

<b>Report To:</b>	Governing Body Meetings in Common
<b>Report Title:</b>	Coventry and Rugby CCG - Gender Pay Gap Report
<b>Report From:</b>	Anita Wilson, Associate Director of Governance and Corporate Affairs
<b>Date:</b>	20 November 2019
<b>Previously Considered by:</b>	Clinical Quality Governance Committee

**Action Required** (*delete as appropriate*)

<b>Decision:</b>	✓	<b>Assurance:</b>		<b>Information:</b>		<b>Confidential</b>	
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**Purpose of the Report:**

This report provides the Gender Pay information for NHS Coventry and Rugby Clinical Commissioning Group for the year ending 31 March 2019 for Governing Body approval.

**Key Points:**

The report fulfils NHS Coventry and Rugby Clinical Commissioning Groups Gender Pay Gap reporting obligations under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 for the year ending 31 March 2019.

NHS Coventry and Rugby Clinical Commissioning Group has an employee base that is predominantly female; 78% of the employees of the CCG as at 31 March 2019 were female.

Males are on average paid £18.27 more than the females. The median difference in value would be less at £13.56. The average pay gap in hourly rate is therefore 46.33% (median 44.89%).

The gender pay gap is caused by their being a greater number of females than males in the lower Agenda for Change bands rather than their being a lack of female employees in senior bands.

It is important to note that Gender Pay Gap reporting is different from equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

The CCG must act fairly, and within the law, and act where possible to reduce the gender pay gap. The steps the CCG will take in an effort to reduce the gender pay gap are outlined in the report.

**Recommendation:**

The Governing Body is asked to;

- **APPROVE** the report for publication.

Implications						
<b>Objective(s) / Plans supported by this report:</b>	Compliance with the CCGs legal and contractual responsibilities.					
<b>Conflicts of Interest:</b>	None identified					
<b>Financial:</b>	<b>Non-Recurrent Expenditure:</b>	Not applicable				
	<b>Recurrent Expenditure:</b>	Not applicable				
	<b>Is this expenditure included within the CCG's Financial Plan? (Delete as appropriate)</b>	<b>Yes</b>		<b>No</b>		<b>N/A</b>
<b>Performance:</b>	Not applicable					
<b>Quality and Safety:</b>	Not applicable					
<b>Equality and Diversity:</b>	<b>General Statement:</b> The CCG is committed to fulfil its obligations under the Equality Act 2010, and to ensure services commissioned by the CCG are non-discriminatory on the grounds of any protected characteristics. Policies/decisions may need to be adjusted in line with any equality analysis or due regard. Any decision that is finalised without being influenced by appropriate due regard could be deemed unlawful.					
	<b>Has an equality impact assessment been undertaken? (Delete as appropriate)</b>	<b>Yes (attached)</b>		<b>No</b>		<b>N/A</b>
<b>Patient and Public Engagement:</b>	Not applicable					
<b>Clinical Engagement:</b>	Not applicable					
<b>Risk and Assurance:</b>	Failure to publish a gender pay gap report for organisations with over 250 employees is in breach of the Equality Act 2010 (gender pay gap information) Regulations 2017.					

# Gender Pay Gap Report – NHS Coventry and Rugby Clinical Commissioning Group

## Introduction

This summary report sets out the Gender Pay information for NHS Coventry and Rugby Clinical Commissioning Group for the year ending 31 March 2019.

All Public Sector organisations within the United Kingdom with more than 250 employees have been required since April 2017 to publish details of their gender pay gap annually. This organisation is therefore required by law to carry out Gender Pay Reporting in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation. The data is taken from the existing employee records held in ESR.

The six specific measures are:

- mean gender pay gap
- median gender pay gap
- mean bonus gender pay gap
- median bonus gender pay gap
- proportion of males and females receiving a bonus payment
- proportion of males and females in each pay quartile

NHS Coventry and Rugby Clinical Commissioning Group must publish the results on our own website and a government website ([www.gov.uk/genderpaygap](http://www.gov.uk/genderpaygap)) before 31 March 2020.

The calculations make use of two types of averages, a mean average and a median average. Using these two different types of average is helpful to give a more balanced overview of an employer's overall gender pay gap. We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

## Findings

Table 1 below summarises both the average and median salaries of the workforce in employment on the 31 March 2019.

Gender	Avg. Hourly Rate	Median Hourly Rate
Male	39.4459	30.2189
Female	21.1724	16.6547

Table 1

According to these figures, males are on average paid £18.27 more than the females. The median difference in value would be less at £13.56. The average pay gap in hourly rate is therefore 46.33% (median 44.89%).

The proportion of the males and females in each quartile is outlined in table 2 below:

Quartile	Female %	Male %
1	85.48	14.52

	<b>2</b>	89.23	10.77
	<b>3</b>	85.07	14.93
	<b>4</b>	52.31	47.69

Table 2

NHS Coventry and Rugby Clinical Commissioning Group does not pay bonuses and therefore has no data to report in this regard.

NHS Coventry and Rugby Clinical Commissioning Group has an employee base that is predominantly female. 78% of the employees of the CCG as at 31 March 2019 were female.

Table 3 shows the number of people in each pay group.

	<b>Males</b>	<b>Females</b>	<b>Total</b>
<b>Band 2</b>	1	0	1
<b>Band 3</b>	4	40	44
<b>Band 4</b>	5	20	25
<b>Band 5</b>	3	33	36
<b>Band 6</b>	2	20	22
<b>Band 7</b>	6	19	25
<b>Band 8a</b>	3	24	27
<b>Band 8b</b>	4	15	19
<b>Band 8c</b>	2	4	6
<b>Band 8d</b>	0	3	3
<b>Band 9</b>	3	1	4
<b>Non AFC</b>	24	22	46
<b>Total</b>	57	201	258

Table 3

This table demonstrates that there are a greater number of females in the lower Agenda for Change bands. As at 31 March 2019 the CCG had only 5 male employees in bands 2 or 3. It is as a result of this, rather than a lack of female employees in senior bands, that the organisation has a Gender Pay Gap.

It is important to note that Gender Pay Gap reporting is different from equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

As an NHS organisation the CCG's pay bands are determined by Agenda for Change. Through this, and the job matching methodology involved, roles of equal value receive equal remuneration.

There is an even spread of female employees across the AfC bands within the CCG which means the median female salary is, effectively, the median salary of the CCG. However, there is not an even spread of male employees which means the median male salary is higher than the median CCG salary.

### **Next Steps**

The CCG must act fairly, and within the law, and act where possible to reduce the gender pay gap.

The CCG will:

1. Check for any gender bias in its recruitment information and appointment processes and look to remedy this as relevant to promote a workforce representative of the population we serve;
2. Check for any gender bias in the uptake of its training offers and other development processes and look to remedy this as relevant;
3. Monitor the application of other policies and procedures, such as flexible working;
4. Check for any indicators from staff surveys and or exit interviews that might increase the understanding of the situation.

**Statement by Chief Officer**

I can confirm that the published information is accurate.

*Add signature and DATE*

**Adrian Stokes**  
**Chief Officer**

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