

Cambridgeshire Community Services NHS Trust

Gender Pay Gap Report 2020

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 2020 Reporting Criteria and Definitions

The reporting period for this 2020 Gender Pay Gap report is 1 April 2019 to 31 March 2020 and the report includes all staff in post at 31 March 2020.

The report is based on rates of pay as at 31 March 2020 and bonuses paid between 1 April 2019 and 31 March 2020. 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 2020

2.1 The 2020 Gender Pay Gap report:

- sets out our 2020 Gender Pay gap data;
- provides analysis of and an explanation for the gender pay gap;
- provides a comparison to our 2018 and 2019 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 2020, compared to 31 March 2018 and 31 March 2019.

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

2.2 Pay Quartiles by Gender

Quartile	Female Headcount	Male Headcount	Female %	Male %	Description
1 <i>(lowest paid)</i>	575	31	94.88%	5.12%	Includes all staff whose standard hourly rate places them at or below the lower quartile
2	535	24	95.71%	4.29%	Includes all staff whose standard hourly rate places them above the lower quartile but at or below the median
3	631	28	95.75%	4.25%	Includes all staff whose standard hourly rate places them above the median but at or below the upper quartile
4 <i>(highest paid)</i>	518	91	85.06%	14.94%	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 2020, 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	%	Male Headcount	%	Total Headcount	Gender Pay Gap by Pay Band 2019*	Gender Pay Gap by Pay Band 2020*
Band 2	108	93.10%	8	5.76%	116	-0.13	-0.06
Band 3	361	96.01%	15	3.89%	376	-0.51	-0.03
Band 4	516	94.68%	29	3.55%	545	-0.47	-0.03
Band 5	218	91.98%	19	4.90%	237	-1.32	-0.05
Band 6	761	95.36%	37	3.42%	798	-0.21	-0.01
Band 7	377	88.92%	47	11.34%	424	0.05	0.01
Band 8a	73	76.04%	23	19.75%	96	-0.17	0
Band 8b	25	78.13%	7	15.79%	32	0.46	0.11
Band 8c	17	77.27%	5	30.77%	22	-0.77	0
Band 8d	1	20.00%	4	66.67%	5	-2.45	-0.15
Band 9	4	66.67%	2	40.00%	6	11.36	11.69
Consultant	37	74.00%	13	31.82%	50	2.24	-0.1
Non Consultant Medical	44	73.33%	16	27.91%	60	0.69	-0.06
Non Exec Directors	5	55.56%	4	50.00%	9	0.00	0.00
Total	2503	92.16%	213	7.01%	2716		

In pay bands 7 and 8b we have a small gender pay gap in favour of males ,however in band 9 the gender pay gap in favour of males is significantly higher.

Whilst the gender pay gap in these higher paid staff is relatively small, the overall mean gender pay gap is 26.68% (compared to 27.07% in 2019) and this is due to the ratio of males to females in high paid roles when compared to the overall male to female ratio in the Trust. This disproportionality, relative to the pay rates for all staff groups, means that the gender pay gap figure is enhanced, although has reduced since 2019.

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.

The gender pay gap for this group of staff is despite the fact that more female compared to male medical staff are in receipt of a CEA bonus. This is due to the value of the awards.

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 2018 and 2019 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 2020 gender pay gap report these actions will continue.

Anita Pisani
Director of Workforce
September 2021