

Gender Pay Gap Report: Snapshot of Data 31 March 2023

1. Executive Summary

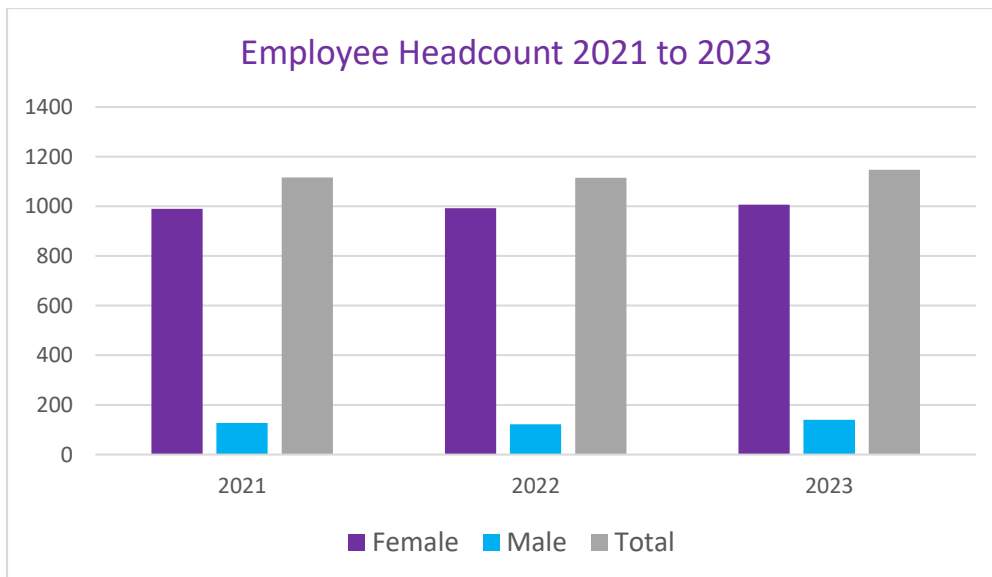
- 1.1** This report confirms the content of the gender pay report which CityCare are obliged to publish on 31 March 2024. All organisations with more than 250 employees are mandated to report annually on gender pay and provide actions to reduce inequality and improve retention of employees. All calculations are made relating to the pay period in which the snapshot day falls; for this report, the snapshot pay period including 31 March 2023. This information is published on the Government and CityCare websites.
- 1.2** The gender pay gap report differs from equal pay as it is concerned with the differences in the average (mean or median) pay between men and women over a period of time who carry out the same or similar jobs.
- 1.3** The organisation has a predominantly female workforce, on 31 March 2023 there were **1147 employees comprising 87.7% women.**
- 1.4** There has been an increase in the number of men and women employed in the organisation with **14 more women and 18 more men employed.**
- 1.5** The largest number of **men are employed in the lower and upper pay quartiles.** There is equal or less difference between men and women across the quartiles than the previous year, with the most significant difference in the upper middle quartile where there are more male employees.
- 1.6** The **mean (average) and median (mid-point) gender pay gap** within CityCare shows there is 3% increase in the mean and 2% increase in the median pay gap compared to the previous year. Overall mean and median gender pay gap on hourly rates of pay reveals that women are paid on average 7% (mean) and 2% (median) less per hour than men across the organisation. Nationally, for Health and Social Care the mean pay gap is 8.3% and median 9.1% showing CityCare has a 1.3% less mean pay gap and 7.1% less median pay gap than nationally.
- 1.7** **Bonuses** are awarded for long service and retirement, with 2 men (2%) having received a bonus for the first time this year and 41 (4%) women receiving a bonus. Previously only women had received the awards.
- 1.8** **Actions** have been undertaken to address the pay gap during the reporting period and intelligence from this report will be used to benchmark our progress against peers, share best practice and challenge ourselves to reduce our gender pay gap further.

2. Gender Pay Gap Results

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. A result of 0% shows there is no gender pay gap. For the purpose of this report, where appropriate figures have been rounded to the nearest whole number.

2.1 Employee Headcount

	2021	2022	2023	Difference from last year
Female	990	993	1007	14
Male	127	122	140	18
Total	1117	1115	1147	32



The table above shows the historical comparison from 2021 to 2023. Compared to 2022, there are 32 more employees in total, of which 18 are male and 14 are female.

2.2 Mean and Median Hourly Rates of Pay

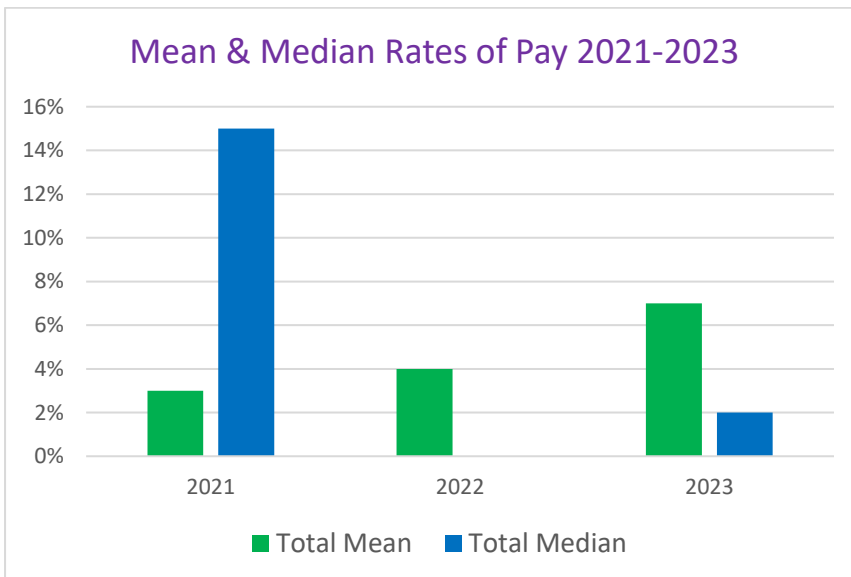
The **mean pay gap** is the difference between the average hourly pay of men and the average hourly pay of women. The **median pay gap** is the difference between the mid points in the ranges of hourly earnings of men and women.

The table below shows CityCare's overall mean and median gender pay gap on hourly rates of pay. This reveals that women are paid on average 7% (mean) and 2% (median) less per hour than men across the organisation. Nationally, for Health and Social Care the mean pay gap is 8.3% and median 9.1% showing CityCare has a 1.3% less mean pay gap and 7.1% less median pay gap.

	Mean	Median
Total	7%	2%

The table below shows the mean and median gender pay gap over the last 3 years. There is 3% increase in the mean and 2% in the median pay gap compared to the previous year. This is due to a 5% increase in male staff within the upper middle quartile. In 2022 there was no median gender pay gap.

	2021	2022	2023
Total Mean	3%	4%	7%
Total Median	15%	0%	2%



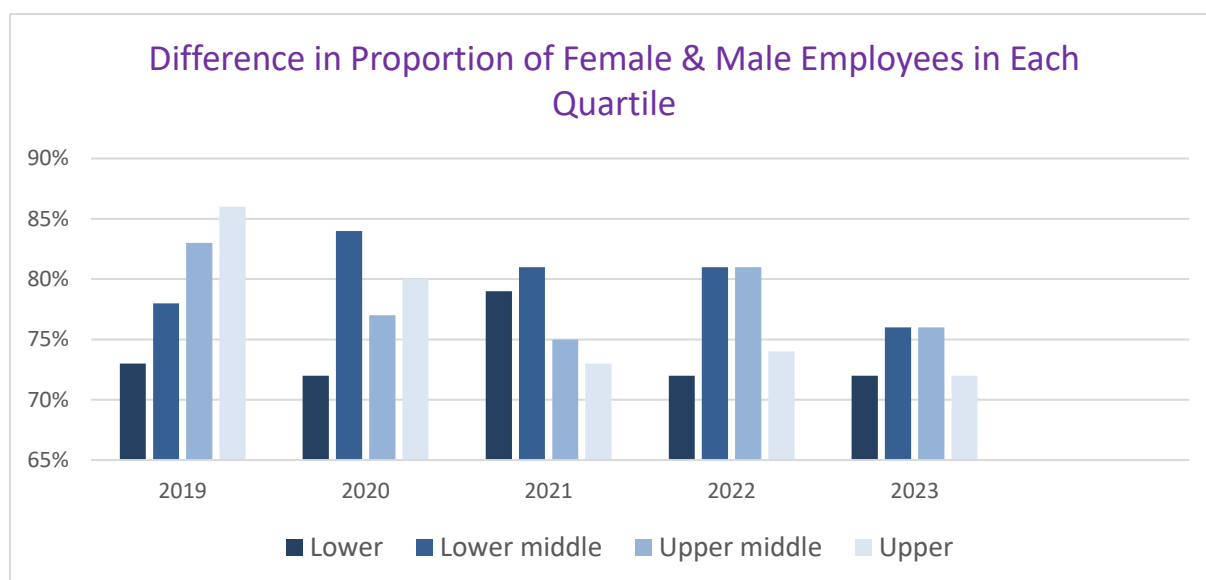
2.3 Male and Female Employees in Each Pay Quartile

The table below shows there are significantly more female employees across the organisation and within each quartile in 2023. The highest proportion of females are in the lower middle quartile and the highest proportion of males are in the lower and upper quartiles.

Quartile	Female %	Male %
Lower	86%	14%
Lower middle	90%	10%
Upper middle	88%	12%
Upper	86%	14%

The table below shows in 2023 there is equal or less difference between pay for men and women pay across the quartiles from previous years, with the most significant difference being in the upper middle quartile. This shows more male employees are in the upper middle quartile compared to last year and the highest proportion of female employees are within the lower middle quartile.

		2019	2020	2021	2022	2023
Difference in proportion of female and male employees in each quartile	Lower	73%	72%	79%	72%	72%
	Lower middle	78%	84%	81%	81%	80%
	Upper middle	83%	77%	75%	81%	76%
	Upper	86%	80%	73%	74%	72%

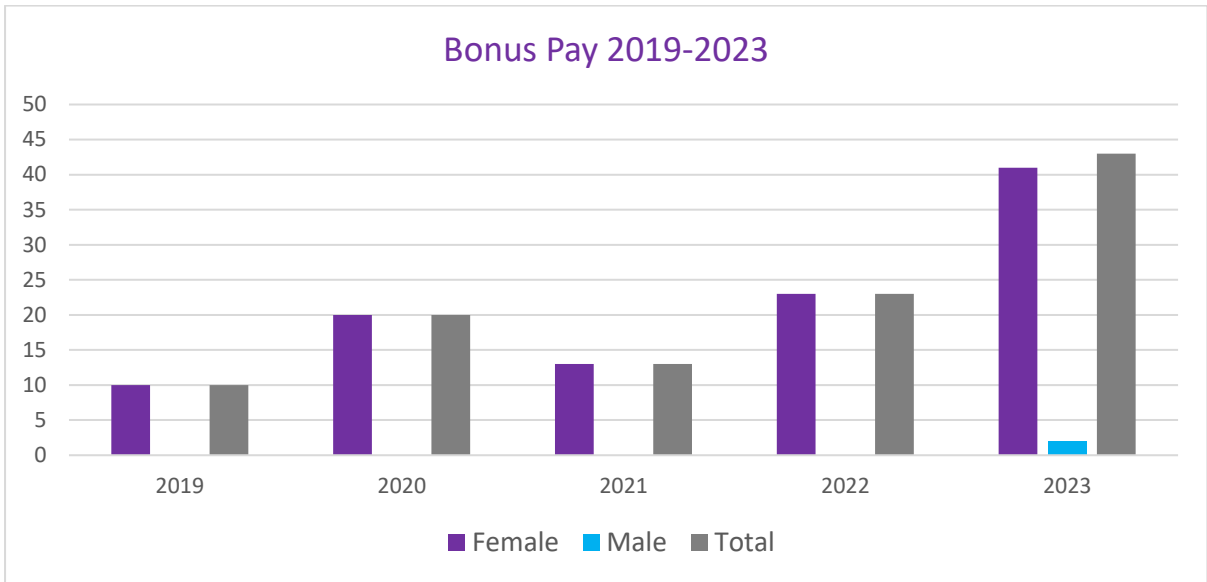


2.4 Bonus Pay

For the purpose of calculating the gender pay gap, the term “**bonus**” includes any long service and/or retirement award.

The number of male and female employees receiving a long service award / retirement award for the past 5 years can be found in the table below. It is worthy of note that from the introduction of the bonus calculation in 2018, no male employees had received either a long service or retirement award until this reporting period. In 2023, 2% of male employees and 4% of female employees received a bonus which is a significant increase from the previous years.

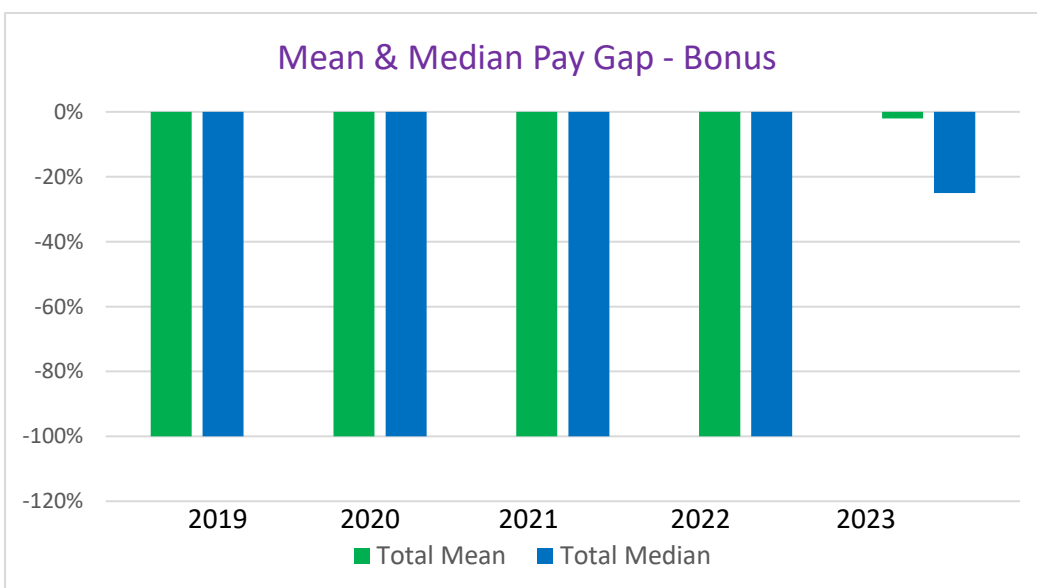
	2019	2020	2021	2022	2023
Female	10	20	13	23	41
Male	0	0	0	0	2
Total	10	20	13	23	43



The table below shows CityCare’s overall mean and median gender pay gap on bonuses which include long service and retirement awards. Calculations are expressed as a percentage in relation to the male bonus with all values recorded as a negative (-) indicate the female bonus.

Within years 2019-2022 the mean and median were -100% as only female employees had received a bonus, and these were of the same value. In 2023, male staff also received a bonuses which were of different values. Female employees received on average 2% more bonus and 25% more on the mid-point than male employees.

	2019	2020	2021	2022	2023
Total Mean	-100%	-100%	-100%	-100%	-2%
Total Median	-100%	-100%	-100%	-100%	-25%



3. Actions

- 3.1 The intelligence from this report will be used to benchmark our progress against peers, share best practice and challenge ourselves to reduce our gender pay gap further. Actions support attracting more male employees to the organisation and developing our female employees to support their progression.
- 3.2 CityCare have begun a Reverse Mentoring Programme for Senior Managers and employees from diverse backgrounds along with a Leadership Development Programme. This will support female employees to progress in the organisation as currently the highest number are in the lower middle quartile. A proportionate number of male and female staff have participated in these initiatives to date.
- 3.3 Our inclusive recruitment guide has been reviewed and refreshed with the addition of positive actions for under-represented groups, review of adverts, job descriptions and person specifications and increasing diversity within interview panels. This will support in attracting male candidates.
- 3.4 CityCare has links to schools and further education to promote healthcare and holds recruitment events. Male employees are in attendance at the events to encourage more males into the organisation.
- 3.5 We are also increasing our apprenticeship offer which will support female employees to develop and progress within the organisation and attract men into the organisation.
- 3.6 Our promotional materials include the diversity of staff including videos of employees from under-represented groups and male employees.
- 3.7 CityCare has an established Menopause Network which is producing a menopause policy and working towards becoming a Menopause Friendly organisation, this will support retaining female employees. We are currently scoping interest to develop a Men's Network.
- 3.8 Our annual staff survey data on equality questions is analysed by protected characteristic groups, themes are identified by gender and supporting action plans developed.
- 3.9 CityCare continues to promote occupations and challenge gender stereotyped job roles and occupations through diverse imagery and statements relating to gender and under-represented groups.
- 3.10 We continue to review intersectionality, for example review race/disability and gender and how these impacts on progression and length of service.

4. Written Statement

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

Signed:



Position: Chief Executive Officer

Dated: 29/02/24