

Cambridgeshire Community Services NHS Trust

Gender Pay Gap Report as at 31 March 2021

1. Background

- 1.1 In March 2017, the Gender Pay Gap Reporting Regulations came into force requiring all organisations employing 250 or more staff to report annually on their gender pay gap.

The formula for calculating the gap is set nationally and reports must include the following data for the 12 months up to 31 March in the preceding year:

- mean and median gender pay gaps;
- mean and median gender bonus gaps;
- proportion of male and female staff receiving bonuses;
- proportion of male and female staff in each pay quartile.

The Trust has run its data report and agreed and published the data and an action plan each year since 2017.

1.2 2021 Reporting Criteria and Definitions

The reporting period for this 2021 Gender Pay Gap report is 1 April 2020 to 31 March 2021 and the report includes all staff in post at 31 March 2021.

The report is based on rates of pay as at 31 March 2021 and bonuses paid between 1 April 2020 and 31 March 2021. Within the Trust, the only bonuses paid are the Clinical Excellence Awards (CEAs) for qualifying Medical Consultants.

A gender pay gap is defined as the difference between the mean or median hourly rate of pay male and female colleagues receive.

The mean pay gap is the difference between average hourly earnings of male and female staff (the hourly gap divided by the average for men).

The median pay gap is the difference between the midpoints in the ranges of hourly earnings of male and female staff, taking all salaries in the sample, lining them in order from lowest to highest, and picking the middle salary.

1.3 Gender Pay Gap and Equal Pay

The gender pay gap is defined as as the difference between the mean or median hourly rate of pay male and female colleagues receive, therefore the difference in the average pay between all male and all female staff we employ.

Equal pay is the legal right for all staff who carry out the same or similar work or who undertake different work but of an equal value, to be paid the same irrespective of their gender.

2. Gender Pay Gap Report 2021

2.1 The 2021 Gender Pay Gap report:

- sets out our 2021 Gender Pay gap data;
- provides analysis of and an explanation for the gender pay gap;
- provides a comparison to our 2018, 2019 and 2020 pay gap data ; and
- sets out the actions the Trust is taking to close its gender pay gap.

The following Gender pay data is taken as the snapshot date of 31 March 2021, compared to 31 March 2018, 31 March 2019 and 31 March 2020.

		2018	2019	2020	2021
1.	The mean gender pay gap for CCS	32.32%	27.07%	26.68%	21.43%
2.	The median gender pay gap for CCS	26.42%	19.68%	19.08%	17.18%
3.	The mean gender bonus gap for CCS	28.87%	26.06%	42.04%	42.00%
4.	The median gender bonus gap for CCS	20.00%	0.00%	42.77%	42.50%

2.2 Pay Quartiles by Gender

Quartile	Female Headcount	Male Headcount	Female %	Male %	Description
1 <i>(lowest paid)</i>	632	47	93.08%	6.92%	Includes all staff whose standard hourly rate places them at or below the lower quartile
2	646	37	94.58%	5.42%	Includes all staff whose standard hourly rate places them above the lower quartile but at or below the median
3	634	28	95.77%	4.23%	Includes all staff whose standard hourly rate places them above the median but at or below the upper quartile
4 <i>(highest paid)</i>	606	97	86.20%	13.80%	Includes all staff whose standard hourly rate places them above the upper quartile

3. Explaining the Trust's Gender Pay Gap Report

3.1 Equal pay

As noted earlier in this report, gender pay is different to equal pay.

The Trust is committed to providing equal opportunities and ensuring the equal treatment for all staff, irrespective of their background including, but not only, gender, race, religion or belief, age, marriage or civil partnership status, pregnancy/maternity, sexual orientation, gender reassignment or disability.

Our adherence to national pay and terms and conditions of employment for all staff, which includes job evaluation schemes, ensures we pay all staff equally for the same or equivalent work, regardless of gender or any characteristics including those set out above.

3.2 The Trust Gender Pay Gap

The gender pay gap exists because of the number of male and female staff working in roles and the salaries for these roles. The table below shows this. The pay bands referred to are:

- Medical and Dental roles, categorised as 'Non Consultant Medical' and 'Consultant';
- All other staff on Agenda For Change (AfC) pay bands which range from band 2 to band 9.

The last column reflects the gender pay gap position 2021, based on the staff in the respective pay categories. A negative figure reflects a pay gap in favour of female staff and a positive a pay gap in favour of male staff.

Pay Band	Female Headcount 2021	%	Male Headcount 2021	%	Total Headcount 2021	Gender Pay Gap % by Pay Band 2020	Gender Pay Gap % by Pay Band 2021*
Band 2	127	83.55	25	16.45	152	-0.06	1.09
Band 3	461	92.02	40	7.98	501	-0.03	3.49
Band 4	752	90.82	76	9.18	828	-0.03	-0.84
Band 5	327	90.83	33	9.17	360	-0.05	-3.97
Band 6	782	95.48	37	4.52	819	-0.01	-0.57
Band 7	388	89.40	46	10.60	434	0.01	1.00
Band 8a	84	78.50	23	21.50	107	0	-0.93
Band 8b	28	82.35	6	17.65	34	0.11	-0.78
Band 8c	13	76.47	4	23.53	17	0	4.39
Band 8d	3	75.00	1	25.00	4	-0.15	3.99
Band 9	4	44.44	5	55.56	9	11.69	-0.90
Non Consultant Medical	46	76.67	14	23.33	60	-0.1	-0.09
Consultant	42	79.25	11	20.75	53	-0.06	4.33
Non-Exec Directors	4	57.14	3	42.86	7	0.00	-32.69
Total	3,061		324		3,385		

* Negative figures in the column 'Gender Pay Gap by Pay Band' indicate a gender pay gap in favour of females.

In pay bands 2, 3, 7, 8c, 8d and Consultant bandings we have a gender pay gap in favour of males. In all other bandings the pay gap is in favour of females, significantly so for Executives and Non Executives.

The overall mean gender pay gap has reduced once again, to 21.51% in 2021 (compared to 26.68% in 2020).

3.3 The Gender Bonus Gap (Clinical Excellence Awards)

Within the Gender Pay Gap Regulations, 'bonus pay' means any remuneration that is the form of money relating to profit sharing, productivity, performance, incentive or commission and does not include ordinary pay, overtime pay, redundancy pay or termination payments.

For the purpose of Gender Pay Reporting, the Trust only has one payment which meets this criteria. The Clinical Excellence Awards (CEA) Scheme recognises and rewards Medical Consultants who can apply for an award if they perform 'over and above' the standard expected for their role. Awards are given, through an application and panel review (and appeal) process, for quality and excellence, acknowledging exceptional personal contributions towards the delivery of safe and high quality care to patients and to the continuous improvement of NHS services.

In 2020/2021 all permanent CCS Consultants received the same CEA payment irrespective of the number of hours they worked.

4. **Closing our Gender Pay Gap**

The Trust is committed to equal opportunities and to building equality, diversity and inclusion into all we do and to supporting the fair treatment and reward of all staff irrespective of gender or any other characteristic and in ensuring equal pay and in reducing any gender pay gap.

Following our previous gender pay gap reports, the Trust updated its gender pay gap actions to seek to address the issues highlighted.

The actions achieved were to :

- ensure senior roles are advertised with flexible working as an option to attract female applicants.
- offer the empowering female staff training 'Springboard' to staff;
- regularly review shortlisting data and identify any areas of concern;
- use diverse selection panels through policy practice and training;
- promote and facilitate mentoring and coaching, including reverse/diversity mentoring;
- work with young people to encourage more young men to enter NHS careers.
- Provide support for female medics in applying for CEAs.

In light of the 2021 gender pay gap report these actions will continue.

Anita Pisani
Director of Workforce
July 2022