

# Gender Pay Gap Report 2022

## Introduction

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 set out the requirements for organisations with more than 250 employees to calculate and publish their gender pay gap information. Greater transparency in pay gap reporting is designed to help organisations better understand the issues that give rise to, and sustain gaps in average pay between men and women, and to encourage organisations to take steps to tackle them.

We have therefore, decided to go beyond the specific legal requirements contained in the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 and to voluntarily publish this pay gap report based upon the 2017 Regulations.

This is our fourth Gender Pay Gap Report. All figures are based upon data taken from the NHS ESR (Electronic Staff Record) payroll systems as at the latest snapshot date (31<sup>st</sup> March 2021).

This report contains the following:-

- Average & Median Hourly Rates and Pay Gaps
- Average and Median Bonus and Pay Gaps
- Proportion of staff receiving a bonus
- Number and percentage of males and females divided into four groups (Pay Quartile) ordered from lowest to highest pay.

**Table 1. Average & Median Hourly Rates and Pay Gaps**

<b>Gender</b>	<b>Avg. Hourly Rate</b>	<b>Median Hourly Rate</b>
<b>Male</b>	22.3458	16.0402
<b>Female</b>	16.5388	14.7592
<b>Difference</b>	5.8071	1.2810
<b>Pay Gap %</b>	25.9872	7.9860%

The gender pay gap is defined as the gap in median pay that male and female employees receive.

The mean pay gap is the difference between average hourly earnings of men and women. The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle salary.

The figures above highlight a gap between the average hourly pay for men and women in the organisation. Further research has been undertaken to better understand why these gaps exist, and the early indications are that this could be attributable to the high numbers of women in some of the lower grades, as well as a high proportion of men in senior grades, where staff numbers are not so great. This is borne out by the numbers shown in Table 4 and the accompanying graph. The average and median pay gap numbers have, however reduced since the previous year; Average pay gap has dropped from 27.97% to 25.99% and Median pay gap from 11.36% to 7.99%.

Gender pay reporting is different to equal pay- equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. We are confident that men and women are paid equally for doing equivalent jobs across BCUHB. More than 93% of BCUHB staff are paid in accordance with NHS Agenda for Change Terms and Conditions – these are the national agreements on pay and conditions of service for NHS staff other than very senior managers and medical staff.

**Table 2. Average and Median Bonus and Pay Gaps\*\***

Gender	Average Bonus (£)	Median Bonus (£)
Male	11,883.07	10,002.00
Female	9,904.19	10,002.00
Difference	1,978.88	0.00
Pay Gap %	16.65	0.00

In line with the reporting requirements, our Average bonus gap of 16.65% is based on actual bonuses and so it does not take into account part-time working. This gap has reduced from the previous year figure of 20.96%.

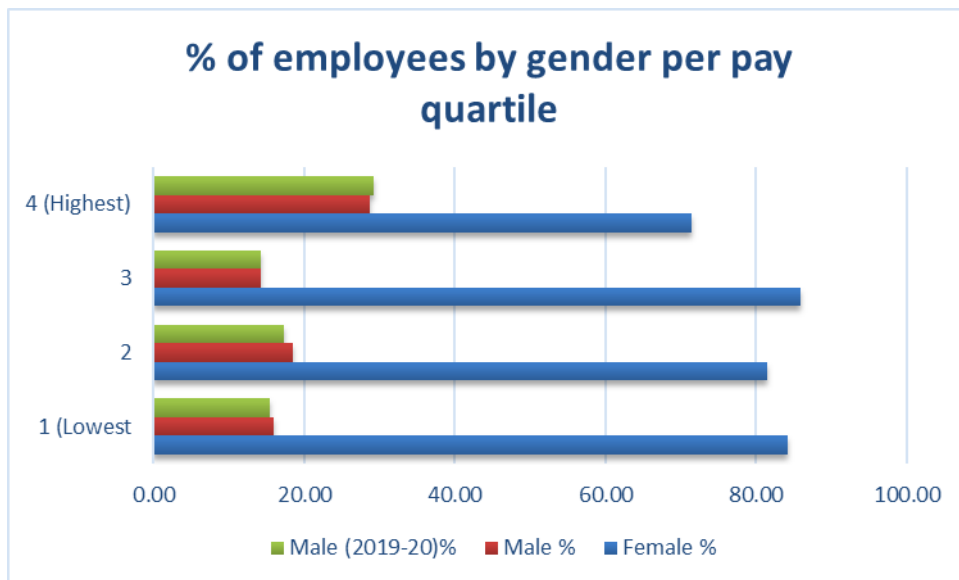
**Table 3. Proportion of staff receiving a bonus\*\***

Gender	Employees Paid Bonus	Total Relevant Employees	%
Female	77.00	17566.00	0.44
Male	235.00	4435.00	5.30

\*\* Bonus payments comprise Clinical Excellence and Commitment Awards paid to medical staff.

**Table 4. Number and percentage of Employees by Pay Quartile**

Pay Quartile	Female	Female %	Male	Male %
1 (Lowest)	4128.00	84.12	779.00	15.88
2	4008.00	81.56	906.00	18.44
3	4216.00	85.85	695.00	14.15
4 (Highest)	3508.00	71.39	1406.00	28.61



The table and graph demonstrate how the proportions of women and men change from lowest to highest pay quartiles, meaning that women occupy a much greater proportion of all pay quartiles than men. As there are significantly fewer men in the organisation, and more women in lower quartile roles than women in high quartile roles, this directly influences the pay gap results. It is useful to note that women occupy 70% of the highest pay quartile, but overall occupy 80% of the roles in BCUHB. The spread of Male and Female across the pay quartiles has changed very little since 2018, however it should be noted that the proportion of men in quartiles 1, 2 and 4 has dropped since the previous year, while the proportion of men in quartile 3 has remained the same.

## Conclusions and Next Steps

The Health Board's workforce is predominantly female, this is similar to most NHS organisations. Whilst national pay scales, supported by local starting salary and pay progression processes are designed to support equity and fairness, we have identified a gender pay gap across the workforce. We are working to better understand these issues. A number of themes have emerged which will be aligned to the BCUHB Workforce Strategy and Key Priorities:-

1. **Work-life balance**
2. **Networks and Support Mechanisms**
3. **Organisational Development and Training**
4. **Recruitment, Retention and Progression**

## **Statement by our Executive Director Workforce and Organisational Development**

“We continue to understand and recognise the disproportionate impact of the Covid-19 pandemic on some groups in society. Our organisation employs over 18,000 people, the majority of whom are members of communities across North Wales. Pay gap reporting is a vital tool in helping us understand both the organisation and tackle gender inequality at work. Creating a culture of inclusion, fairness and equity across our workforce is at the heart of our Workforce Strategy. This is reflective of the Health Boards’ strategic equality objectives, and is supported by an increasing body of evidence, which correlates inclusion, wellbeing and the engagement of the workforce with the quality of health and care experienced by the people we serve.

We recognise the disproportionate impact the pandemic has had on some women, working mothers balancing childcare and homeschooling and those with caring responsibilities. We are encouraged to see that the gender pay gap has reduced both in pay rate and bonus. Our move this year to agile and more flexible working will provide further valuable insights going forward. Maintaining a clear picture of both the pay gap, staff experience and strengthening and expanding our BCUnity staff networks to include a gender equality network will help us take the right steps as we progress.”