

## **Gender Pay Report (2016/17) Cambridgeshire & Peterborough Clinical Commissioning Group**

From 31 March 2017, all public sector organisations in England employing 250 or more staff are required to publish gender pay gap information annually, both on their website and on the designated government website at [www.gov.uk/genderpaygap](http://www.gov.uk/genderpaygap)

This summary report sets out the Gender Pay information for the CCG for the year ending 31 March 2017.

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

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.

The following summarises the CCG information (31 March 2017):

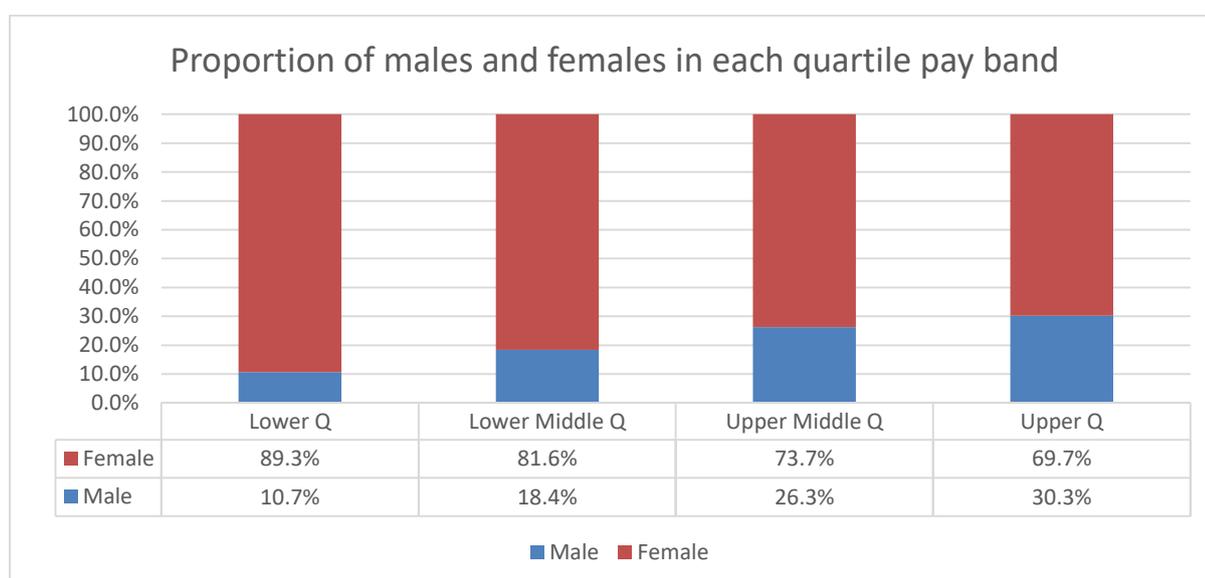
1. The CCG Mean Gender Pay Gap = 26.63%
2. The CCG Median Gender Pay Gap = 23.28%
3. The CCG did not pay any staff a bonus payment therefore the mean bonus gender pay gap is zero.
4. The CCG did not pay any staff a bonus payment therefore the median bonus gender pay gap is zero.
5. The proportion of males receiving a bonus payment = zero
6. The proportion of females receiving a bonus payment = 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
<b>Lower Quartile Pay Band</b>	10.7%	89.3%
<b>Lower Middle Quartile Pay Band</b>	18.4%	81.6%
<b>Upper Middle Quartile Pay Band</b>	26.3%	73.7%
<b>Upper Quartile Pay Band</b>	30.3%	69.7%

For reference, the CCG workforce on the snapshot date of 31 March 2017 comprised 21.5% males and 78.5% females.

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



The data in table 1 shows that proportionately more females than males, compared to the whole CCG workforce, are in the lower and lower middle quartile pay bands and proportionately more males than females, when compared to the whole CCG workforce, are in the upper middle and upper quartile pay bands, and the proportion of males in a quartile increases as the pay bands rise.

Analysis of other data identifies that (at the snapshot date of 31 March 2017) the average (mean) age of male staff and of female staff in the CCG is the same (both 46 years). The average length of service with the CCG of male staff was 5.1 years and of females was 4.9 years, which is comparable, and the average length of continuous NHS service of males in the CCG was 7.8 years and of females was 8.7 years. This information suggests the pay gap does not appear to be age related or length of service related.

Next steps:

The CCG must act fairly, and within the law, and act where possible to reduce the gender pay gap. The CCG will:

1. Check for any gender bias in its recruitment information and appointment processes including starting salaries and look to remedy this as relevant.
2. Check for any gender bias in the uptake of its training offers and other development processes and look to remedy this as relevant.
3. Monitor the application of other policies and procedures, such as flexible working.
4. Check for any indicators from staff surveys and or exit interviews that might increase the understanding of the situation.

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