

Gender Pay Gap Report (5 April 2018 snapshot – 2019 Submission)

What is the gender pay gap report?

Gender pay reporting legislation requires employers with 250 or more employees from April 2017 to publish statutory calculations every year showing how large the pay gap is between their male and female employees. There are two sets of regulations.

- The first is mainly for the private and voluntary sectors (taking effect from 5 April 2017); and
- The second is mainly for the public sector (taking effect from 31 March 2017). Employers will have up to 12 months to publish their gender pay gaps.

The results must be published on the employer's website and a government website and where applicable, be confirmed in a written statement. This process helps to support and encourage action to take steps to improve gender equality and reduce or eliminate any gender pay gap.

What is the difference between gender pay reporting 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.
- **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 could indicate there may be a number of issues to deal with and the individual calculations may help to identify what those issues are.

The majority of Livewell Southwest employees' terms and conditions follow the NHS Agenda for Change (AfC). In addition, all posts are matched to AfC national job profiles or job evaluated to determine which pay band or grade a post should sit.

The gender pay gap indicators

An employer must publish six calculations showing their:

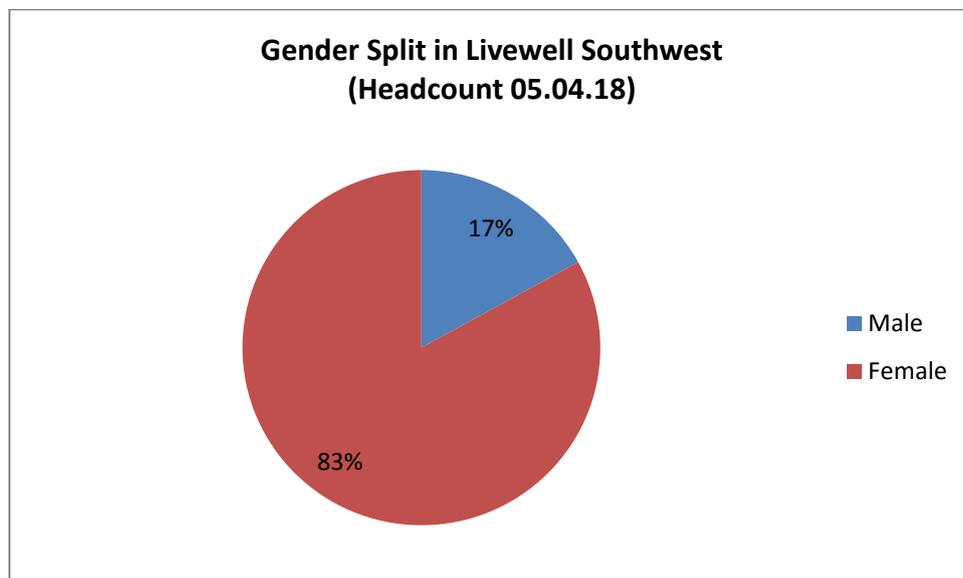
- Average gender pay gap as a mean average;
- Average gender pay gap as a median average;
- Average bonus gender pay gap as a mean average;
- Average bonus gender pay gap as a median average;
- Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment;
- Proportion of males and females when divided into four groups ordered from lowest to highest pay.

What is meant by the mean and the median for gender pay reporting?

- **Mean:** to find the mean, add up the salaries for all employees across the organisation and then divide that figure by the number of employees.
- **Median:** list the salaries for all employees set in numerical order and identify which salary appears in the middle of the list.

Livewell Southwest Workforce Context

The current gender profile within the overall workforce is 17% males and 83% females. (Snapshot 5 April 2018).



Results for Livewell Southwest

a) Gender pay gap as a mean average (5 April 2018 snapshot)

	Male	Female	£ difference	% difference
Mean hourly rate	£17.11	£14.54	£2.57	15.04%

b) Gender pay gap as a median average (5 April 2018 snapshot)

	Male	Female	£ difference	% difference
Median hourly rate	£14.69	£13.19	£1.50	10.24%

c) Difference between 2017 and 2018

	2018	2017	% Difference
Mean hourly rate	15.04%	16.41%	-1.37%
Median hourly rate	10.24%	7.59%	2.65%

Compared to the 2018 return, the male average hourly rate decreased by £0.28 and the female average hourly rate remained the same. This resulted in the mean gender pay gap reducing by 1.37%.

The male median hourly rate increased by £0.14 whilst the female median hourly rate reduced by £0.26 which equates to a £0.40 increase in the pay gap resulting in a median increase of 2.65%. There was a large outlier in the male hourly pay last year which had a significant impact on the mean but not the median (for which it represented just 1 data point)

There were a small number of males shifting about the quartiles, however due to the fact that there are so few men in the organisation compared to women, it had a significant impact. This caused the male median to increase by £0.14.

There was a slight shift the other way for females with more women joining the lower two quartiles than the upper two resulting in the female median decreasing by £0.26.

In summary, males lowered their proportion of staff in the lower quartiles (raising their median), females lowered their proportion of staff in the upper quartiles (lowering their median).

d) Bonus gender pay gap as a mean and median

	% difference (4 Apr 17 – 5 Apr 18)	% difference (4 Apr 16 – 5 Apr 17)	Change
Mean Bonus Gender Pay Gap	-5.7%	-35.73%	30.03%
Median Bonus Gender Pay Gap	0%	-33.30%	33.3%

e) Proportion of males and females receiving a bonus payment

Gender	17-18	16-17	% Change
Female	0.20%	0.22%	0.2%
Male	1.02%	1.10%	0.8%

f) Proportion of males and females when divided into four groups ordered from lowest to highest pay (5 April 2018 snapshot)

	Male	Female
Lower	15.09%	84.91%
Lower Middle	14.90%	85.10%
Upper Middle	13.59%	86.41%
Upper	22.75%	77.25%

g) Proportion of males and females when divided into four groups ordered from lowest to highest pay (5 April 2017 snapshot)

	Male	Female
Lower	15.36%	84.64%
Lower Middle	16.79%	83.21%
Upper Middle	14.33%	85.67%

Upper	22.55%	77.45%
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h) Comparison of proportion of males and females when divided into four groups ordered from lowest to highest pay between 2017 and 2018 snapshot

	Male	Female
Lower	-0.27%	0.27%
Lower Middle	-1.89%	1.89%
Upper Middle	-0.74%	0.74%
Upper	0.20%	-0.20%

Comparison - summary of results and proposed actions

Metric	Result	Proposed Action
Average gender pay gap as a mean average.	Males earn a mean average of 15% more than females, which is a 1% reduction compared to last year.	Further investigation into the data is required given that 83% of Livewell Southwest's workforce is female. The Workforce Strategy Group to investigate the reasons for the gap and how this can be reduced.
Average gender pay gap as a median average.	Males earn as a median average 10.2% more than females, which is a 2.2% increase compared to last year.	Further investigation into the data is required given that 83% of Livewell Southwest's workforce is female. The Workforce Strategy Group to investigate the reasons for the gap and how this can be reduced.
Average bonus gender pay gap as a mean average.	Females earn 5.7% less as a mean average in their bonus than males,	The medical workforce earn bonus. Compared to last year, this figure has changed significantly from 36% of females earning more in their bonus than males. To be referred to the Workforce Strategy Group.
Average bonus gender pay gap as a median average.	Females earn as a median average the same bonus as males.	The medical workforce earn bonus. Compared to last year, this figure has changed significantly from 33% of females earning more in their bonus than males. To be referred to the Workforce Strategy Group.
Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment.	The percentage for females receiving a bonus (0.20%) is lower compared to males (1.02%) due to a larger	These figures compared to last year have not changed significantly. This to be referred to the Workforce

Metric	Result	Proposed Action
	proportion of female employees overall within Livewell Southwest.	Strategy Group.
Proportion of males and females when divided into four groups ordered from lowest to highest.	The data outlines a higher proportion of females in all four pay quartiles. This is the same outcome compared to last year with minimal movement.	Further investigation of the data is required by the Workforce Strategy Group to advise on any proposed actions that may reduce the gap further at the lower quartile.
Livewell Southwest Workforce profile	The gender profile within the overall workforce is 17% males and 83% female which has not changed since last year's snapshot.	To be referred to the Workforce Strategy Group to develop a holistic Equality, Diversity and Inclusion Strategy to include gender diversity across the organisation.