

Gender Pay Gap Report

South East London (SEL) Clinical Commissioning Group

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1. Introduction

All organisations within the United Kingdom with more than 250 employees have been required since April 2017 to publish details of their gender pay gap. The specific requirements of the Equality Act 2010 Act (Gender Pay Gap Regulations) 2017 are to publish information for the six specific measures detailed in this report.

The CCG was established on 1 April 2020 from 6 predecessor organisations:

Bromley CCG, Bexley CCG, Greenwich CCG, Lewisham CCG, Southwark CCG and Lambeth CCG.

Employees work from bases across the 6 London Boroughs. Like other NHS staff, employees based in Inner and Outer London receive supplements to reflect the higher costs of living in those areas.

As at the 31 March 2021, the organisation had 509 substantive employees. The organisation is predominately female, with female employees making up 72% of the workforce.

2. Remuneration Policy

96.4% of the CCGs employees are on NHS Agenda for Change (AfC) pay grades ranging from Band 3 to Band 9.

The AfC job evaluation system allocates posts, in accordance with responsibility to set pay bands. The 2018 framework agreement on the reform of Agenda for Change introduced provisions to move to a new pay system with faster progression to the top of pay bands through fewer pay step points.

The new pay progression system will be underpinned by local appraisal policies that deliver the mandatory annual appraisal process. It is intended to ensure that within each pay band, staff have the appropriate knowledge and skills they need to carry out their roles, allowing them to make the greatest possible contribution to patient care.

The framework for the remuneration of senior managers and directors is set by the Department of Health and Social Care through the Very Senior Managers (VSM) pay framework for arm's length bodies. 3% of the CCGs employees are engaged as VSM's with a further 0.6% of employees on Medical pay scales. Employees are governed by HM Treasury's pay remit and are subject to current public sector pay rules and pay restraint

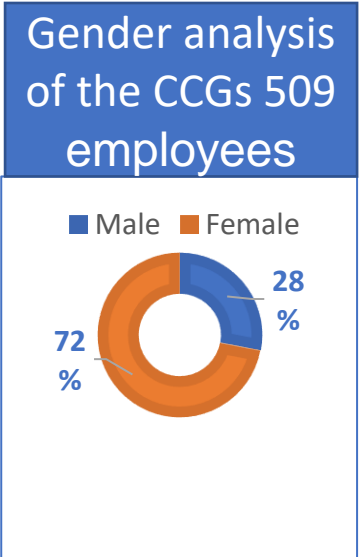
3. Gender Pay Gap

Based on the Government’s methodology, the CCG has a **mean gender pay gap of 16%**. This is calculated as the percentage difference between the average hourly salary for men and the average hourly salary for women.

The **median gender pay gap of 12.4%**. This is calculated as the percentage difference between the mid-point hourly salary for men and the mid-point hourly salary for women.

The **mean relative pay calculation** shows that for every **£1 a female is paid, a male is paid £1.16**. The **median relative pay** figures shows that for every **£1 a female is paid, a male is paid £1.12**.

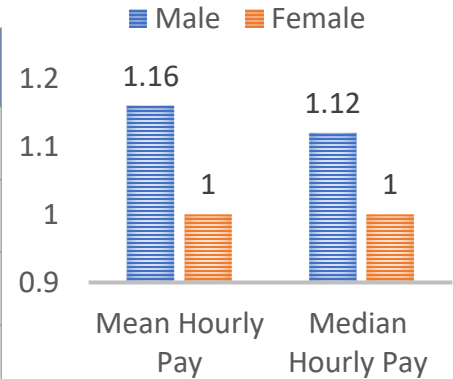
This is not the same as saying women and men are being paid differently for doing the same job (which would be an equal pay issue).



Average and Median Hourly Gender Pay Gaps

| Gender | Avg. Hourly Rate | Median Hourly Rate |
|------------|------------------|--------------------|
| Male | 35.06 | 30.71 |
| Female | 29.43 | 26.92 |
| Difference | 5.63 | 3.79 |
| Pay Gap % | 16.05 | 12.35 |

RELATIVE PAY

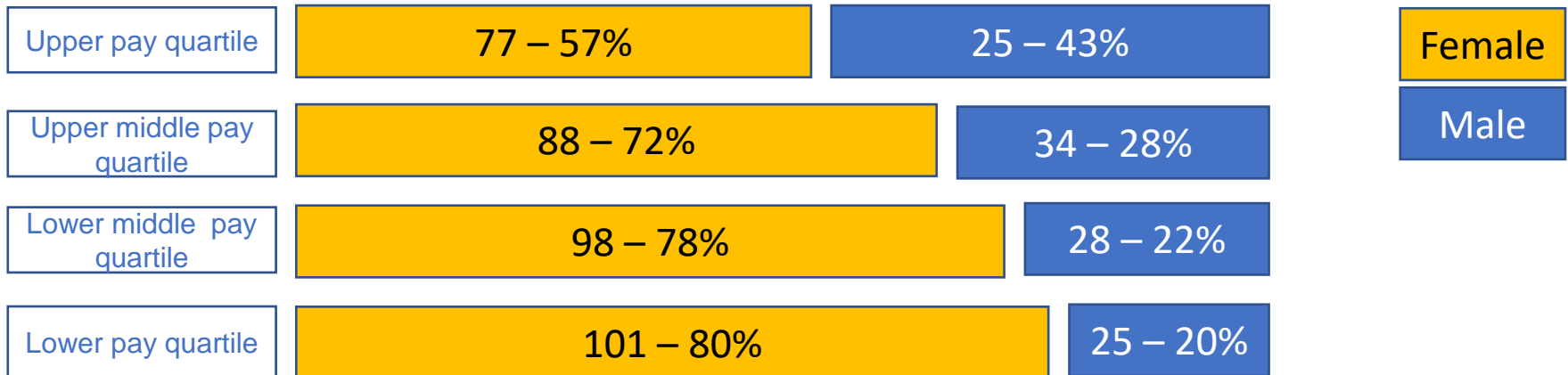


4. What is our bonus gender pay gap?

The CCG **does not have a bonus gender pay gap**. The CCG has not paid bonuses to its employees, even though this is an option, for senior managers and directors in the terms and conditions of the Executive and Senior Managers pay arrangements. There is no scope for bonus payments within the Agenda for Change terms and conditions.

5. What proportion of males and females are in each pay quartile?

Pay quartiles: The Gender Pay Gap report takes all employees and sorts them by hourly pay. This list is then split into 4 equal quartiles. The gender split of each quartile is analysed to produce the data below.



Population comparison: 51% of the population of England are female, and females make up at least 57% of each of the CCGs pay quartile.

Explaining the pay gap: Female representation is strong across all pay quartiles. Male representation is highest in the upper pay quartile and lowest in the lower middle and lower pay quartiles. This demonstrates that a significant driver for the pay gap is a consequence of having **a lower proportion of men in the 3 lowest quartiles, thus produces a higher average hourly pay amount.**

6. Addressing the Gender Pay Gap

Progress for the last report:

This is the first report for the CCG. The data will be used for progress comparison in 2021/22.

Equality Committee:

This group has the lead role in identifying and supporting initiatives to improve the CCGs position with regard to gender pay. The group comprises representatives from staff networks, senior management, HR and OD and EDI specialists. There are also lay members and a member from Health Watch. The group has been established to drive improvements across the CCG to achieve gender (and the other 8 protected characteristics under the Equality Act 2010) pay equality.

The group will achieve its aims by:

- Involvement and consultation on the CCGs plans, strategies, policies and guidance;
- Acting as a channel for communication with senior management on gender issues;
- Assisting in the coordination of events and activities which celebrate gender diversity at the CCG;
- Supporting and feeding into the implementation of the Equality, Diversity & Inclusion Strategy and action plans;

Recruitment and Remuneration:

We use data to explore progression rates, better understand the drivers of the pay gap, and to develop our pay strategy using analysis of new starter data to ensure salary decisions on appointment, meet our equality and diversity standards.

The Equality Committee will consider the results of an audit to look specifically at it's recruitment procedures in order to validate the fairness of its processes as part of it's commitment to Equality, Diversity and Inclusion.

The CCG will give consideration to using the "Routes into the NHS" (Appendix A) to address low representation of male colleague sin the lower quartiles as part of the ICS Workforce Supply planning work stream. This would enable the CCG to consider a focus on local and lower income applicants as part of the Public Sector Equality Duty.

Staff Representation:

The CCG actively monitors the staff representation level compared to the South East London population demographics. The Equality Committee then considers any proportional positive action to take to address any under-representation.

Mentoring and Coaching:

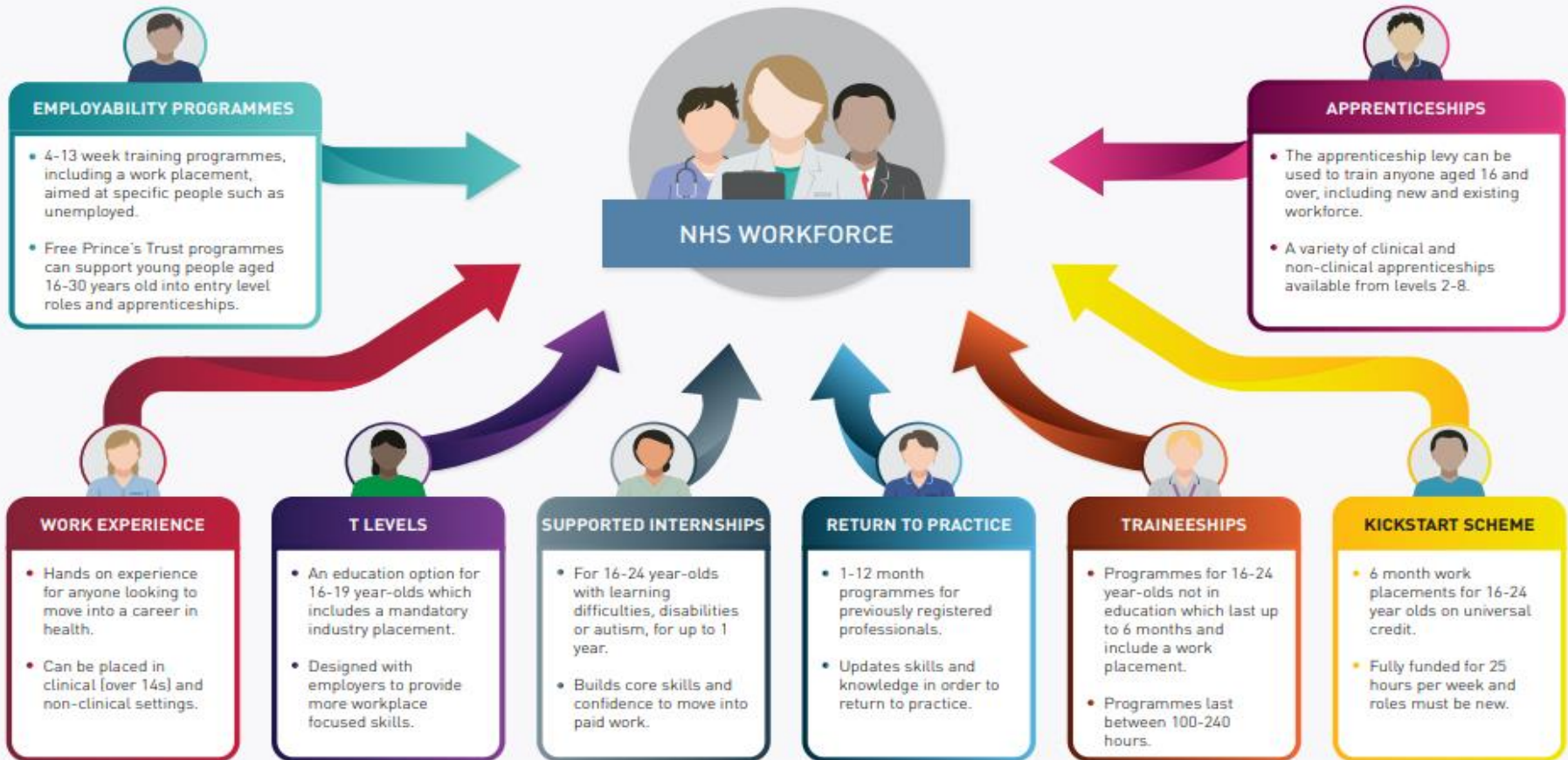
Two phases of mentoring have been rolled out at the CCG with a balanced gender focus for mentors and mentees.

Overall, 10 female and 13 male mentors and 10 female and 2 male mentees. This initiative is ongoing.

A professional coaching pilot, initially for 21 female and 2 male staff offers three one-to-one confidential sessions with an independent coach. These session focus on boosting resilience, confidence and personal insights.

ROUTES INTO THE NHS

Routes to support your traditional talent pipelines and workforce supply. Many of the routes can work together or be a step to another one.



FURTHER INFORMATION

- www.nhsemployers.org/apprenticeships
- www.nhsemployers.org/princestrust

- www.nhsemployers.org/tlevels
- www.nhsemployers.org/yourcommunity

- www.nhsemployers.org/jcp
- www.nhsemployers.org/routes-in

| Question | Answer |
|--|---|
| What is the Gender Pay Gap report? | This report is required under the equality Act 2010 for any company with more than 250 employees. |
| When is the data taken? | The snapshot date is the 31 March each year |
| What does the report look at? | The report looks at mean and median hourly pay and the make up of employees by gender across four equal pay quartiles. |
| What are the mean and median hourly pay rates? | <p>The mean figure is calculated by adding together all the male/female full-pay relevant employees' hourly rates of pay and dividing it by the number of male/female full-pay relevant employees.</p> <p>The median figure is calculated by identifying the middle hourly rate of pay for both male and female full-pay relevant employees</p> |
| How are the four quartiles of staff representation calculated? | The entire staff list is sorted by hourly pay and then divided into 4 equal quartiles. The staff representation by gender is then analysed for each quartile. |
| Are men and women paid different rates in the NHS? | The NHS pay scale is the same regardless of gender. The gender pay gap is often reflective of the gender split of the highest and lowest paid staff. |