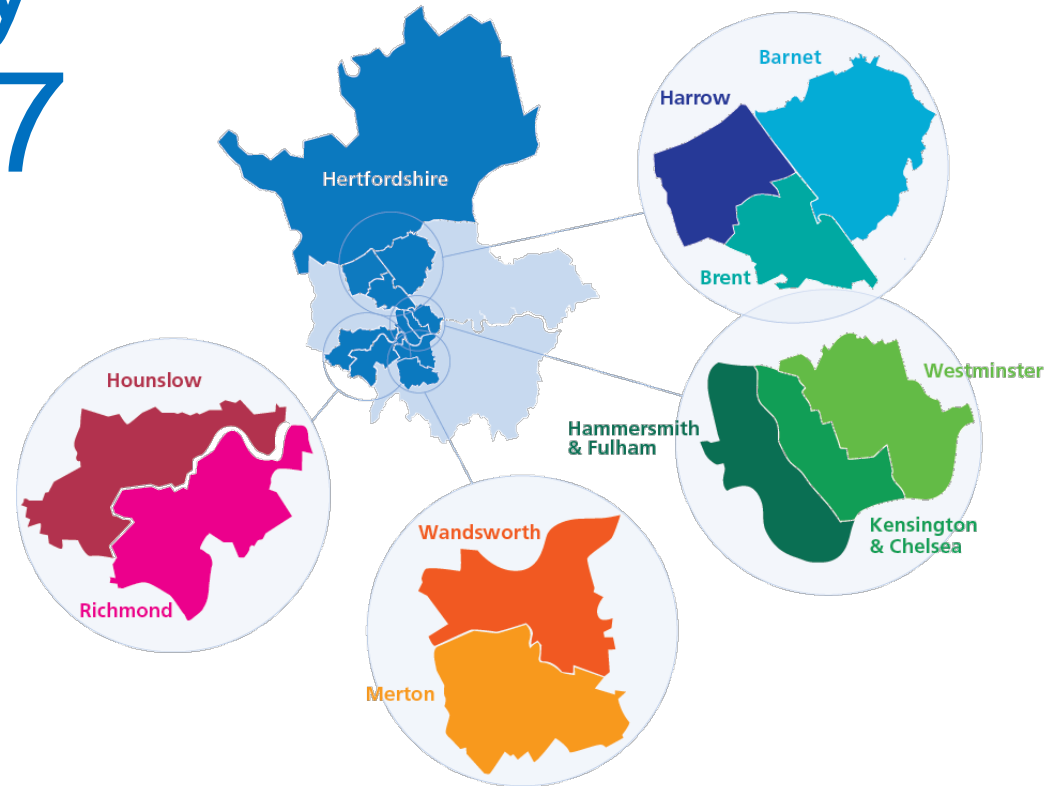


Gender Pay Report 2017

Snapshot Date 31st March 2017



Introduction

Central London Community Healthcare NHS Trust's (CLCH) vision is to provide great care closer to home. This vision is brought to life by the commitment and dedication from our workforce to make real differences to the patients we care for across 10 London boroughs and Hertfordshire.

The sharing of our gender pay gap report is integral to having meaningful conversations about equality and how this contributes to the vision and values of CLCH.

It is encouraging to see that our gender pay gap (8.99%) is smaller than the UK average (18%) but this means that the overall average hourly rate is £1.84 per hour more for men than women. More importantly, the median pay gap tells us that the difference in the middle pay between men and women within CLCH is 1%, or £0.18p.

The numbers in the statutory return only tell part of the story. The gender pay gap does not take into consideration, amongst

other things, the age of our staff, length of service, occupation and work pattern. This report goes further than the statutory disclosure to understand possible reasons for a difference in pay between men and women and more importantly what possible actions can be taken.

Gender pay gap v Equal pay

The gender pay gap does not demonstrate any equal pay concerns. There is a fundamental difference between equal pay and the gender pay gap. Equal pay is where men and women are paid the same for like work. The gender pay gap is the difference between the gross hourly earnings for both men and women across an organisation. The Trust pays most of its staff via the Agenda for Change pay bands, which means that gender is not a factor in the amount we pay staff.

It is recognised that proportionately, CLCH have more men in the higher quartile which results in a mean pay gap in favour of men.

It is also acknowledged that there is a gap between part time men and women of £3.88 per hour. This can be attributed to the number of women working part time for CLCH (1078) compared to men (76) working in different roles within the Trust.

However, women do compare favourably across a range of pay bands within CLCH. This data can provide a platform for CLCH to review, analyse and make plans for reducing the gender pay gap.

The value of the statutory disclosure therefore is the questions it raises and fundamentally, the action we take. These statistics provide CLCH with a means to check and challenge through analysis and seek to implement strategies to further minimise the gender pay gap.

Data analysis

The data used in this report for gender pay gap reporting, has been generated from the *NHS workforce profile dashboard* in Electronic Staff Record (ESR) and relates to the snapshot date 31st March, 2017. This data is contained in the Business Intelligence (BI) function.¹

The technical guidance of the report can be located from IBM under guidance note ESR-NHS0265.

The guideline is explained in [ESR's programme newsletter \(December 2017\)](#).

The NHS pay structure

As a NHS Trust, CLCH is governed by the NHS pay structures, comprising of:

- Agenda for Change
- Medical and Dental
- Very Senior Managers (VSM) pay framework.

Both agenda for change and medical and dental have bands or grades within their own pay structure. There are a number of incremental spine points in each band or grade where staff can be awarded increments annually or pass through thresholds based on job plan reviews (primarily for medical and dental staff).

The majority of staff in CLCH are employed on agenda for change pay bands which was developed in partnership with Trade Unions and based on the principle of equal pay for equal value.

Gender Pay Gap Report: Statutory disclosure and further analysis

This report details the statutory gender pay gap disclosure as well as looking at the breakdown of overall pay between men and women working for CLCH and the hourly pay for full and part time men and women.

The report goes on to look at the numbers of men and women within pay bands, which goes further than the statutory pay quartiles required by the regulations.

Given the geographical spread of CLCH, consideration is given on whether the pay differentials in High Cost Area Supplement (HCAS) impacts on gender pay, however the data contained in this report proves inconclusive that HCAS adversely impacts on gender pay.

Given the data analysis, the report concludes with CLCH's plan to work towards reducing the gender pay gap.

¹ Data reviewed as at 28th March 2018

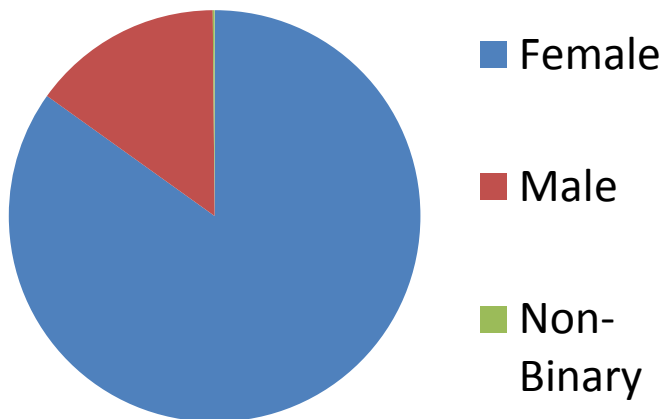
Statutory gender pay gap disclosure

CLCH mean pay Gap
8.99%

CLCH median pay Gap
1%

National average pay gap
18%²


Percentage of Staff by Gender




Note: Female 84.90%; Male 14.95%;
Non-Binary: 0.15%

Women's bonus pay is		Who received bonus pay	
0%	0%	0%	0%
Lower (Median)	Lower (Mean)	Of eligible Men	Of eligible Women

Difference in hourly pay

	Overall mean hourly rate £20.43	Overall median hourly rate £17.47
	Mean hourly rate full time £14.33	Median hourly rate full time £17.64
	Mean hourly rate part time £22.21	Median hourly rate part time £20.17

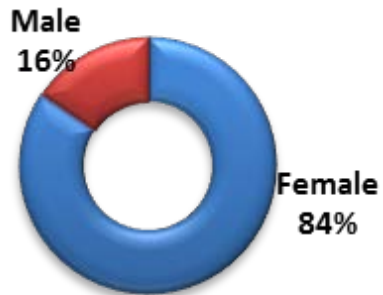
	Overall mean hourly rate £18.59 -£1.84	Overall median hourly rate £17.29 -£0.18
	Mean hourly rate full time £12.79 -£1.54	Median hourly rate full time £16.96 -£0.68
	Mean hourly rate part time £18.33 -£3.88	Median hourly rate part time £17.42 -£2.74

Number of staff by pay band

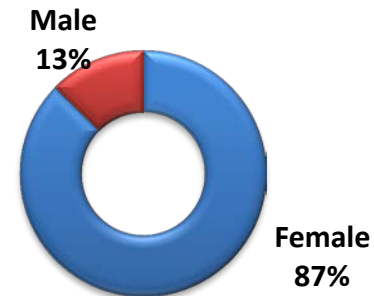
Pay grade	Female Total	Male Total	Female %	Male %
Band 1-4	825	132	86%	14%
Band 5	448	41	92%	8%
Band 6	627	74	89%	11%
Band 7	541	85	86%	14%
Band 8A	162	39	81%	19%
Band 8B/C	70	28	71%	29%
Band 8D/9 & VSM	16	15	52%	48%
Medical and Dental	62	16	79%	21%

Quartile Percentages of Staff

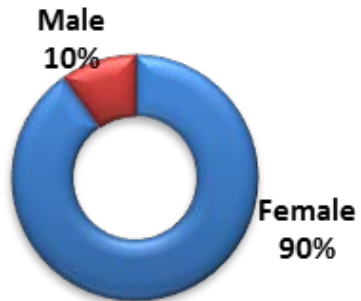
Lower (Quartile 1)



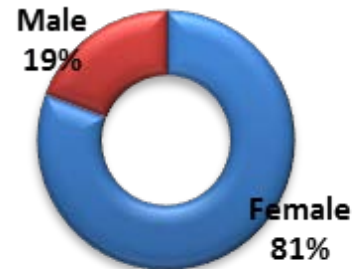
Lower-Middle (Quartile 2)



Upper-Middle (Quartile 3)



Upper (Quartile 4)



Possible reasons for the gender pay gap

High Cost Area Supplement

CLCH operates across a number of London boroughs and throughout Hertfordshire, all of which attract a different level of high cost area supplement (HCAS) for inner London, outer London and fringe).

[Annex 9](#) of the NHS terms and conditions of service handbook (agenda for change) detail the level of supplement given to employees, dependent on where they work geographically.

The question therefore is whether the difference in pay between inner, outer and fringe impacts on the mean and median gender pay gap for CLCH.

At the snapshot date, the pay differential between inner and outer HCAS was £640 (£4,158-£3,518) at the minimum level of HCAS and £1,922 (£6,405-£4,483) at the top level of HCAS.

The figures in the tables on the next page, demonstrate little differences in the average hourly pay and that would suggest HCAS does not have a detrimental impact on the gender pay gap.

The largest difference between full time, including HCAS and excluding HCAS is £0.13p per hour at band 5, both of which, favour men.

The largest difference between part time, including HCAS and excluding HCAS is £0.36p per hour at Band 8d/9 and VSM, both of which, favour women.

The main differences in gender pay can be found in the medical and dental professions with a pay gap of over £15 per hour for full time staff. The gap is demonstrated through pay differentials within the grades for medical and dental staff. The analysis looks at the entire professional group, rather than the types of role or grade of doctors. For example a part-time Speciality Doctor on £37,923 per annum compared to a Consultant earning £103,490 per annum can see a difference in excess of £65,000 per annum.

CLCH will continue to ensure that recruitment practices are open and transparent and will continue to review adverts and identify possible barriers that may prevent women from applying for senior medical and dental posts within CLCH.

Similarly, senior management roles (band 8d/9/VSM) have a pay gap in favour of men of over £5 per hour for full time staff yet part time women in senior roles receive on average £41.27 per hour; £8.75 more than men. This difference is caused by the increment point and length of service in post.

CLCH will review recent recruitment activity for senior management roles with the aim of seeing if anything else can be done to encourage women to apply for the most senior management roles, whilst reinforcing that men are able to take advantage of CLCH's flexible working policies and practices.


During the snapshot date, the Executive Leadership Team comprised of three men (Chief Executive, Deputy Chief Executive and Director of Finance) and two women (Chief Nurse and Medical Director). In the senior management roles (band 8d/9 and VSM pay), 15 were men and 16 were women.

Actions to be taken

CLCH is committed to ensuring an equitable workforce and we will continue to work towards achieving the following actions

1. As identified, we will continue to review any barriers that may prevent women from applying and being selected for senior medical and dental roles as well as senior management roles.
2. CLCH are committed to addressing the gap by undertaking actions within the Quality strategy and the People strategy. This will ensure that, not only do we attract women into the most senior management posts, we also encourage men to apply for roles predominantly filled by women and create a more even gender balance.
3. CLCH actively support women who return to work after their maternity or adoption leave and will continue to communicate and promote caring initiatives for both men and women such as shared parental leave and other flexible working opportunities.

As Chief Executive Officer for Central London Community Healthcare NHS Trust, I, [insert name], can confirm that the information contained herein is accurate.

A handwritten signature in black ink that reads "Andrew Ridley". The signature is written in a cursive style with a long, sweeping tail on the final letter.

Andrew Ridley
Chief Executive Officer
28th March, 2018

Pay Gap Analysis. Full time and part time staff (including high cost area supplement): 31 March 2017

Mean hourly rate

Band	Full time female	Full time male	Difference
Band 1-4	£11.74	£11.49	£0.25
Band 5	£14.74	£15.06	-£0.33
Band 6	£18.16	£17.93	£0.23
Band 7	£21.78	£22.01	-£0.23
Band 8a	£26.24	£25.68	£0.56
Band 8B/C	£33.02	£32.46	£0.56
Band 8d/9 and VSM	£47.12	£52.63	-£5.51
Medical and Dental	£27.22	£42.74	-£15.52

Mean hourly rate

Band	Part time female	Part time male	Difference
Band 1-4	£11.67	£11.51	£0.16
Band 5	£15.78	£15.27	£0.51
Band 6	£19.38	£18.59	£0.79
Band 7	£23.01	£23.02	-£0.01
Band 8a	£26.02	£27.23	-£1.21
Band 8B/C	£33.19	£36.19	-£3.00
Band 8d/9 and VSM	£50.02	£41.27	£8.75
Medical and Dental	£36.47	£40.10	-£3.63

Pay Gap Analysis. Full time and part time staff (excluding high cost area supplement): 31 March 2017

Mean hourly rate

Band	Full time female	Full time male	Difference
Band 1-4	£9.85	£9.58	£0.26
Band 5	£12.65	£12.85	-£0.20
Band 6	£15.55	£15.32	£0.24
Band 7	£19.04	£19.23	-£0.18
Band 8a	£23.35	£22.80	£0.55
Band 8B/C	£29.93	£29.36	£0.57
Band 8d/9 and VSM	£44.53	£50.11	-£5.58
Medical and Dental	£27.22	£42.74	-£15.52

Mean hourly rate

Band	Part time female	Part time male	Difference
Band 1-4	£9.90	£9.52	£0.38
Band 5	£13.56	£12.72	£0.84
Band 6	£16.92	£15.97	£0.95
Band 7	£20.26	£20.05	£0.21
Band 8a	£23.19	£24.45	-£1.25
Band 8B/C	£30.06	£33.24	-£3.18
Band 8d/9 and VSM	£47.60	£38.49	£9.11
Medical and Dental	£36.47	£40.10	-£3.63