

Gender Pay Gap Report for 2017

Introduction

West Hampshire Clinical Commissioning Group (CCG) is covered by the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017¹ which came into force on 31 March 2017. These regulations require all public sector organisations in England that employ 250 or more staff to publish gender pay gap information annually, both on their website and on the designated government website at www.gov.uk/genderpaygap.

This requirement means the CCG must calculate and publish the following information:

- Mean gender pay gap in hourly pay
- Median gender pay gap in hourly pay
- Mean bonus gender pay gap
- Median bonus gender pay gap
- Proportion of females receiving a bonus payment
- Proportion of males receiving a bonus payment
- Proportion of females and males in each quartile pay band.

The gender pay gap is the percentage difference between average hourly earnings for women and men in a workforce. This information helps each employer to understand any underlying causes for their gender pay gap and take steps to minimise it.

The gender pay gap is different to equal pay. Equal pay deals with the pay differences between women and men who carry out the same jobs, similar jobs or jobs of equal value. It is unlawful to pay people unequally because they are a woman or a man.

This report fulfils West Hampshire CCGs reporting requirements for the year ending 31 March 2017.

¹ [The Stationary Office \(2017\) The Equality Act 2010 \(Specific Duties and Public Authorities\) Regulations 2017](#)

Report population

In accordance with [Government Equalities Office/ ACAS guidance²](#) our gender pay gap calculations are based on:

- A snap shot date of 31 March 2017
- Relevant pay period of one month (1 to 31 March 2017)
- Relevant bonus period of 12 months from 1 April 2016 to 31 March 2017.

On the 31 March 2017 the CCG employed 228 full pay relevant employees.

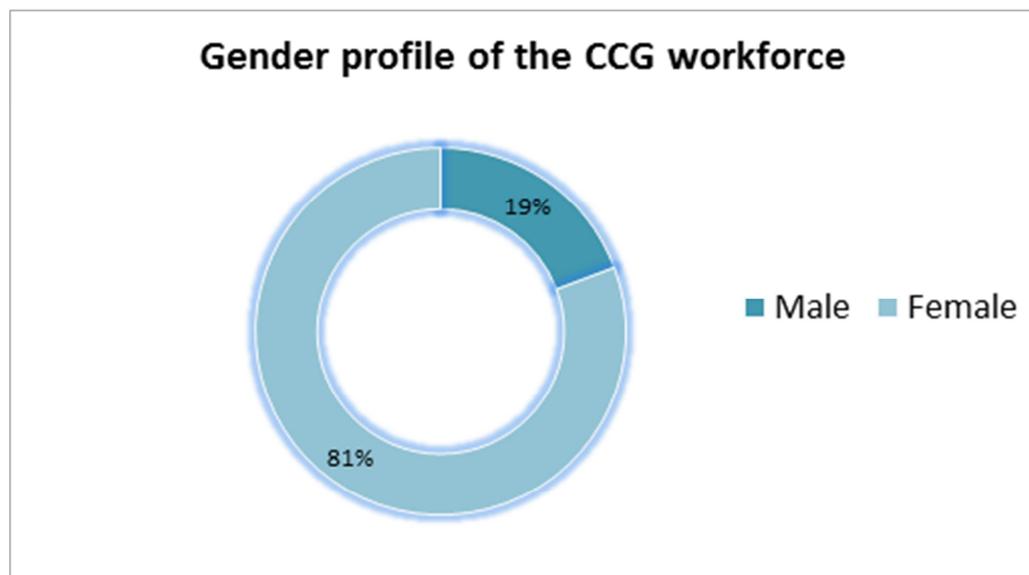
This is below the 250 person trigger for mandatory reporting. Despite this, we are publishing our gender pay gap information because it is good practice to do so. Also during 2017/18 our workforce increased to 282 staff (January 2018 position), so the CCG will have to publish in future years anyway.

Gender profile of CCG workforce

Of our 228 full pay relevant employees on 31 March 2017:

- 184 were women (81%)
- 44 were men (19%).

(**Note:** 15 employees were excluded in accordance with the guidance for calculating gender pay gap)

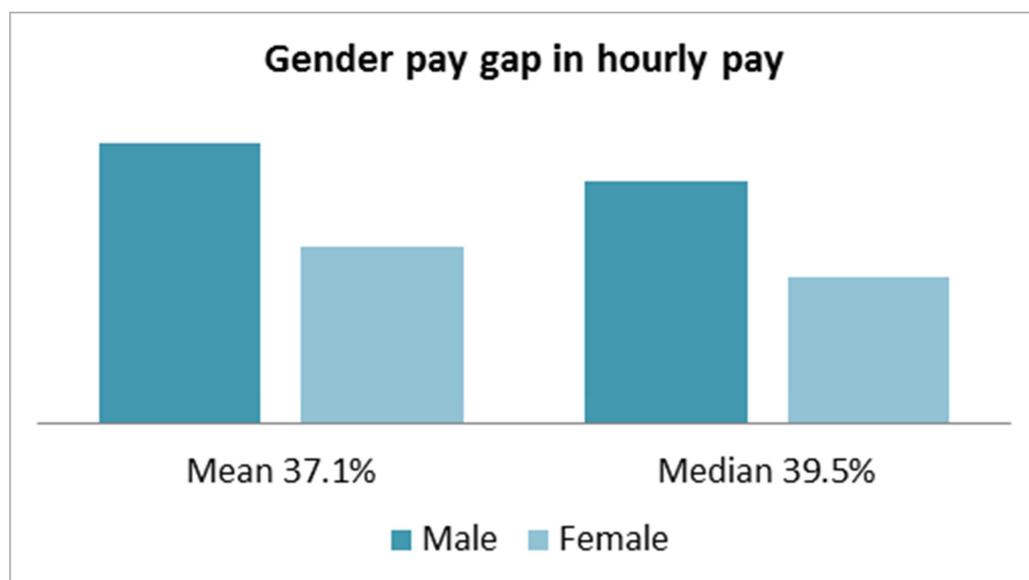


² ACAS and Government Equalities Office (2017) Guidance: Managing gender pay reporting

The proportion of female staff at West Hampshire CCG is greater than that of the national CCG workforce, where 70% are female and 30% male³.

Gender pay gap in hourly pay

In 2017 West Hampshire CCG female employee's average hourly rate was 37.1% lower (mean) and 39.5% lower (median) than that of male staff.



For comparison, the Office for National Statistics⁴ estimates the mean and median gender pay gap across the UK to be:

	Mean gender pay gap	Median gender pay gap
All jobs (United Kingdom 2017)	17.4%	18.4%
Public Sector (United Kingdom 2017)	17.7%	19.4%
Private sector (United Kingdom 2017)	21.1%	23.7%
Non-profit/ mutual (United Kingdom 2017)	19.4%	22.1%

This shows that in 2017, the headline mean and median gender pay gap at West Hampshire CCG was significantly higher than the average for public sector organisations across the UK.

³ NHS England (2014) Clinical Commissioning Group Equality and Diversity Profile

⁴ [Office for National Statistics \(2017\) Annual Survey of Hours and Earnings \(ASHE\)](#)

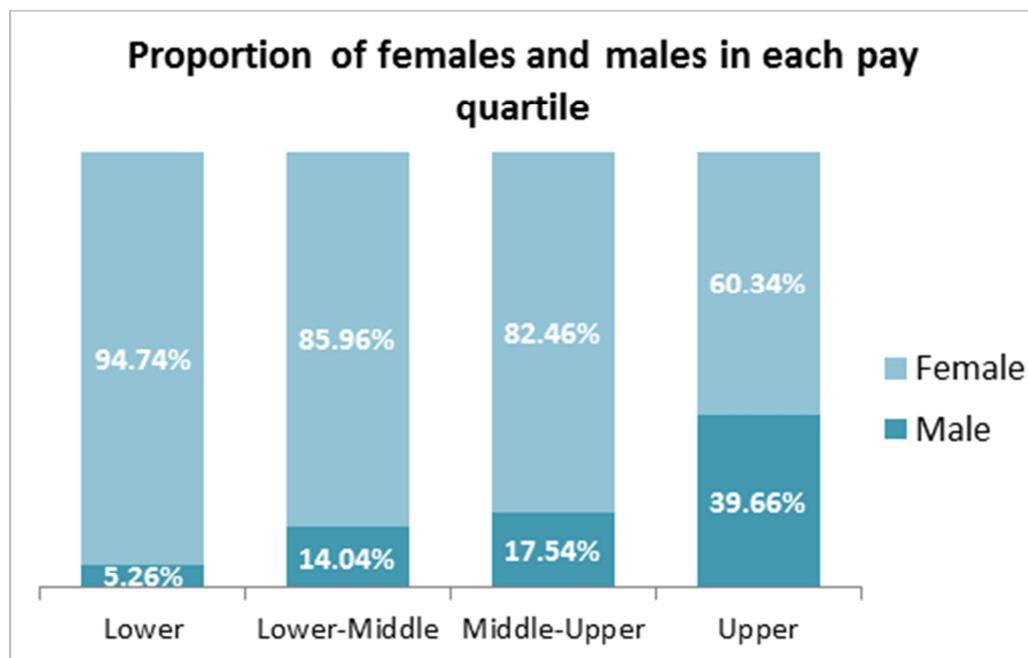
Making comparisons with other CCGs is difficult because the average head count of CCGs is 33 full time equivalents⁵. Therefore most CCGs will not be required to publish their gender pay gap.

Bonus gender pay gap

Based on the definitions in the guidance, no bonuses have been paid to CCG employees in the 12 month period up to 31 March 2017. Therefore our:

- Mean bonus gender pay gap is 0% (women's bonus pay is 0% lower)
- Median bonus gender pay gap is 0%
- 0% of female employees received a bonus
- 0% of male employees received a bonus.

Proportion of females and males in each pay quartile



- In the lowest pay quartile women make up 94.7% of staff
- The proportion of female employees in the lower three quartiles is greater than the proportion in the workforce as a whole (81%)
- Across the lower three pay quartiles male employees make up just 12% of staff (21 out of 150 individuals)
- Amongst our highest paid staff (upper quartile), men make up a much greater proportion at 39.66% (23 out of 58 individuals).

⁵ Williams, D. (2013) Revealed: The 100-fold variation in CCG workforce size Health Service Journal

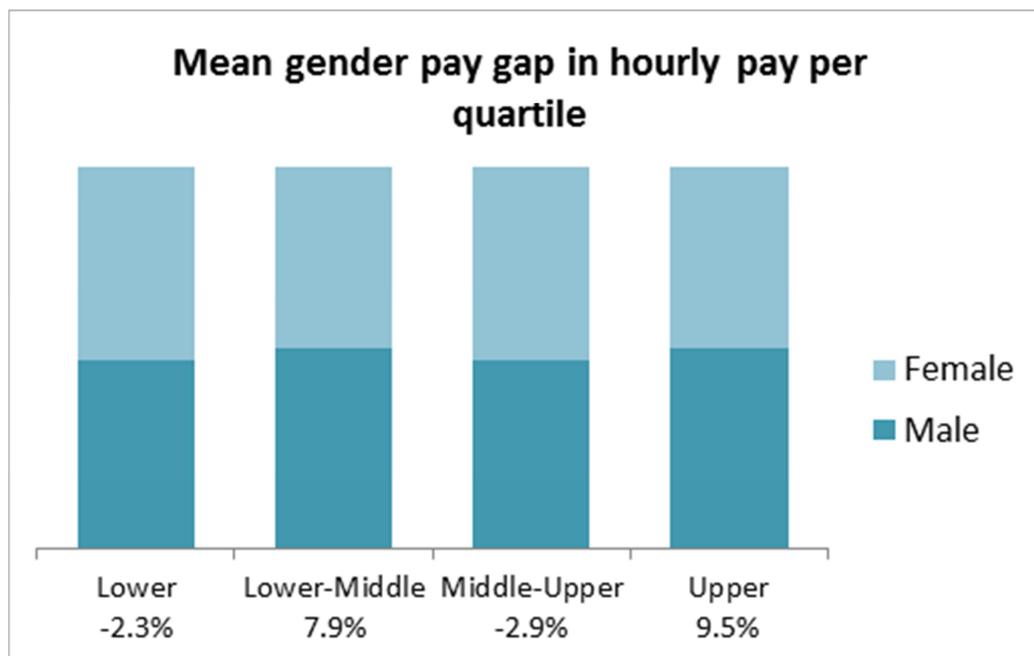
Understanding the gender pay gap

The overall gender pay gap at the CCG shows that typically women's hourly pay is 37.1% less than that of male employees.

The headline figure can be explained by a combination of factors:

- The small proportion of men in the workforce overall (only 19% of employees are male)
- The distribution of female and male staff on different hourly pay rates. This includes:
 - The very high proportion of female staff working in the lowest paid jobs (95% of employees in lowest pay quartile are women)
 - That across the lower three pay quartiles males make up just 12% of staff (21 out of 150 individuals)
 - The much greater proportion of men paid at higher hourly rates, and in particular, the proportion of male employees in the highest paid roles (GP Clinical Directors)
- The choices made by female and male employees. For example, decisions about career path or progression, balancing caring for children or adult relatives with work commitments, working patterns, maternity or shared parental leave, and so on.

To help us better understand the overall gender pay gap we have completed further analysis:



This shows a more mixed picture:

- In the lowest pay quartile the negative percentage figure reveals that overall male employees have 2.3% lower pay than female staff in this group
- Similarly in the middle-upper pay quartile men are paid 2.9% less per hour on average than women
- In the lower-middle and upper pay quartiles women are typically paid between 7.9% and 9.5% less compared to men.

We recognise a need to complete further analysis of the data we hold about gender in relation to our employment practices.

Tackling the gender pay gap

West Hampshire CCG is committed to tackling discrimination and advancing equal opportunities for all staff. We already have a range of measures in place that support women's progression in the workplace:

- We offer shared parental leave and flexible working arrangements
- We actively support women to return to work following maternity or adoption leave
- We encourage and support female employees to progress their careers. For example, by enabling secondments with other NHS organisations, and offering coaching and leadership development through the Thames Valley and Wessex Leadership Academy
- Using anonymised application processes to reduce unconscious bias in recruitment
- Having a range of up-to-date workforce policies which are regularly reviewed.

West Hampshire CCG is also unusual in that we have both a female Chief Officer and Chair.

Recognising the need to encourage more women GPs to take up leadership roles in commissioning, the Chair together with a female Clinical Director from the CCG, have been meeting GP registrars. This has involved speaking to groups of around 30 GP registrars (about 70% of whom are women), to talk about commissioning and the opportunities to get involved in clinical leadership. As many more GPs (particularly women) choose to develop roles as GP teachers, it is important that senior CCG leaders who are women act as role models for younger GP colleagues.

Action to reduce the gender pay gap

In order to address the gender pay gap, we will undertake a number of actions in 2018/19:

1. Gather and analyse more detailed gender monitoring information. We will focus on recruitment, promotions, take up of flexible working, maternity, paternity and adoption leave, and calculate the gender pay gap figures for part-time and full-time staff
2. If the data analysis indicates a need to explore issues in more depth, we will hold a focus group with female staff
3. As a number of CCG Clinical Directors will be standing down in the coming months, we will actively encourage applications from female GPs and take positive action where possible
4. Develop a programme to increase visibility amongst the GP training world and medical students of clinical leadership opportunities in commissioning, and in particular for female doctors
5. Take steps to increase the number of men employed in Agenda for Change Bands 3 and 4.

27 March 2018

ENDS