

Appendix B

Cambridgeshire Community Services NHS Trust

Gender Pay Gap Report

(based on data as of 31 March 2023)

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, agreed and published the data, and an action plan each year since 2017.

1.2 2023 Reporting Criteria and Definitions

The reporting period for this 2023 Gender Pay Gap report is 1 April 2022 to 31 March 2023 and the report includes all staff in post at 31 March 2023.

The report is based on rates of pay as at 31 March 2023 and bonuses paid between 1 April 2022 and 31 March 2023. 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 percentage pay gap is the average hourly pay rate difference divided by the average hourly rate for men.

The median pay gap is the difference between the 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 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 2023

2.1 The 2023 Gender Pay Gap report:

- sets out our 2023 Gender Pay gap data;
- provides analysis of and an explanation for the gender pay gap;
- provides a comparison to our 2018, 2019, 2020, 2021 and 2022 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 2023, compared to the 31 March of previous years.

		2018	2019	2020	2021	2022	2023
1.	The mean gender pay gap for CCS	32.32%	27.07%	26.68%	21.51%	12.9%	21.49%
2.	The median gender pay gap for CCS	26.42%	19.68%	19.08%	17.22%	0%	17.6%
3.	The mean gender bonus gap for CCS	28.87%	26.06%	42.04%	34.20%	42.70%	55.52%
4.	The median gender bonus gap for CCS	20.00%	0.00%	42.77%	0.00%	44.64%	73.13%

2.2 Pay Quartiles by Gender

Quartile	Female Headcount	Male Headcount	Female %	Male %	Description
1 <i>(lowest paid)</i>	649	35	95.88%	5.12%	Includes all staff whose standard hourly rate places them at or below the lower quartile
2	645	46	93.34%	6.66%	Includes all staff whose standard hourly rate places them above the lower quartile but at or below the median
3	606	28	95.58%	4.42%	Includes all staff whose standard hourly rate places them above the median but at or below the upper quartile
4 <i>(highest paid)</i>	644	105	85.98%	14.02%	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 ranging from Apprentice banding to band 9.

The last column reflects the % gender pay gap position 2022, 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	%	Male	%	Total	% Gender Pay Gap	% Gender Pay Gap
	Headcount 2023		Headcount 2023		Headcount 2023	2022	2023
Apprentice	2	100.0%		0.0%	2	-2.75	
Band 2	113	95.8%	5	4.2%	118	0.77	9.46
Band 3	351	95.4%	17	4.6%	368	0.53	1.98
Band 4	521	95.4%	25	4.6%	546	-0.34	-1.93
Band 5	255	92.4%	21	7.6%	276	-1.75	-5.42
Band 6	713	95.1%	37	4.9%	750	-2.33	-4.76
Band 7	374	89.9%	42	10.1%	416	1.09	0.83
Band 8a	82	75.2%	27	24.8%	109	1.04	5.60
Band 8b	25	83.3%	5	16.7%	30	-2.60	-1.85
Band 8c	13	76.5%	4	23.5%	17	4.22	4.89
Band 8d	4	66.7%	2	33.3%	6	-1.24	6.88
Band 9	4	40.0%	6	60.0%	10	-0.75	-3.27
Non Consultant Medical	47	81.0%	11	19.0%	58	-0.24	2.24
Consultant	36	80.0%	9	20.0%	45	5.05	6.11
Non-Exec Directors	4	57.1%	3	42.9%	7	-36.14	-57.69
Total	2,544		214		2,758		

In pay bands 2, 3, 7, 8a, 8c, 8d, Consultant and Non-Consultant medical 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 Non-Executives.

The overall mean gender pay gap has returned to a figure like that in 2021, 21.49% (compared to 12.9% in 2022, 21.51% in 2021). This is probably due to in 2022 we employed a high number of males in the lower pay quartiles as we were delivering large scale vaccination services.

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 2022/2023 all permanent qualifying 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; Ongoing
- offer the empowering female staff training 'Springboard' to staff; Ongoing
- review shortlisting data and identify any areas of concern; Ongoing
- use diverse selection panels through policy practice and training; Ongoing although with a focus on culturally diverse in the first instance, but promoting generally diverse panels
- promote and facilitate mentoring and coaching, including diversity mentoring; Ongoing and increasing
- work with young people to encourage more young men to enter NHS careers. Ongoing
- Provide support for female medics in applying for CEAs. Ongoing when return to an application process.

In light of the 2023 gender pay gap data report these actions will continue with a focus on attracting men into the workplace at our lower pay bands and attracting more females into our higher banded roles.

Anita Pisani, Deputy CEO and Director of Workforce, 7 March 2024