mean %	Median %
2020	11.5	9.7

The following table shows the gender distribution by pay quartile.

Quartile	Female %	Male %
1	87.3	12.7
2	80.9	19.1
3	79.0	21.0
4	79.0	21.0

## Gender pay gap 2021

The following data shows NHS Kernow's gender pay gap as of 31 March 2021. NHS Kernow had 264 employees, of which 18.6% were male. The following table shows the mean and median pay gap.

Year	Mean %	Median %
2021	13.1	0.1

The following table shows the gender distribution by pay quartile.

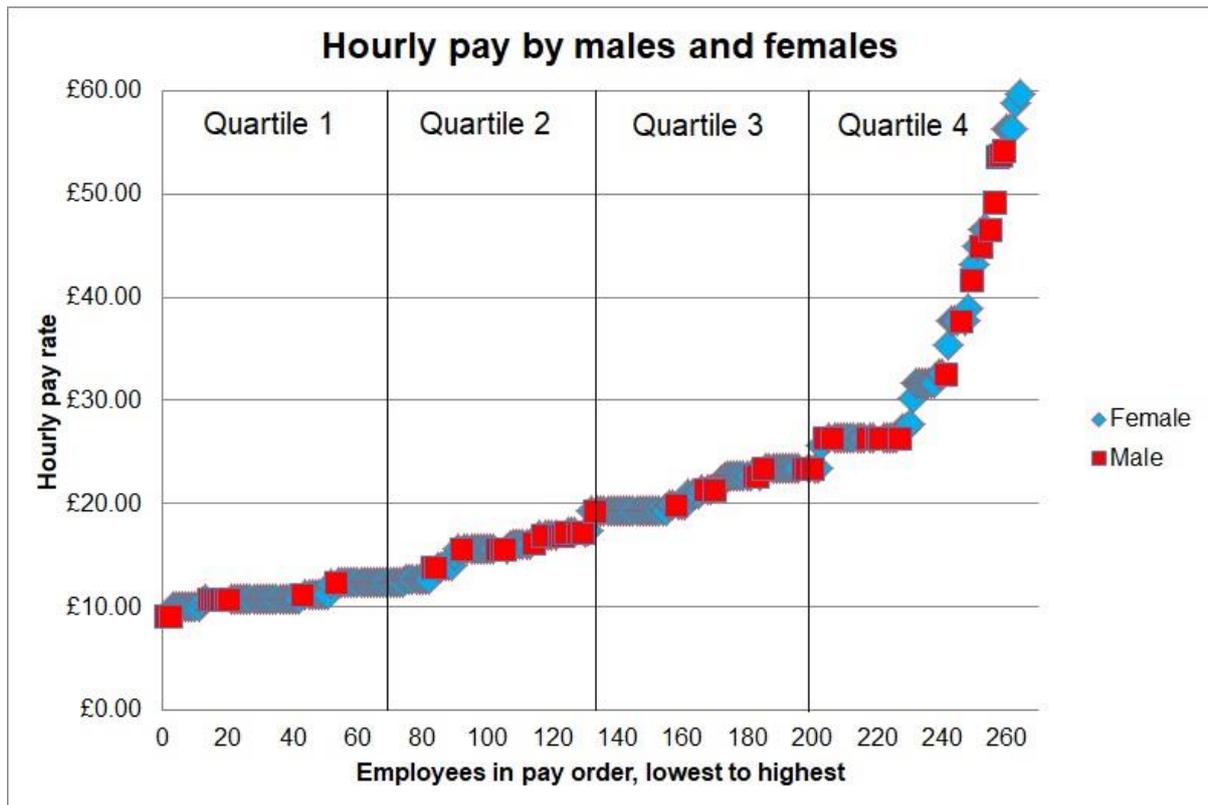
Quartile	Female %	Male %
1	83.3	16.7
2	80.3	19.7
3	86.4	13.6
4	75.8	24.2

## What the gender pay gap data tells us

The following table shows the gender pay gap at NHS Kernow since the figures started being reported 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

The following chart, based on data as of 31 March 2021, shows the range of pay values. The pay values are comparatively broad within quartile 4.



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

For this report, an analysis compared the gender pay gap data for NHS Kernow over the previous 3 years. It showed the following information:

- the overall gender pay gap is consistently in favour of men, though in March 2021 the median pay gap was negligible
- 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
- the gender pay gap is largest in quartile 4
- proportionately, more men work in quartile 4, meaning there are more men working in the higher paid roles than might be expected
- the gender pay gap is large for those working part time hours, though numbers of people working part time are relatively low
- conversely, the gender pay gap exists but is comparatively 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

Some additional information was noted on analysis.

- as might be expected, employees in clinical roles, those who have been in grade for 4 years or more, and those aged over 40 years, are, on average, more highly paid

- 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
- women are more likely to take up flexible and part time working options. In 2021, 35% of women worked part time, compared to 14% of men
- there has been a decrease in the percentage of men employed in the highest quartile, from 33% in 2017 to 24% in 2021
- 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
- due to the impact of COVID-19 on reporting timescales, it has not been possible to undertake an analysis against the gender pay gap experienced at 4 of our neighbouring and comparator clinical commissioning groups (CCGs)
- the number of different hourly pay rates to the nearest penny reduced from 94 in 2019, to 72 in 2020 and 57 in 2021

## Summary

The gender pay gap at NHS Kernow has reduced since reporting started in 2017. 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.

In 2021, the median pay gap has reduced to 0.1%. The median is a measure of the middle value. The number of different hourly pay rates has reduced over time, reflecting the change in the pay structure of Agenda for Change. The median pay gap reducing to 0.1% reflects the reduction in the range of hourly pay rates.

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

- having 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

This document demonstrates NHS Kernow's gender pay gap action plan in 2021 to 2022. This action plan should be read together with NHS Kernow's [gender pay gap report](#).

### Action 1: Complete and submit annual gender pay gap return

Return to be published on NHS Kernow website with accompanying information.

## **Expected outcome**

Report annually on specific measures regarding the gender pay gap calculation. Gender pay gap return to highlight any areas of weakness or areas for further progress, to inform the gender pay gap action plan. Compliance with national standards. Clear review and publishing timescale. Openness and transparency for employees and members of the public.

## **Progress**

Gender pay gap reports published annually. Gender pay gap reports are published on the NHS Kernow website and summary details are contained within NHS Kernow's [annual report](#).

## **Timescale**

30 March 2018 then annually.

## **Action 2: Adoption of the gender pay gap action plan**

NHS Kernow to monitor actions, compliance and update the action plan accordingly, to be published with the gender pay gap report.

## **Expected outcome**

To ensure that there is a consistent approach to working towards actions around the gender pay gap. Gender pay gap action plan informed by the gender pay gap report. Action plan to demonstrate actions taken and progress. Compliance with national standards. Clear review and publishing timescale. Openness and transparency for employees and members of the public.

## **Progress**

This action plan accompanies the gender pay gap report on the NHS Kernow website and demonstrates the actions being undertaken by NHS Kernow regarding gender pay gap calculations.

## **Timescale**

30 March 2019 then annually.

## **Action 3: Identification of a board lead for the gender pay gap**

### **Expected outcome**

Strategic opportunity to demonstrate their commitment to diversity and to leverage its potential to improve care.

### **Progress**

Board lead for equality and diversity confirmed as Nicola Kelly, governing body lay member for patient and public involvement.

### **Timescale**

30 March 2019.

## **Action 4: Equality analysis of the workforce and leadership**

Analyse the workforce and organisational leadership profiles, compared with our population.

### **Expected outcome**

To ensure that the organisation is broadly representative of the local population and there is no unintended discrimination.

### **Progress**

Undertaken through equality information, dated May 2021. No issues found in equality information published.

### **Timescale**

Annually.

## **Action 5: Benchmark NHS Kernow's gender pay gap performance**

Review NHS Kernow's gender pay gap against other CCGs performance.

### **Expected outcome**

To ensure that our figures and feedback is broadly in line with other similar CCGs across the country, or to highlight where additional action needs to take place as a result.

### **Progress**

CCG data sourced from [gov.uk website](https://www.gov.uk). 10 comparator CCGs, as determined by NHS RightCare data, plus a neighbouring CCGs data, was reviewed. Not all CCGs report against the gender pay gap. Due to the impact of COVID-19 on reporting timescales, it has not been possible to undertake an updated analysis, nor to compare NHS Kernow's gender pay gap to the national average gender pay gap.

The last available data to enable a meaningful comparison was available in 2018. This showed that NHS Kernow's 2018 mean gender pay gap was broadly in line with the other CCGs used in the comparison, and its median gender pay gap was lower.

## **Timescale**

May 2019 and ongoing.

## **Action 6: Analysis of providers gender pay gap reports**

Review providers gender pay gap reports on receipt, with comments returned to the provider.

### **Expected outcome**

Acting as a responsible commissioner. Ensuring providers gender pay gap returns are scrutinised and challenged as appropriate.

### **Progress**

Short pro-forma developed to ensure NHS Kernow is reviewing and providing feedback in a consistent way.

Main provider data sourced from [gov.uk website](https://www.gov.uk) to enable a comparison to previous years.

Due to the impact of COVID-19 on reporting timescales, it has not been possible to undertake an updated analysis against the gender pay gap experienced by our main providers.

## **Timescale**

Ongoing, typically once yearly per provider.

## **Action 7: NHS national staff survey to be reviewed in relation to the gender pay gap indicators**

Key findings from the NHS national staff survey to be reviewed in relation to the key gender pay gap indicators.

### **Expected outcome**

To ensure that our figures and feedback is broadly in line with other CCGs across the country, or to highlight where additional action needs to take place as a result.

### **Progress**

Results of NHS national staff survey, conducted in September 2020 and received March 2021. The NHS national staff survey supplies a breakdown of measures for men and women.

The survey demonstrates some differing experiences for men and women across the range of measures.

Broadly speaking, women reported more positively against the questions under the your managers section. This was a change from the surveys undertaken in 2018 and 2019. Women also reported more positively against the questions under the your health, wellbeing and safety at work section.

Men and women reported similar feedback to the question: my organisation acts fairly regarding career progression.

Men were more satisfied than women with the opportunities for flexible working patterns and the response to this question has improved since 2018. We aim to continue to raise awareness of the shared parental leave, paternity leave and flexible working offers by disseminating clear guidance during 2021.

### **Timescale**

May 2019 and ongoing.

## **Action 8: Embed gender pay gap considerations in recruitment and promotion overhaul action plan**

### **Expected outcome**

To review organisational and system targets, interview processes, positive action opportunities, impact assessment processes, training, resources, guides and tools to improve recruitment and promotion practices.

### **Progress**

The initial recruitment and promotion overhaul action plan was submitted to the Cornwall and Isles of Scilly system people board and NHS England in June 2021. This plan outlines areas that the integrated care partners will work on collaboratively. The results of the gender pay gap will contribute to the formulation of actions taken by the partners regarding recruitment and promotion.

### **Timescale**

June 2021 onwards.

## **Action 9: Review NHS Kernow's gender pay gap against national trends**

### **Expected outcome**

To understand whether NHS Kernow's gender pay gap is broadly in line with national trends, or to highlight where additional action needs to take place as a result.

### **Progress**

[The gender pay gap in the English NHS: Analysis of some of the underlying causes](#) paper by the Nuffield Trust, published May 2019, outlines some gender pay gap trends seen across the NHS. The [Government equalities office reducing the gender pay gap and improving gender equality in organisations: Evidence-based actions for employers report](#) was also reviewed when writing this paper.

NHS Kernow's gender pay gap was checked against national trends, where data was available.

- The trend the gender pay gap within the highest pay bands is in favour of men. These bands have a disproportionately high number of men is true for NHS Kernow.
- We have been unable to compare an updated mean or median gender pay gap figure due to reporting issues arising from the impact of COVID-19.
- Some of the data is not consistent when looking at the gender pay gap for age over the last 3 years.
- There is a high gender pay gap at NHS Kernow for clinical colleagues, though small numbers may skew this data.
- We were unable to review by ethnicity due to low numbers of black, Asian and minority ethnic colleagues at NHS Kernow.

### **Timescale**

Ongoing.

## **Action 10: Contributing to a working environment where female colleagues feel supported**

### **Expected outcome**

There is an established link between the onset of menopause and women leaving the workforce, which contributes to the gender pay gap. Well supported colleagues are less likely to leave the organisation.

### **Progress**

To support women in particular, a menopause support group was established in October 2019. This consists of a monthly meeting, open to anyone with an interest in the menopause. The meeting provides information and informal support, raises awareness, highlights symptoms, and contributes to normalising the conversation about menopause in the workplace.

### **Timescale**

October 2019 onwards.