

Gender Pay Gap legacy report 2022/23

NHS South East London CCG

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1. Introduction

- 1.1 Since April 2017, all organisations within the United Kingdom with more than 250 employees have been required to publish details of their gender pay gap, as a part of their organisation’s duty towards the Equality Act 2010. As the record date for this report is 31 March 2022, South East London Integrated Care Board (SEL ICB) has prepared a legacy report on behalf of South East London Clinical Commissioning Group (SEL CCG), which was the legal entity in existence at that point in time. As the new legal entity, SEL ICB will be producing its first Gender Pay Gap Report on 30 March 2024 with a record date of 31 March 2023.
- 1.2 The specific requirements of the Equality Act 2010 (Gender Pay Gap Regulations) 2017 and Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 are to publish information for six specific measures, highlighted in table 1 below.

Ordinary pay	Bonus pay
<ul style="list-style-type: none"> • Mean (average) gender pay gap using hourly pay. • Median gender pay gap using hourly pay. • Percentage of men and women in each hourly pay quartile. 	<ul style="list-style-type: none"> • Mean (average) gender pay gap using bonus pay. • Median gender pay gap using bonus pay. • Percentage of men and women receiving bonus pay.

Table 1: List of Reporting Metrics

- 1.3 Gender pay gap transparency increases accountability and drives action to advance gender equality in the workplace and demonstrates a commitment to equality. It also encourages staff to contribute to the dialogue, strengthens their engagement with the organisation, increases their trust, maximises their talent and enhances their retention.
- 1.4 For the reporting period, the SEL CCG workforce was predominately female. As at 31 March 2022, SEL CCG employed 638 people, **69% women and 31% men**. This is approximately the same split as in the previous report covering 2020/21, of which 72% were women and 28% men.

2. Approach

- 2.1 The report is based on the Government’s methodology for calculating the difference in pay between female and male employees, considering the full pay of relevant employees of SEL CCG (for further information please see [Gender pay gap reporting: guidance for employers - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/guidance/gender-pay-gap-reporting-guidance-for-employers)).
- 2.2 In analysing the data and helping to identify different potential causes of the gender pay gap, SEL ICB has followed the guidance published by the Government Equalities Office, namely: “Eight ways to understand your organisation’s gender pay gap (for further information please see [Eight ways to understand your organisation's gender pay gap](https://www.equalities.service.gov.uk/eight-ways-to-understand-your-organisation-s-gender-pay-gap)). As SEL CCG ceased to be a legal entity with effect from 1 July 2022, SEL ICB reviewed the recommended action plans included in the Government Equalities Office recommended actions for employers to make a difference (for further information please see [Evidence-based actions for employers.pdf \(gender-pay-gap.service.gov.uk\)](https://www.equalities.service.gov.uk/evidence-based-actions-for-employers.pdf)) as learning from this will inform future actions.

3. What is SEL CCG's gender pay gap?

3.1 As can be seen from Figure 1 below, SEL CCG had:

- A mean gender pay gap of 11% (a decrease of 5% from 16% on 31 March 2021). This is the percentage difference between the average hourly salary of men and women.
- A median gender pay gap of 16% (an increase of 4% from 12% on 31 March 2021). This is calculated as the percentage difference between the mid-point hourly salary for men and women.
- A mean relative pay calculation shows that for every £1 a female is paid, a male is paid £1.11. The median relative pay figures shows that for every £1 a female is paid, a male is paid £1.16.

For further information on what is driving the gap, please see paragraph 5.10.

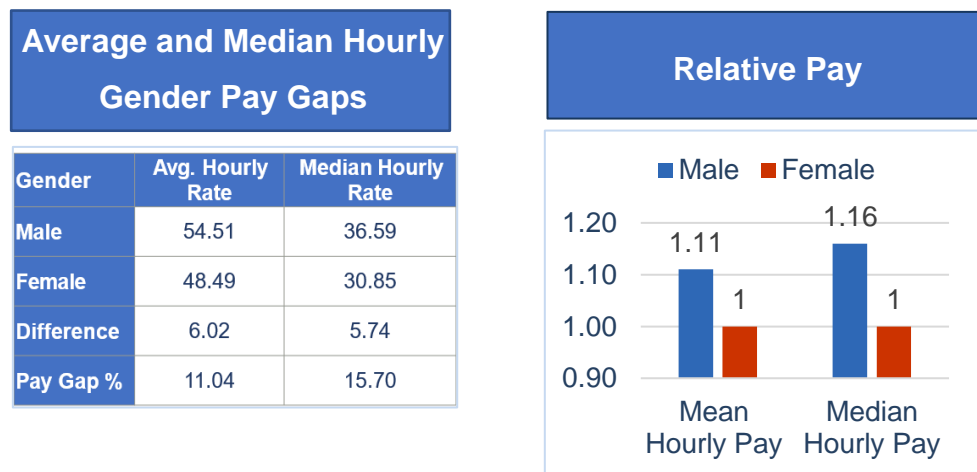


Figure 1: SEL CCG Gender Pay Gap

3.2 This does not mean that women and men are being paid differently for doing the same job, which would be an equal pay issue.

4. What is SEL CCG's bonus gender pay gap?

4.1 SEL CCG did not have a bonus gender pay gap as it did not pay bonuses to its employees. There is no scope for bonus payments within the Agenda for Change or Very Senior Manager (VSM) terms and conditions.

5. Analysing the pay gap - SEL CCG gender representation, pay profile and recruitment profile

5.1 This paragraph sets out the analysis of, and the drivers for, the gender pay gap.

Overall gender representation and profile

5.2 50% of the population of South East London¹ were female on 31 March 2022. Females made up 69% of the SEL CCG workforce, therefore relative to the population profile, females were over-represented within SEL CCG. This is favourable in comparison to the NHS workforce profile where 77% of the workforce is female.²

Quartile and band gender representation and profile

5.3 To determine the pay quartiles, the Gender Pay Gap report takes all employees and sorts them by hourly pay. This list is then split into 4 four equal quartiles, namely:

- Upper pay quartile
- Upper middle pay quartile
- Lower middle pay quartile
- Lower pay quartile

5.4 Figure 2 illustrates the proportion of males and females in each quartile.

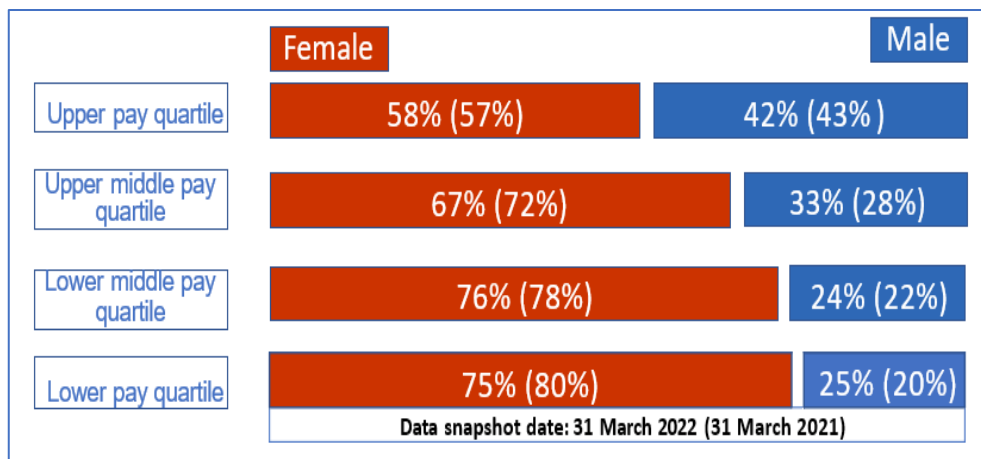


Figure 2: SEL CCG Quartile Gender split

5.5 From figure 2 it can be seen that although there was an increase in male representation in the lower three quartiles, there was a slight decrease in the upper pay quartile. Female representation remains strong across all pay quartiles. Male representation was highest in the upper pay quartile and lowest in the lower middle and lower pay quartiles.

5.6 Overall, women occupied 58% of the highest paid jobs (upper pay quartile). However, as the highest proportion of men are in the upper quartile and the highest proportion of women are in the lowest quartile this suggests that a larger proportion of men occupied the higher paid jobs within SEL CCG.

5.7 Figure 3 illustrates the proportion of male and female staff in each pay band. This also shows that male representation was highest in the upper pay bands.

¹ SEL Inequalities pack - 2018

² [Gender in the NHS infographic | NHS Employers](#)

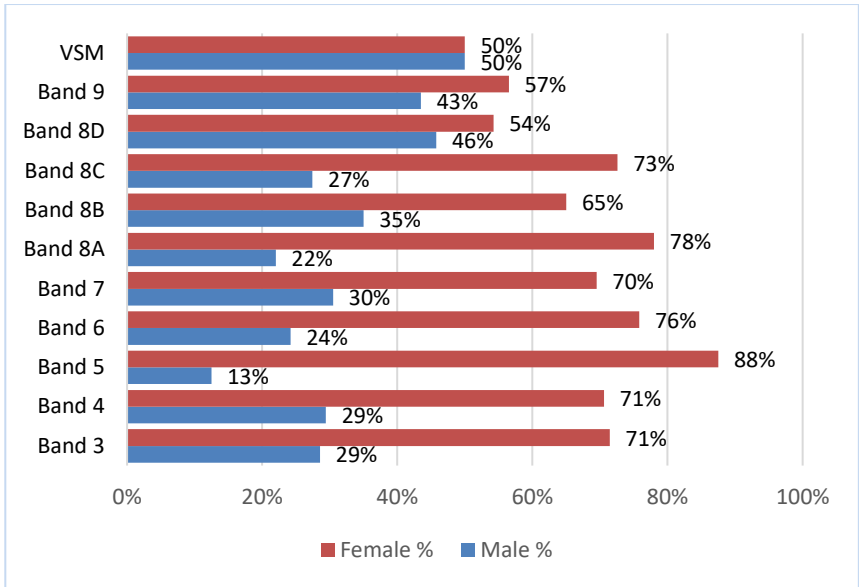


Figure 3: SEL CCG Gender split by pay band

Recruitment gender representation and profile

5.8 Figure 4 shows that 69% of appointments, to posts, in 2021/22 were female. Of the total number of appointments:

- 52% were fixed term, of which 65% of these appointments were female
- 30% were part time, of which 79% of these appointments were female

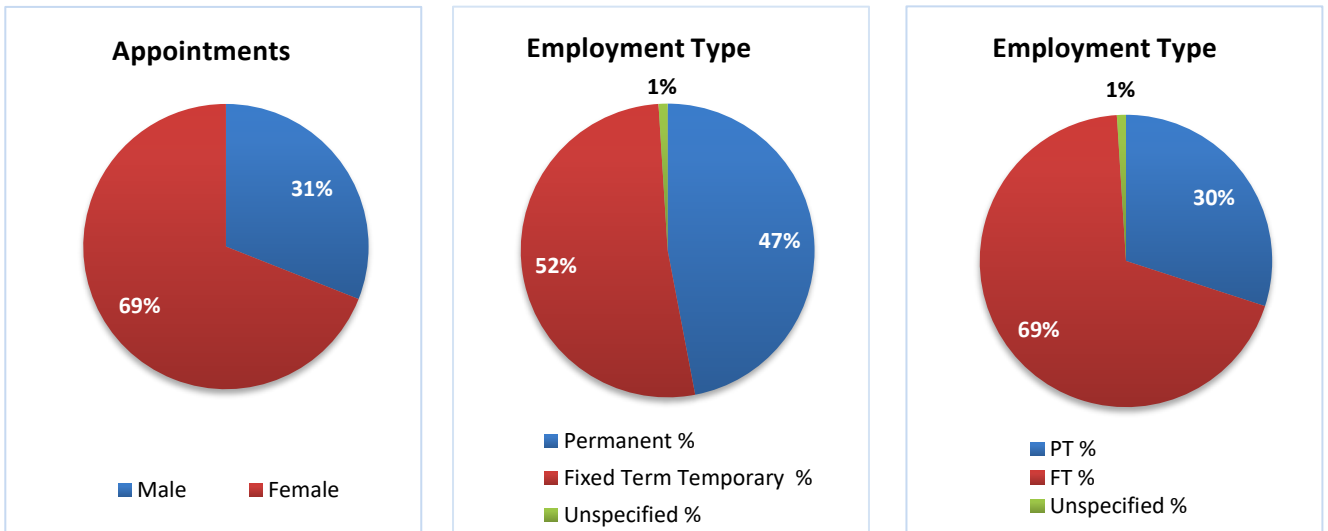


Figure 4: Gender representation in recruitment

5.9 Figure 5 illustrates the proportion of males and females recruited within each pay band. Male recruitment was highest in the upper pay bands. 73 of the 144 posts advertised were within Bands 3-7 and these were predominantly filled by females.

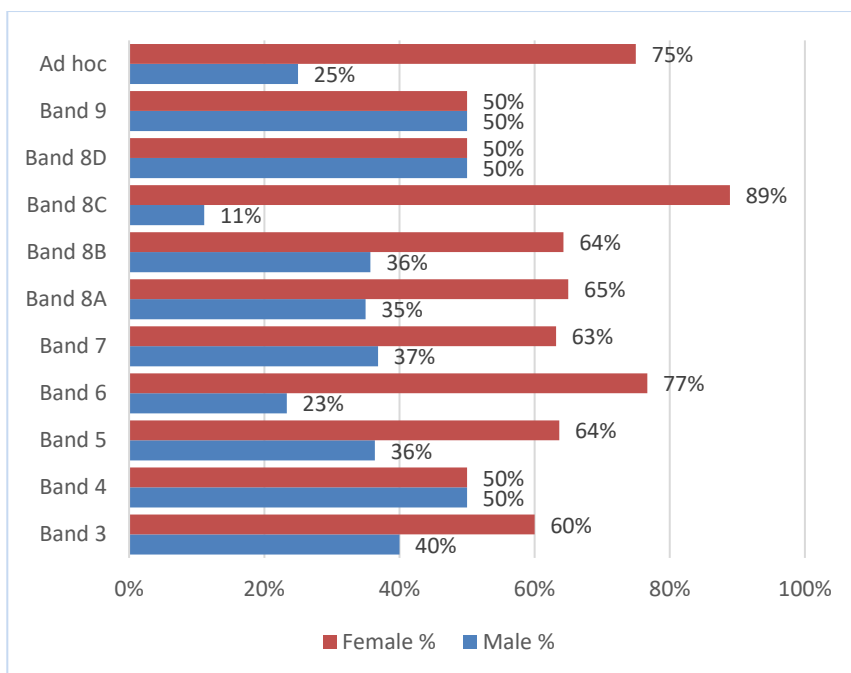


Figure 5: Gender Recruitment by pay band

What does the data tell SEL CCG - explaining the pay gap

5.10 From an analysis of the data:

- Although there was a reduction in the mean gender pay gap during the year, from 16% to 11% because of increased female appointments in the upper pay quartile, the mean gender pay gap continued to exist because of a lower proportion of men in the three lowest quartiles, therefore producing a higher average hourly pay amount for men.
- The increase in the median pay gap from 12% to 16% is a result of the lower proportion of men in the lowest pay bands relative to their share of the population, particularly in Bands 3-6. Bands 3-6 make up 73% of the posts within the lowest pay quartile.
- Females continued to be recruited into the lower pay bands at a level above males. This could be due to the part time and more flexible nature of the vacancies which many women elect to work, to reconcile work and family life, as women are still more likely than men to take on family caregiving for children or elderly family members.

6. Addressing the gender pay gap

- 6.1 To reduce the gender pay gap, the organisation would either need to increase the proportion of men in lower grades or increase the proportion of women occupying the more senior roles.
- 6.2 Effective policies for closing the gender pay gap not only look to address factors and barriers common to all women (such as the number in lower grade jobs with lower pay), but also to target the inequalities faced by women belonging to specific groups, based on characteristics such as ethnicity, age and profession.
- 6.3 SEL CCG implemented several actions that contributed to reducing the mean gender pay gap during the year including:
 - Through recruitment, increased the number of females in the upper pay quartile.

- Strengthened the staff networks to ensure they provided meaningful engagement across all protected characteristics and provided a voice within the organisation of lived experience and insight that helped make SEL CCG more inclusive for every individual.
- Established an Equalities in Recruitment Working Group to review the organisation’s recruitment process.
- Mandated gender and ethnicity diverse recruitment panels and unconscious bias training in recruitment practice remained mandatory for all panel members.
- Implemented mentoring programmes and piloted professional coaching sessions focusing on boosting resilience, confidence, and personal insight.

With the disestablishment of SEL CCG on 30 June 2022, no further actions are proposed in this report. However, learning from this report will inform future actions to close any gender pay gap for SEL ICB.

As a new legal entity, SEL ICB will produce its first Gender Pay Gap Report on 30 March 2024 with a record date of 31 March 2023. SEL ICB will review and consider the recommendations within the Government Equalities Office guidance document for employers to make a difference (for further information please see [Evidence-based actions for employers.pdf \(gender-pay-gap.service.gov.uk\)](https://www.service.gov.uk/evidence-based-actions-for-employers.pdf)).

7. Definitions, assumptions and scope

Data source

- 7.1 All employee data contained in this report has been extracted from SEL CCG payroll systems as at the record date of 31 March 2022. The reporting period covers 1 April 2021 – 31 March 2022 and the report will be published by 30 March 2023 on the SEL ICB website www.selondonics.org.

Hourly rate

- 7.2 Hourly rate is calculated using base pay, allowances and bonus pay (where applicable).

7.3 Definitions

When is the data taken?	At the “snapshot/record” date. The snapshot /record date is the 31 March each year
Pay gap	Difference in the average pay between two groups
Mean gap	Difference between the mean hourly rate for female and male employees. Mean is the sum of the values divided by the number of values
Median gap	Difference between the median hourly rate of pay for female and male employees. Median is the middle value in a sorted list of values. it is the middle value of the pay distribution, such that 50% of people earn more than this and 50% earn less than the median
Mean bonus gap	Difference between the mean bonus paid to female and male employees. Quartile is the value that divides a list of numbers into quarters
Median bonus gap	Difference between the median bonus pay paid to female and male employees
Bonus proportions	Proportions of female employees who were paid a bonus and the proportion of male employees who

	were paid a bonus
Quartile pay bands	Proportions of female and male employees in the lower; lower middle; upper middle; and upper quartile pay bands.
Equal Pay compared to Gender Pay	<p>Equal pay is a legal requirement for men and women to be paid the same pay for the same or similar work.</p> <p>Gender pay is a comparison of “typical” pay for men and women in an organisation. It does not compare the job roles. Gender pay gives indications of gender representation at different levels in the organisation and flexible and inclusive working practices.</p>

For further information or queries about this Gender Pay Gap report please contact: equality@selondonics.nhs.uk.