

**NHS Derby and Derbyshire Integrated Care Board (ICB)**

**Gender Pay Gap Report 2022-2023**

***(data extract as at 31 March 2023)***



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# 1.0 INTRODUCTION

In 2017, the Government introduced legislation that made it statutory for organisations with 250 or more employees to report annually on their gender pay gap (GPG).

The aim of GPG reporting is to show the difference between what women get paid at a workplace and what men get paid at the same organisation, irrespective of their jobs.

The gender pay gap shows the difference in the average pay between all men and women in a workforce. It is therefore possible to have genuine pay equality but still have a pay gap between the genders.

Gender pay reporting is different to 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. It is unlawful to pay people unequally because they are a man or a woman.

The **median pay gap** is the difference between the midpoints in the pay bands of hourly earnings of men and women.

The **mean gender pay gap** is the difference between the average hourly earnings of men and women.

When reviewing our gender pay gap, we also draw up a list of our employees’ earnings, from the highest to the lowest, and split it into four even groups, or **quartile pay bands**. These are lower, lower-middle, upper-middle and upper quartile pay bands. This allows us to calculate the proportion of men and women in each quartile, so shows us how pay is spread across the organisation.

NHS Derby and Derbyshire ICB support the fair treatment and reward of all staff, irrespective of gender. Our pay approach is based on the principles of consistency, fairness and transparency, supporting the fair treatment and reward of all staff, irrespective of gender.

We are committed to making diversity and inclusion part of our DNA and this includes understanding and improving our gender pay balance.

# 2.0 NHS DERBY AND DERBYSHIRE ICB

NHS Derby and Derbyshire ICB was established on 1 July 2022 and is the NHS organisation responsible for planning to meet local health needs, allocating resources, ensuring services are in place to deliver against ambitions, and overseeing delivery of improved outcomes for their population. The ICB is part of the Joined Up Care Derbyshire Integrated Health and Care system.

The gender pay gap information was gathered using business intelligence from our Electronic Staff Record, with the snapshot taken on 31 March 2023, which is the first report we have done as an ICB.

This report fulfils NHS Derby and Derbyshire’s reporting requirements, analyses the figures in more detail and sets out what we are doing to close the gender pay gap in the organisation.

Our workforce is predominantly female and the majority of part-time positions are occupied by female employees. In principle, that is good, as women have historically found it difficult to find employment in many industries in the UK. As part of our commitment to tackle discrimination, advance equal opportunities and create an inclusive workplace for all staff there are a number of measures already in place which go some way to address our GPG. However, they have also attracted female applications in higher numbers.

These initiatives include:

* Offering shared parental leave and flexible working arrangements
* Actively supporting women to return to work following maternity or adoption leave
* Using an anonymised application processes to reduce unconscious bias in recruitment
* Unconscious bias training
* Having a range of up-to-date workforce policies which are regularly reviewed.
* A Diversity and Inclusion Network (run for staff by staff)
* A People Plan informed by the Staff Survey, Workplace Race Equality Standard (WRES), Workplace Disability Equality Standard (WDES), Gender Pay Gap information and one that focuses on diversity and inclusion.

# 3.0 WORKERS IN SCOPE

505 employees, 96% of 526 employees are on NHS Agenda for Change (AfC) pay grades ranging from Band 2 to Band 8d. The AfC job evaluation system allocates posts, in accordance with responsibility to set pay bands.

The framework for the remuneration of very senior managers and directors is set by the Department of Health through the Very Senior Managers (VSM) pay framework. 20 employees, 3.8% of 526 employees are engaged as VSM’s.

Other workers who are obliged to perform work under a contract personally (i.e. they cannot send a substitute to carry out the work) are in scope of the report. This includes Non-Executive Directors as well as contractors, for example ICB Partner members, GP Clinical Leads and GP Place Leads. The ICB engages 4 Non-Executive Directors and 1 ICB Partner Member on the ICB Board. 34 GP Clinical Leads and GP Place Leads are engaged by the ICB.

# 4.0 GENDER PROFILE

The combined gender profile for NHS Derby & Derbyshire ICB, including employees, office holders and those engaged on contract for services is as below:

The gender profile for each group of workers is shown in the table below:

|  |  |  |
| --- | --- | --- |
|  | **Female** | **Male** |
| Employees | **85%** | **15%** |
| Executive Team | **50%** | **50%** |
| ICB Board  (excluding Executive Team) | **40%** | **60%** |
| GP Clinical Leads/  GP Place Leads | **62%** | **38%** |

# 5.0 ANALYSIS BY SEX AND PAY BAND

Analysis by sex and pay band for employees shows the following:

60% of the staff in Very Senior Manager ‘VSM’ pay bands, which are executive director or director positions are female.

|  |  |  |
| --- | --- | --- |
|  | **Female** | **Male** |
| Executive Team | **50%** | **50%** |
| Functional Directors\* | **64.2%** | **35.8%** |

90% of males and 97% of females are on NHS Agenda for Change terms and conditions.

# 6.0 GENDER PAY GAP

Gender Pay Gap in Hourly Pay

|  |  |
| --- | --- |
| Mean Gender Pay Gap | **31.9%** |
| Median Gender Pay Gap | **25.2%** |

The mean gender pay gap for the whole of the UK according to the Office for National Statistics (ONS) in April 2022 was 7.9%. Within the Department of Health and Social Care the mean gender pay gap was 9.5%.

# At 31.9% the ICBs mean gender pay gap is therefore significantly above that of the wider UK public and private sector. This is reflective of the pattern from the wider UK healthcare economy; traditionally the NHS has a higher female workforce which tend to be in the lower bandings and a predominantly male workforce in the higher pay bands such as executives, directors and clinical leads.

The median gender pay gap for the Health and Social Care was 13.4%. At 25.2% the ICBs median gender pay gap is above this.

Pay Quartiles (hourly rate)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Pay Quartiles** | **Number of Staff** | | **%** | |
| **Female** | **Male** | **Female** | **Male** |
| 1. Lowest | 132 | 6 | 95.65 | 4.35 |
| 2. Lower Middle | 114 | 20 | 85.07 | 14.93 |
| 3. Upper Middle | 114 | 27 | 80.85 | 19.15 |
| 4. Highest | 98 | 43 | 69.50 | 30.50 |

The difference in hourly pay is driven by a number of factors, including the greater proportion of female employees in the lowest pay quartile (95.65%) compared to (82.67%) average across all quartiles for female employees.

# 

# 7.0 BONUS GENDER PAY GAP

Under the Regulations, only payments which relate to profit sharing, productivity, performance, incentive or commission should be included in the bonus calculations. During the period 1 April 2022 to 31 March 2023 no such bonus payments were made.

In the NHS, long service awards tend to be for nominal amounts and so do not provide the incentive usually associated with significant monetary long service bonuses. There was debate about whether nominal long service awards should be included as bonus pay but the ACAS guidance states that such awards with a monetary value should be included.

During the period 1 April 2022 to 31 March 2023, 13 employees received a long service award.

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Female** | **Male** | **Gap** |
| Mean bonus payment | £304.16 | £250 | -21.67% |
| Median bonus payment | £250 | £250 | 0% |

“Long Service” is defined as continuous employment with NHS Derby and Derbyshire ICB, the NHS or an associated employer via a TUPE (Transfer of Undertakings Protection of Employment Regulations) transfer situation for the following lengths of service:

On the anniversary of 20th year of employment - £250

On the anniversary of 30th year of employment - £350

On the anniversary of 40th year of employment - £500

# 8.0 ACTIONS TO REMOVE THE GENDER PAY GAP

* Exploring how we can attract more men into lower graded roles such as the Medicines Order Line and other routes i.e. through apprenticeships and work experience placements
* Strengthening our work around equality, not just in relation to gender, but ensuring a fair, equitable and inclusive workplace for everyone
* Promoting the ‘Availability of Flexibility’: the ICB already has a wide range of flexible working options, but currently these are still predominantly accessed by our female workforce
* Continue to promote GP Clinical Lead and Place Lead opportunities, should they arise, to all practicing clinicians
* Supporting female members of staff in relation to management and leadership development opportunities.