

Gender Pay Report (2020/21) **NHS Cambridgeshire & Peterborough Clinical Commissioning Group**

- 1.1 Since 31 March 2017 all public sector organisations in England employing 250 or more staff have been required to publish annually their gender pay gap information.
- 1.2 This summary report sets out the Gender Pay information for the CCG for the year ending 31 March 2021.
- 1.3 NHS bodies such as the CCG must follow The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 to calculate and publish the following information:
 1. Their mean gender pay gap
 2. Their median gender pay gap
 3. Their mean bonus gender pay gap
 4. Their median bonus gender pay gap
 5. Their proportion of males receiving a bonus payment
 6. Their proportion of females receiving a bonus payment
 7. Their proportion of males and females in each quartile pay band.
- 1.4 The calculations make use of two types of averages. A mean average and a median average. Using these two different types of average is helpful to give a more balanced overview of an employer's overall gender pay gap.

2. KEY POINTS

- 2.1 The gender pay gap shows the difference between the average (mean or median) earnings of men and women in an organisation. It is expressed as a percentage of men's earnings.
- 2.2 Mean averages are useful because they give a good overall indication of the gender pay gap, but very large or small pay rates can 'dominate' and distort the answer.
- 2.3 Median averages are useful to indicate what the 'typical' situation is i.e. in the middle of an organisation and are not distorted by very large or small pay rates or bonuses. However, this means that not all gender pay gap issues will be picked up. For example, a median average might show a better indication of the 'middle of the road' pay gap where a mean average might be distorted by very highly paid specific employees and board members, but it could also fail to pick up as effectively where the pay gap issues are most pronounced, for example in the lowest paid or highest paid employees.
- 2.4 The following summarises the CCG information for the year 2020-21 (snapshot date of 31 March 2021):
 1. The CCG Mean Gender Pay Gap = 27.97%
 2. The CCG Median Gender Pay Gap = 14.99%

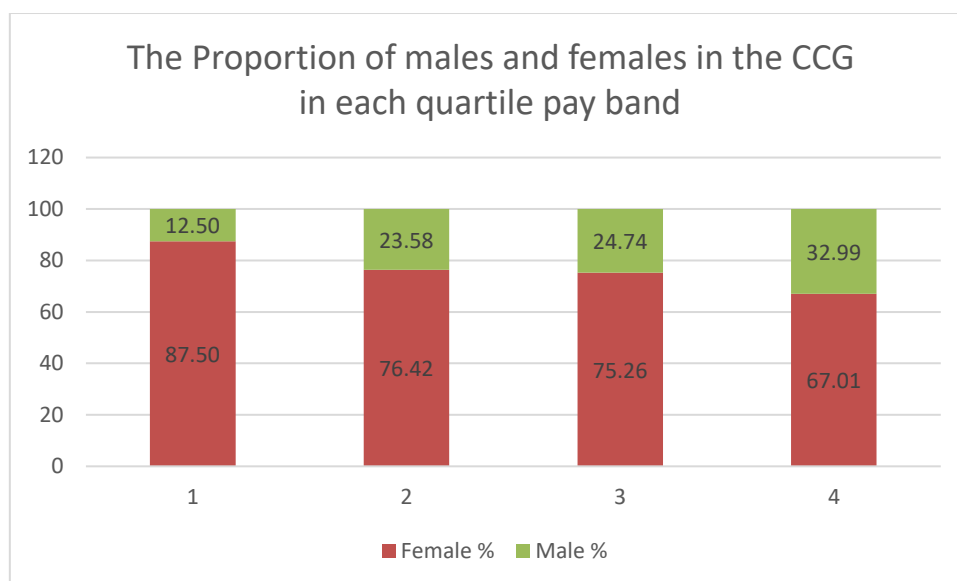
3. The CCG did not pay any staff a bonus payment therefore the mean bonus gender pay gap is zero.
4. The CCG did not pay any staff a bonus payment therefore the median bonus gender pay gap is zero.
5. The proportion of males receiving a bonus payment is zero
6. The proportion of females receiving a bonus payment is zero
7. The Proportion of males and females in the CCG in each quartile pay band is shown in the table and chart below

Table 1: The Proportion of males and females in the CCG in each quartile pay band

	Male	Female
Lower Quartile Pay Band	12.50%	87.50%
Lower Middle Quartile Pay Band	23.58%	76.42%
Upper Middle Quartile Pay Band	24.74%	75.26%
Upper Quartile Pay Band	32.99%	67.01%

For reference, the CCG workforce on the snapshot date of 31 March 2021 comprised 21.3% males and 78.7% females.

Figure 1: The Proportion of males and females in the CCG in each quartile pay band



- 2.5 The CCG Mean Gender Pay Gap of 27.97% means that the hourly pay of the average (mean) female employee of the CCG is 27.97% less than the hourly pay of the average (mean) male employee of the CCG.
- 2.6 The CCG Median Gender Pay Gap of 14.99% means that a female employee in the middle of the pay range of all CCG female employees earns 14.99% less per hour than a male employee in the middle of the pay range of all CCG male employees.
- 2.7 A mean gap that is much bigger than the median gap indicates that the people at the top of an organisation's pay level are overwhelmingly men, and that they are paid considerably more than the average for the organisation.

2.8 The CCG is responsible for commissioning NHS services for the population of Cambridgeshire and Peterborough. To enable it to carry out this function the CCG directly employs around twenty-two part time GPs from the area as clinical advisors (CCG GP Clinical Leads). As identified in paragraph 2.7 above, a mean gap that is much bigger than a median gap indicates that those at the top of an organisation's pay level are overwhelmingly men and that they are paid considerably more than the average for the organisation.

If this group of advisory staff is removed from the calculation, the CCG gender pay gap shrinks to 14.25% (mean) and 12.61% (median)

2.9 The data in table 1 shows that:

- Proportionately more females than males, compared to the whole CCG workforce, are in the lower (quartile 1), and proportionately fewer females (compared to the whole workforce) are in upper quartile (quartile 4) pay bands.
- The higher proportion of males in the upper quartile pay band and the lower proportion in the lowest quartile compared with the gender profile of the organisation is resulting in the gender pay gap.

2.10 The CCG is required to act fairly, and within the law, and to act where possible to reduce the gender pay gap. The CCG continued to deliver on this obligation in 2020/21 by reducing the gap further again from that reported in previous years.

2.11 At the request of the CCG Remuneration and Terms of Service Committee the CCG continues to closely monitor the starting salaries of new starters to mitigate against gender bias.

2.12 For comparison purposes, the CCG information for the year 2019-20 (snapshot date of 31 March 2020) was:

1. The CCG Mean Gender Pay Gap = 31.55%
2. The CCG Median Gender Pay Gap = 15.77%

3. ACTIONS

The CCG will continue to monitor and check for any;

1. Gender bias in its recruitment information and appointment processes including starting salaries and will look to remedy where relevant.
2. Gender bias in the uptake of its training offers and other development processes and look to remedy this where relevant.
3. Gender bias amongst managers in the application of CCG policies for matters such as flexible working.
4. Indicators from staff surveys and or exit interviews that might increase the understanding of the situation.

Additionally, the CCG will;

5. Review its policies for Flexible Working and Special Leave (including Carer's).

6. Introduce a “carer’s passport” to support any staff that may be contemplating an internal promotional move to maintain any current carer support provisions held by them.
7. Provide line managers and leaders with information and statistics on their own team gender pay gap, and support them with actions to close any gap.