
Gender Pay Gap Report

Snap Shot Period: 5th April 2020

Version: 1

Background

The Gender Pay Gap shows the difference between the average earnings of men and women, which is used for a tool for assessing levels of equality in the workplace. The gender Pay Gap looks at those individuals whom are defined as an 'employee'. An 'employee' for these reporting purposes is defined under section 83 of the Equality Act 2010 is anyone whom is employed under a contract of employment, a contract of apprenticeship or a contract personally to do work.

This is the fourth year that Nottingham CityCare Partnership has carried out a snap shot data exercise, with a commitment that work is undertaken to narrow any gaps that may be identified as part of this analysis work.

The Equality and Human Rights Commission defines the difference between equal pay and the gender pay gap as follows:

- **Equal Pay** means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010.
- **Gender Pay Gap** is a measure of the difference between men's and women's average earnings across an organisation or the labour market. It is expressed as a percentage of men's earnings.

Salaries at Nottingham CityCare Partnership continued to be determined through the national Agenda for Change Job Evaluation Scheme. Job Evaluation evaluates the job and not the post holder it makes no reference to gender or any other personal characteristics of existing or potential job holders on focuses on the skills, experience and knowledge to perform the role.

The data is presented in two ways as follows:


- **The Mean Gender Pay Gap** which is the difference between the average male and female hourly rate of pay (including enhancements but excluding overtime).
- **The Median Gender Pay Gap** which is the difference between the median of male and female hourly rates

As at the 31 March 2020, the organisation had 1,118 employees, the organisation is predominately female, making up 89.2% of the workforce.

The data below represents the gender pay gap snapshot data for Nottingham CityCare Partnership as at 5th April 2020. This information is updated annually and published publically on our corporate website.

Written Statement:

I confirm that Nottingham CityCare Partnership is committed to the principle of gender pay equality and has prepared its 2020 gender pay gap results in line with mandatory requirements.


Signed:
Louise Bainbridge

Position: Chief Executive Officer
Dated: August 2021

Data & Narrative

Gender Pay Gap

Overall Gender Pay Gap Full & Part Time Employees

	Median Hourly Pay (Full Time)	Median Hourly Pay (Part Time)	Mean Hourly Pay (Full Time)	Mean Hourly Pay (Part Time)
Male	£15.44	£13.81	£15.63	£16.87
Female	£15.44	£15.44	£15.77	£15.75
Pay Gap %	0%	-11%	-1%	7%

Comparison to Previous Years Gender Pay Gap (Year on Year Trend)

	2019	2020	Difference
Gender Pay Gap Full Time (Median)	-17%	0%	-0.17%
Gender Pay Gap Full Time (Mean)	-8%	-1%	-0.07%

	2019	2020	Difference
Gender Pay Gap Part Time (Median)	-18%	-11%	-0.07%
Gender Pay Gap Part Time (Mean)	5%	7%	-0.02%

CityCare have had a 3.62% reduction in the organisations workforce establishment since the previous report was published.

Traditionally women are the main carers for any dependants and this contributes to a higher proportion of women working part time, which attract a lower salary as fewer hours are being worked and as a result the gender pay gap widens.

Gender Pay Gap calculations are expressed as a percentage in relation to the male salary. All values recorded as a negative (-) indicate that the Gender Pay Gap is in favour of the female workforce.

The mean hourly rate is the average hourly wage across the entire organisation and is a measure of the difference between women's mean hourly wage and men's mean hourly wage.

The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle; so the median gender pay gap is the difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man).

CityCare's pay gap remains considerably lower than the national figure, which is currently 7.4%. This is due to the higher proportion of women employed across the health service in general and the high proportion of those in professional roles compared to the national picture. The Office for National Statistics (ONS) reported in 2020 that in some industries there is a noticeable gender pay gap but there has been a gradual improvement over recent years. The previously reported national gender pay gap in 2019 was 9.0% so the gap is reducing year on year.

Bonuses Paid

Overall Difference in Mean & Median Bonus Pay between Male & Female Employees

In 2018 there was a change to the remit of what should be deemed as 'bonuses' for the purpose of Gender Pay Reporting and clarity was provided on this aspect and confirmed that any Long Service Awards / Retirement Awards needed to be included in the calculations for Gender Pay Reporting purposes. For the 2020 snap shot period CityCare awarded 20 employees with their Long Service / Retirement Award all of whom were female.

Proportion of Male & Female Employees Who were paid a Bonus

Gender	%
Male:	0%
Female	2%

Quartile Pay Bands

Proportion of Male & female Employees Employed in Quartile Pay bands for Overall Pay range shown as a percentage

All Staff By Salary Band		
Pay Band	Female	Male
2	81%	19%
3	89%	11%
4	90%	10%
5	93%	7%
6	89%	11%
7	91%	9%
8	80%	20%
9	100%	0%
Non Agenda for Change/ Very Senior Manager Scales	78%	22%



Quartile	Female % 2019	Male % 2019
1. Lower	90%	10%
2. Lower Middle	82%	18%
3. Upper Middle	100%	0%
4. Upper	67%	33%

Quartile	Female % 2020	Male % 2020
1. Lower	88%	12%
2. Lower Middle	91%	9%
3. Upper Middle	75%	25%
4. Upper	50%	50%

This calculation requires an employer to show the proportions of male and female employees in four quartile pay bands. All employees are placed into the cumulative order according to their pay which is undertaken by dividing the workforce into four equal parts.

The table above demonstrates that compared within quartiles males are most highly constituted within quartile 4 at 50%.

The above information compares % within the individual quartiles.



Action

CityCare continues to recognise the need to do more to increase the number of males into the nursing workforce in particular. We will seek to address this through a number of approaches, which are being discussed internally and through our staff network groups along with our approach to recruitment and retention which will be incorporated into the organisations people strategy.

Part of our current workforce strategy is to establish links with schools and further education establishments to promote the healthcare workforce as a career of choice with a particular emphasis on attracting and encouraging males into the predominately female roles. Similarly as we come out of the Covid Pandemic the team will also be exploring increasing apprenticeship opportunities within healthcare.

The organisation has a robust recruitment process that has equality and diversity embedded into its core and we will continue to recruit in a non-gender biased manner to ensure that adverts and applicants are recruited in a fair, open and transparent way. CityCare already operate an anonymised application process to help ensure fairness and at least one member of the recruitment panel is required to have received formal interview training, either internally or externally.

Our Equality, Diversity & Inclusion (EDI) Team have been examining data to explore progression rates, better understand the drivers of the pay gap and using analysis of new starter data to ensure salary decisions on appointment meet our equality and diversity standards. The use of Equality Impact Assessment are utilised to monitor and review recruitment, retention and promotional policies and practices to ensure that any barriers are identified.

We recognise that in order to retain the valuable skilled workforce we need to consider the needs of each individual whether that be taking in to account caring responsibilities or childcare responsibilities CityCare continues to develop flexible working opportunities and facilitate a change in mind set of how flexible working requests are considered as we recognise that this is an integral element of our workforces health and wellbeing along with a valuable retention element.

Our Learning & Development Team continue to complete an annual Training Needs Analysis which focuses on career development opportunities for all which also contributes to any gap that may be present. We promote training and development for all and actively promote participation in our Management Leadership programme which the team will recommence from October 2021. Gender equality is an integral part of our development activity.

CityCare will continue to aim to maintain equal gender representation at board level and senior manager level and over the last 12 months that has continued to improve.

CityCare are committed to continue to take action to address any gaps and make sure policies and processes are fair consistent and equitable.



As an annual action we continue to share the Gender Pay Gap data with the CityCare's Equality, Diversity & Inclusion Group, which will consider any further actions.

The publication of gender pay gap statistics helps to understand the nature of the challenge and is instrumental in developing our strategies going forward to address these factors.