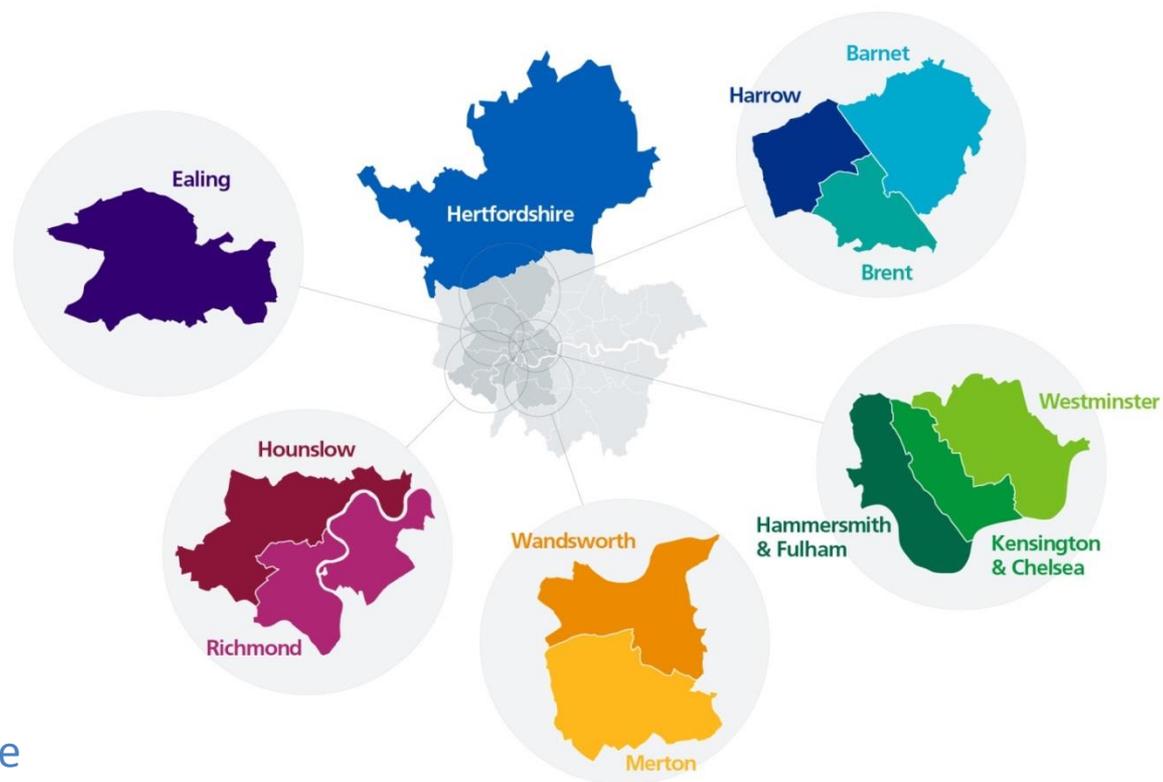


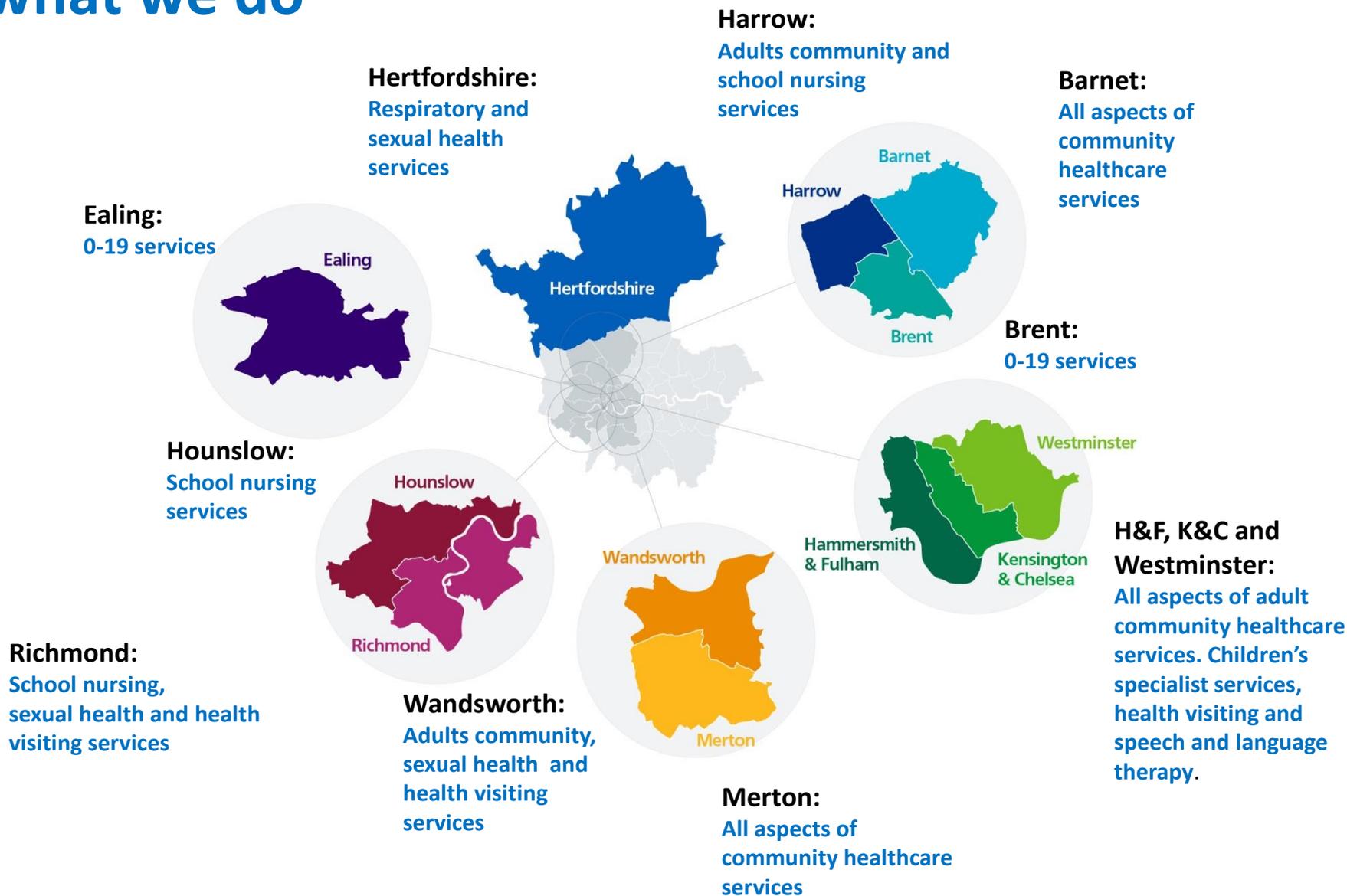
CLCH Gender Pay Gap Report for 2107/18

Report published March 2019



Your healthcare closer to home

CLCH - Where we work and what we do



Key facts about our staff

Our workforce and their pay (as at 31.03.18)

- We have 3500 staff of whom about 86% are women.
- Pay for most staff (98%) is covered by Agenda for Change terms and conditions of employment.
- Doctors and Dentists (60 in number) are covered by the Medical and Dental terms and conditions.
- Executive Directors are covered by Very Senior Manager (VSM) terms and conditions.
- Agenda for Change and Medical and Dental terms and conditions have been developed with the trade unions representing our staff.

About the 2017/18 Gender Pay Gap report

The report provides 6 pieces of pay-related information:

The differences as at 31.03.2018 between the:

1. Mean hourly rate of male and female employees
2. Median hourly rate of male and female employees
3. Mean bonus paid to male and female employees
4. Median bonus paid to male and female employees.

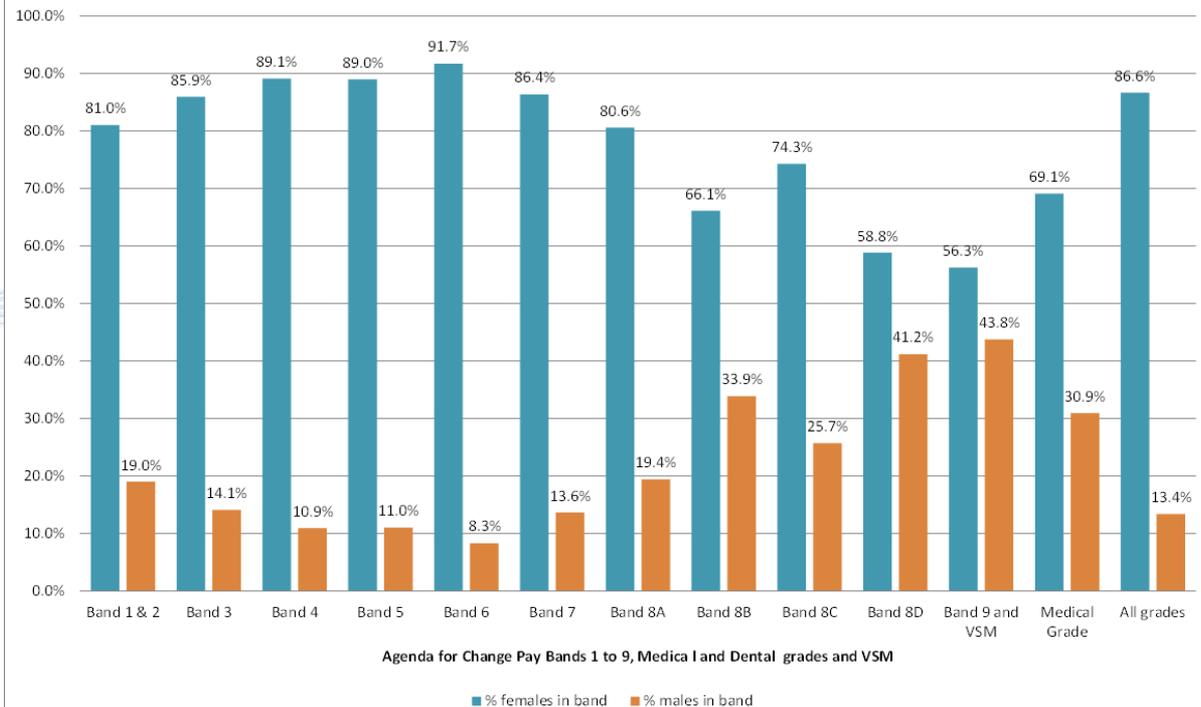
The proportions of:

1. Male and female employees who in the year ending 31.03.18 were paid a bonus
2. Male and female employees in the 1st (lower) quartile, 2nd quartile, 3rd quartile and 4th (upper) quartile pay bands.

Workforce profile

- As reported in our Annual Equality report published in October 2018 the percentage of men and women varies at senior (higher paying), middle and lower grades. The graph is for the period 31.03.18. It shows the distribution of men and women across the grades, partly explaining the pay gap.
- Medical and dental staffing pay rates may be having a significant impact. There are two main grades: speciality doctors and consultants.
- For specialty grades, pay ranges from £37,923 to £70,718. For consultants the range is £77,913 to £105,042).

chart showing percentage of females and males within pay grades



CLCH gender pay gap – statutory disclosure for 2018

The gender pay gap is *not* about equal pay for work of equal value or the same or similar work

The gender pay gap at CLCH – 2017/18

- Women's mean hourly rate is 11.5% lower than men.
- Women's median hourly rate is 1.7% lower than men.

The gender pay gap at CLCH – 2016/17

- Women's mean hourly rate was 8.23% lower than men.
- Women's median hourly rate was 1.0% lower than men.

The table to the right shows provides more detail of the above.

Gender	Mean (Average). Hourly Rate	Median Hourly Rate
Male	£21.14	£17.95
Female	£18.70	£17.64
Difference	£2.43	£0.31
Pay Gap % (as at 31.03.18)	11.51%	1.7%
Pay Gap % (as at 31.03.17)	8.23%	1%

The gender pay gap in bonus pay

The table to the right shows the range of bonus payments made to male and female staff in the year ending 31.03.18

17.43% of men and 18.8% of women received a bonus payment.

The mean bonus pay for men is lower than for women (£47 versus £52); making the gender bonus pay gap a **negative 9.10% difference**.

The median bonus pay for men and for women is the same - £3 and the gap is **0.00%**

Bonus	£		Number of staff	
	Female (b)	Male (a)	Female	Male
Performance related pay	5,717.49		2	
Long Service Award (£100)	7,300	200	73	2
Employee of the month (£50)	550	250	11	5
Switch payment for temporary staff moving to a permanent or fixed term role (£500)	14,500	3500	29	7
Flu campaign related payment	1,362	222	454	74
Total	29,429.49	4,172.00	569	88
Mean bonus pay	52	47		
Mean bonus pay gap (male-female/male)*100	-9.10%			
Median bonus pay	3	3		
Median bonus pay gap (male-female/male)*100	0.00%			

CLCH gender pay gap: Quartile variations

Quartile distribution of men's and women's hourly pay rates

CLCH employed approximately **3500 staff** at 31.3.2018. The table to the right shows the distribution of men's and women's hourly pay rates by Quartiles

Note: When the hourly rates of men and women together are ranked from lowest to highest and the rankings are divided into four equal quarters (quartiles) we can then analyse the percentage of women versus men in each quartile – going from the lowest hourly rate quartile to the highest. The pie charts below illustrate.

In CLCH the proportion of men in each quartile varies and reflects the proportion of men by pay band, which was shown in a previous slide,

- Men represent 14% of the CLCH workforce.
- The percentage of men in senior grades is higher and that would influence the proportion of men (19%) in the upper pay quartile being higher than the proportion of the workforce they represent (14%).

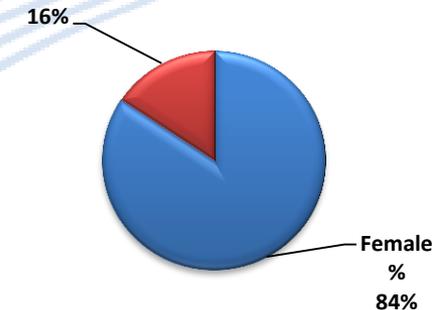
Quartile	Female No.	Male No.	Female %	Male %
1 (Lower)	729.00	135.00	84.38	15.63
2	772.00	108.00	87.73	12.27
3	807.00	90.00	89.97	10.03
4 (Upper)	718.00	172.00	80.67	19.33

Why the differences and pay gaps?

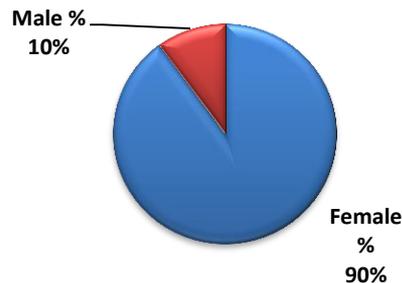
The next slides examine why we might have the gaps in hourly rates we have, and what we are going to do about it.

At this stage, there are no actions planned in relation to bonus pay, which in CLCH was heavily influenced by the number of vouchers paid through the flu campaign

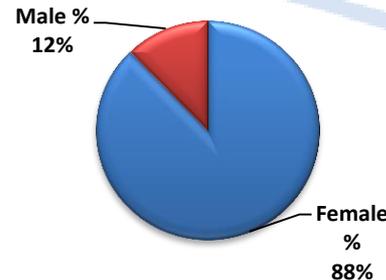
Male % Lower (Quartile 1)



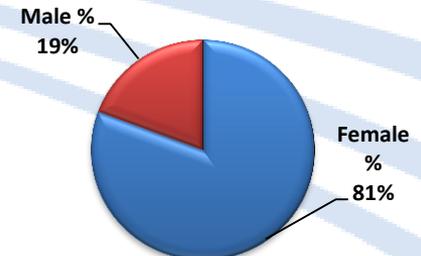
Male % Lower-middle (Quartile 2)



Male % Upper-middle (Quartile 3)



Male % Upper (Quartile 4)



Possible reasons for the gender pay gap and actions

The percentage of male staff in a pay band increased the higher the pay band

This upward trend was generally true from Bands 6 upwards and particularly noticeable from Bands 8A onwards, when the percentage of men in a pay grade was more than the overall average (14%) for the Trust. We have looked for evidence to explain why the percentage of women decreases the more senior the role. This is not an unusual trend in the NHS.

In 2017/18 women in CLCH were 1.42 times more likely to be appointed than a man; based on our 2017 national staff survey results, 83% of women versus 81% of men believed there was equality of opportunity in career progression and promotion and a lower percentage (13%) of women reported they had experienced discrimination than men(16%).

A study entitled 'Nursing pay by gender distribution in the UK - does the Glass Escalator still exist?' written by a team of academics at London South Bank University headed by Professor Alison Leary, found: men are over-represented in top end nursing jobs across the whole of the UK compared to the rest of the UK female nursing population. This situation has barely changed in the last 30 years. Male nurses achieve higher paid nursing jobs more quickly than women do (on average 6/7 years faster). The report suggests lack of gender opportunity rather than the gender pay gap, is the problem.

Doctors' and Dentists' pay

A speciality doctor pay scale will range from £37,923 to £70,718. A consultant will start at £77,913 and rise up to £105,042. The range is the widest compared with other staff groups. CLCH employed about 60 Doctors (1.7% of the clinical workforce). About 30% of our doctors are men, compared with 14% of the overall workforce.

Executive Directors

Executive Board Directors are on Very Senior Manager terms. On the snapshot date, there were three men (Chief Executive, Director of Improvement and Director of Finance) and two women (Chief Nurse & Chief Operating Officer and Medical Director).

Actions

As part of refreshing its Equality Strategy, the Trust will look at the barriers women face in seeking or being appointed to more senior roles. Specifically we will:

1. Continue to review barriers that may prevent women from applying and being selected for senior medical and dental roles as well as senior management roles.
2. Commit to addressing the gap by continuing to attract women into senior management posts.
3. CLCH prides itself in offering flexible working opportunities for all employees. This practice has supported our female staff, returning from maternity leave who may wish to strike a balance between their work and their new family. CLCH will continue to communicate and promote caring initiatives for both men and women.

As Chief Executive for Central London Community Healthcare NHS Trust, I, Andrew Ridley can confirm that the information contained herein is accurate.

