

GMSS Gender Pay Gap Report March 2019

| Version control | | |
|-----------------|------------|-------------------------------|
| Version | Date | Comment |
| V1 | 11.12.2018 | Mark Carroll, Andrea Anderson |
| | | |
| | | |



1. Background

Since the Equality Act 2010 (Specific Duties) Regulations 2011 (SDR) came into force on 10 September 2011, there has been a duty for public bodies with 150 or more employees to publish information on the diversity of their workforce. Although these regulations did not require mandatory Gender Pay Gap (GPG) reporting, the Government Equalities Office (GEO) and the Equality and Human Rights Commission (EHRC) provided guidance that made it clear that employers should consider including GPG information in the data they already publish.

In a change to the legislation (Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017), the government made GPG reporting mandatory so that all public sector employers with more than 250 employees have to measure and publish their gender pay gaps. It has also clarified the ways in which the GPG should be calculated.

An employer must comply with the regulations for any year where they have a 'headcount' of 250 or more employees at 31 March. The GMSS workforce at 31 March 2018 for purposes of this calculation was 321 (148 women and 173 men).

All staff with a contract (including self-employed people contracted to do work or provide services) are included. The figures used in this report have been calculated using the Electronic Staff Record (ESR) records. However, certain exclusions were made. Staff who at that time were receiving less than their normal rate of pay because of sickness, maternity/adoption leave have not been included.

It is required that the results are published on our website and the appropriate government website within 12 months. This means that we must publish our results by 31st March 2019.

It is important to note that the Gender Pay Gap 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, whereas the gender pay gap shows the difference in the average pay between all men and women in a workforce. Within the NHS, equal pay is safeguarded by the Agenda for Change process.

2. New Requirements

According to the requirements of the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, we must calculate:

- the hourly rate of ordinary pay relating to the pay period in which the snapshot day falls (31st March 2018)
- the difference between the mean hourly rate of ordinary pay of male and female employees, and the difference between the median hourly rate of ordinary pay of male and female employees (see Schedule 1, paragraphs 8 and 9)
- the difference between the mean (and median) bonus pay paid to male and female employees (see Schedule 1, paragraphs 10 and 11)
- the proportions of male and female employees who were paid bonus pay (see Schedule 1, paragraph 12)
- calculate the proportions of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands by number of employees rather than rate of pay (see Schedule 1, paragraph 13).¹

These conclusions are shown below.

¹ References are to the relevant section in the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017

3. Findings

The mean hourly rate is calculated by adding the hourly rates for (eg) all female staff together and dividing the total figure by the number of staff in the category. It can be seen that the mean hourly rate for male staff is £16.69 and the mean hourly rate for female staff is £16.79. This means that the difference is -£0.10, giving a mean gender pay gap of -0.60% (meaning that women have a very slightly higher mean pay rate than men in GMSS).

Figure 1 Mean and Median Hourly rates

| Gender | Avg. Hourly Rate | Median Hourly Rate |
|------------|------------------|--------------------|
| Male | £16.69 | £15.68 |
| Female | £16.79 | £15.68 |
| Difference | -£0.10 | £0.00 |
| Pay Gap % | -0.60 | 0.00 |

The median salary is the salary of the person earning the middle rate of pay. It can be seen that both the median female rate of pay and the median male rate of pay is £15.68, giving a median gender pay gap of 0.0%.

Figure 2 Staff per pay quartile

The number of male and female staff per pay quartile is shown at figure 2. The total numbers of staff per quartile are not the same. Because of the NHS pay provisions under Agenda for Change, many staff are on the same rate of pay, so could not be split into separate quartiles. They have therefore been included in the same quartile as other staff members on the same rate of pay, resulting in apparent anomalies.

| Quartile | Head Counts | | Percentages within quartile | | Percentages of total workforce | |
|----------|-------------|------|-----------------------------|--------|--------------------------------|--------|
| | Female | Male | Female % | Male % | Female % | Male % |
| 1 | 53 | 27 | 66.3 | 33.8 | 35.8 | 15.6 |
| 2 | 20 | 57 | 26.0 | 74.0 | 13.5 | 32.9 |
| 3 | 32 | 51 | 38.6 | 61.4 | 21.6 | 29.5 |
| 4 | 43 | 38 | 53.1 | 46.9 | 29.1 | 22.0 |

It can be seen that 84 male staff fall into the lower two quartiles (48.5% of the male staff, very similar to 49.3% of female staff). However in the lowest quartile there are over twice as many women as men in terms of numbers, making 35.8% of total female staff in the lowest quartile as opposed to 15.6% of total male staff.

Figure 3 Hourly rate per Quartile

Figure 3 shows the hourly pay rates per quartile. If we compare this with the hourly rates per Agenda for Change pay band at 31st March 2018 (see figure 4 below; these figures were correct at 31st March 2018, before the pay deal took effect from 1st April 2018) we can see that

- the maximum rate in Quartile 1 falls at the bottom end of Agenda for Change band 5
- the top of Quartile 2 falls into band 6
- the top of Quartile 3 is at the top of band 7
- the top of Quartile 4 falls into band 9

| Quartile | Hourly Rates | |
|----------|--------------|---------|
| | Minimum | Maximum |
| 1 | £3.75 | £12.01 |
| 2 | £12.07 | £15.36 |
| 3 | £15.68 | £19.18 |
| 4 | £19.32 | £46.22 |

It can also be seen that

- the median male and female hourly rate falls towards the top end of band 6
- the mean female and male hourly rate both fall towards the lower end of band 7

Figure 4 Hourly rate per Agenda for Change pay Band

| Band 1 | Band 2 | Band 3 | Band 4 | Band 5 | Band 6 | Band 7 | Band 8A | Band 8B | Band 8C | Band 8D | Band 9 |
|--------|--------|--------|--------|--------|--------|--------|---------|---------|---------|---------|--------|
| £7.88 | £7.88 | £8.68 | £9.93 | £11.32 | £13.59 | £16.21 | £20.67 | £24.08 | £28.98 | £34.39 | £40.62 |
| £8.01 | £8.01 | £8.96 | £10.15 | £11.60 | £14.13 | £16.74 | £21.37 | £24.81 | £29.77 | £35.38 | £42.58 |
| | £8.24 | £9.28 | £10.51 | £12.07 | £14.70 | £17.34 | £22.23 | £26.07 | £30.79 | £36.85 | £44.62 |
| | £8.46 | £9.38 | £10.87 | £12.55 | £15.15 | £18.20 | £23.09 | £27.52 | £32.23 | £38.65 | £46.77 |
| | £8.68 | £9.64 | £11.21 | £13.07 | £15.68 | £18.72 | £24.08 | £28.98 | £34.39 | £40.62 | £49.01 |
| | £8.96 | £9.93 | £11.32 | £13.59 | £16.21 | £19.32 | £24.81 | £29.77 | £35.38 | £42.58 | £51.36 |
| | £9.29 | £10.15 | £11.60 | £14.13 | £16.74 | £19.98 | | | | | |
| | | | | £14.70 | £17.34 | £20.68 | | | | | |
| | | | | | £18.20 | £21.37 | | | | | |

4. Conclusion

GMSS welcomes the introduction of gender pay gap reporting as one part of our commitment to fairness and equity in all aspects of our work. We are fully supportive of equality of opportunity within our workforce; and although we have made improvements that reflect actions taken during the year, we recognise that there is further work to be undertaken to achieve that equality of opportunity.

We welcome this report and the issues and opportunities for learning that it presents. Our first priority will be to understand the reasons for the figures and then act to address the issues they raise. These actions may include encouraging the development of women into higher-banded roles.