



**East Coast Community Healthcare CIC
Gender Pay Gap Report**

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About East Coast Community Healthcare CIC

East Coast Community Healthcare CIC (ECCH) is a staff owned Social Enterprise, providing community based NHS and social care in Norfolk & Suffolk. ECCH is owned by its employees. Our staff have a stake – and therefore a real say – in how the organisation works. Around 80% of staff are shareholders - well above average for a social enterprise - and we have two Staff Directors, appointed by their shareholder colleagues, who sit on the Board and shape our business.

ECCH is committed to being an equal opportunities employer and to building equality, diversity and inclusion into everything that it does.

Gender Pay Gap Reporting

Legislation has made it statutory for organisations with 250 or more employees to report annually on their gender pay gap. Government departments are covered by the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 which came into force on 31 March 2017. These regulations underpin the Public Sector Equality Duty and require the relevant organisations to publish their gender pay gap data by 30 March 2018 (and then annually), including mean and median gender pay gaps; the mean and median gender bonus gaps; the proportion of men and women who received bonuses; and the proportions of male and female employees in each pay quartile.

The gender pay gap shows the difference in the average pay between all men and women in a workforce. If a workforce has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with, and the individual calculations may help to identify what those issues are.

The gender pay gap 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. It is unlawful to pay people unequally because they are a man or a woman.

East Coast Community Healthcare CIC supports the fair treatment and reward of all staff irrespective of gender.

This report outlines:

- the reporting requirements for East Coast Community Healthcare CIC
- provides additional data where appropriate
- provides some analysis to identify the gender pay gap
- possible reasons for the gender pay gap, and
- what we are doing to close the gender pay gap in the organisation.

Definitions and scope

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

The mean pay gap is the difference between average hourly earnings of men and women, i.e. The hourly gap divided by the average for men equates to the mean gender pay gap.

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-most salary.

The report is based on rates of pay as at 05 April 2017. It includes all employees and bank workers in scope at 05 April 2017.

Gender Pay Gap

The following Gender pay report data is taken as the snapshot date from 05 April 2017:

1.	The mean gender pay gap for ECCH	9.11%
2.	The median gender pay gap for ECCH	-2.69%

Pay Quartiles by Gender

Quartile	Female Headcount	Male Headcount	Female %	Male %	Description
1 (lowest paid)	163.00	39.00	80.69	19.31	Includes all employees whose standard hourly rate places them at or below the lower quartile
2	189.00	25.00	88.32	11.68	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median hourly pay
3	189.00	19.00	90.87	9.13	Includes all employees whose standard hourly rate places them above the median hourly pay but at or below the upper quartile
4 (highest paid)	166.00	42.00	79.81	20.19	Includes all employees whose standard hourly rate places them above the upper quartile

No bonuses were paid as at snapshot date therefore no data is available regarding the gender pay gap for bonus payments.

What do we do to ensure equal pay?

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

Legislation requires that men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

ECCH is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

We deliver equal pay through a number of means but primarily through adopting nationally agreed terms and conditions for our workforce:

National NHS Agenda for Change Terms and Conditions of Service (AfC).

AfC is negotiated nationally by the NHS Staff Council, led by NHS Employers. The national NHS Staff Council has overall responsibility for the AfC pay system and has representatives from both employers and trade unions. AfC provides the framework for pay arrangements which are in place at ECCH.

Typically, AfC terms and conditions apply to nursing, allied health professionals and administration and clerical staff, which are the majority of the workforce.

Where appropriate, locally agreed policies may supplement AfC arrangements, such as:

- Family friendly policies
- Evaluating job roles and pay grades as necessary to ensure a fair structure
- Starting salaries policy

Medical and Dental Staff are employed on national Terms and Conditions of Service (TCS) and pay arrangements.

These pay arrangements are negotiated nationally on behalf of employers by NHS Employers with the NHS trade unions. These terms and conditions include all Consultants, Medical and Dental staff and Doctors and Dentists in Training.

Very Senior Managers (VSMs) and Chairs and Non-Executive Directors (NEDs).

As a Social Enterprise, ECCH is free to determine its own rates of pay for its VSMs and Chairs and NEDs. VSMs include Chief Executives, Executive Directors and other senior managers with board level responsibility who report directly to the Chief Executive. Rates of pay for VSM's are determined via an Remuneration Committee. The Remuneration Committee currently use the national NHS VSM Pay Guidance to set the rates of pay. This system is based on the principles outlined under VSM which determines the rate of pay for the Chief Executive based on the size of the organisation, turnover and population. Once this rate is determined the executive directors remuneration is set based on a % of the Chief Executive.

The Gender Pay Gap at ECCH – further data

ECCH is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the Company and the salaries that these roles attract.

It is perhaps helpful to review the staffing profile within ECCH. Overleaf is a table which reflects the pay bands in operation. The bands referred to in the table are the AfC pay bands and range from band 1 (the lowest pay band) through to band 9 (the highest pay band).

Medical roles categorised are GPs. There is a line for Executive Directors and Non-Executive Directors (NEDs).

There are a small number of staff employed by ECCH on what have been categorised as Non Agenda for Change Contracts. Typically these are substantive members of staff engaged on contracts reflecting the terms and conditions associated with a TUPE transfer from another organisation.

The information contained within the table is sourced from the same data which provided the gender pay gap figures, i.e. The staffing position as at 05 April 2017.

The final column within the table reflects the gender pay gap position, based on the staff contained within the respective pay categories.

The mean gender pay calculation requires an employer to show the difference between the mean hourly rate of pay that male and female full-pay relevant employees receive.

The calculation is:
$$\frac{(A-B)}{A} \times 100$$

A is the mean hourly rate of pay of all male full-pay relevant employees.

B is the mean hourly rate of pay of all female full-pay relevant employees.

The result is expressed as a percentage.

For example...

An employer with a mean hourly rate of pay of £15.25 for all male full-pay relevant employees and £13.42 for all female full-pay relevant employees would have a 12.0% mean gender pay gap (rounded to one decimal place).

Pay Band	Female Headcount	Female % of total staff	Male Headcount	Male % of total staff	Total Headcount	Mean Gender Pay Gap by Pay Band *
Apprentice	1	0.12%	0	0.00%	1	0.00%
Band 1	32	3.85%	7	0.84%	39	0.71%
Band 2	108	13.00%	25	3.01%	133	-9.09%
Band 3	72	8.66%	6	0.72%	78	-0.44%
Band 4	103	12.39%	16	1.93%	119	-4.43%
Band 5	156	18.77%	14	1.68%	170	-8.25%
Band 6	123	14.80%	22	2.65%	145	2.39%
Band 7	62	7.46%	13	1.56%	75	-3.20%
Band 8a	25	3.01%	5	0.60%	30	7.28%
Band 8b	8	0.96%	2	0.24%	10	3.66%
Band 8c	2	0.24%	3	0.36%	5	-6.20%
Band 8d	1	0.12%	0	0.00%	1	0.00%
Band 9	0	0.00%	0	0.00%	0	0.00%
Non Agenda for Change	10	1.20%	1	0.12%	11	-11.49%
Exec/Non-Exec Directors	3	0.36%	7	0.36%	10	-43.33%
GPs	1	0.12%	3	0.84%	4	76.53%
Total	707	85.08%	124	14.92%	831	9.11%

* Positive figures in the column 'Gender Pay Gap by Pay Band' indicate a gender pay gap in favour of males, whereas *negative figures* indicate a gender pay gap in favour of females.

What is the data telling us?

For the majority of pay bands there is a gender pay gap in favour of females. There is, however a relatively small gender pay gap in favour of males within bands 1, 6, 8a and 8b. There is a more significant gender pay gap in favour of males for those who are GPs.

When looking at the gender pay gap in favour of males within bands 1,6, 8a and 8b staff, it is of note that the overall gender pay gap for ECCH is 9.11%. However, it is important to remember that this is about the gender pay gap not equal pay gap.

Within Band 6, whilst there are 69% more females than males, there is a larger percentage of females currently in the middle of the band compared to males. In total 35.32% of females are on the middle points (24-26) of Band 6, compared to 20.32% of males. There is also a larger percentage of females who are in receipt of a salary sacrifice arrangement (e.g. childcare vouchers and cars) than men which reduces their hourly rate.

The data shows that we have a higher percentage of females who are in Band 8a; only 28.57% are paid at the top of band 8a, in comparison with the males where 60% are paid at the top of band 8a. However, 80% of males are on one of the top three points in comparison to 57% of females.

On average males at the top of the band have been on Band 8a for 6.06 years within ECCH in comparison with females at the top of band who have been on Band 8a for an average of 3.79 years within ECCH.

There is a higher number of females who are on Band 8b, however the average pay for females within Band 8b is lower than males due to a number of factors;

1. 50% of males in 8b are on the top of the band, whereas there are 0 females on the top of the band
2. 25% of females within Band 8b are in receipt of a salary sacrifice or lease car arrangement which reduces their pay value for the period

On face value, the staff group/banding analysis is reassuring in respect of pay.

Analysis suggests that the gender pay gap may be wholly attributed to the length of service of male staff within these roles as outlined above and therefore the gender pay gap is enhanced. The AfC pay structure enables staff to receive incremental points within the pay band based on years service in the role until they reach the top of the pay band. This is not gender defined and both male and female staff have equal opportunity to reach the top of the pay band.

There is a more significant gender pay gap for GPs, this is due to the fact that at the time of the snapshot date ECCH had 3 permanently employed male GPs (salaried GPs) and one bank female GP.