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# **Gender Pay Gap Report**

## **(5 April 2020 Snapshot – 2021 Submission)**

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### 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.
- The second is mainly for the public sector.

Employers have up to 12 months to publish their gender pay gaps and 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.

Livewell Southwest employees' terms and conditions follow 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:

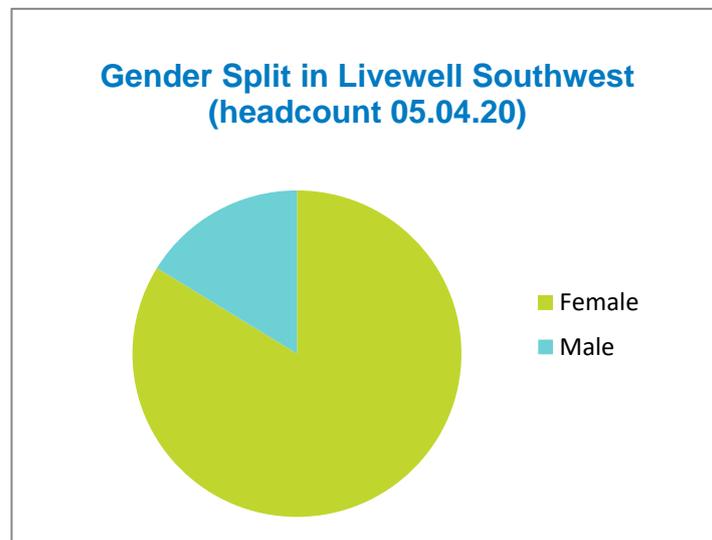
- Average gender pay gap as a mean average;
- Average gender pay gap as a median average;
- Average bonus gender pay gap as a mean average;
- Average bonus gender pay gap as a median average;
- Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment;
- Proportion 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 2020).



## Results for Livewell Southwest

### a) Gender pay gap as a mean average (5 April 2020 snapshot)

	Male	Female	£ difference	% difference
Mean hourly rate	£18.29	£15.84	£2.45	13.39%

### b) Gender pay gap as a median average (5 April 2020 snapshot)

	Male	Female	£ difference	% difference
Median hourly rate	£15.66	£14.02	£1.64	10.45%

### c) Difference between 2019 and 2020

	2019	2020	% change
<b>Mean % pay gap</b>	12.84%	13.39%	0.55%
<b>Median % pay gap</b>	9.68%	10.45%	0.77%

The gender profile within the overall workforce is 17% males and 83% female. The proportion of the workforce which is male has increased by 1% when compared with 2019. There was a change in the number of males entering the workforce compared to 2019 of 15 males although females increased by 60 compared with 2019 figures.

Comparing the previous year's return, male average hourly rate on 5 April 2020 showed an increase of £0.61. The female average hourly rate also increased and by £0.43. As the male average hourly rate increase was higher than that of females, this resulted in the mean gender pay gap increasing by £0.18, or 0.55% compared to last year.

The male median hourly rate increased by £0.26. The female median hourly rate also increased however by a lower rate of £0.11. As the increase in median hourly rate for males was higher than females this increased the gender pay gap by 0.77% when compared with 2019.

### d) Bonus gender pay gap as a mean and median

	% difference (4 Apr 18 – 5 Apr 19)	% difference (4 Apr 19 – 5 Apr 20)	Change
<b>Mean Bonus Gender Pay Gap</b>	-16.34%	-19.63%	3.29%
<b>Median Bonus Gender Pay Gap</b>	0%	0.31%	0.31%

### e) Proportion of males and females receiving a bonus payment

Gender	18-19	19-20	% Change
<b>Female</b>	0.20%	0.25%	0.05%
<b>Male</b>	0.97%	0.87%	-0.10%

Females earn 19.63% more as a mean average in their bonus than males which is an increase of 3.29% when comparing figures from last year. There is an increase in the median gender pay gap compared to last year of 0.31%.

The proportion of males and females receiving a bonus payment has changed to 6 females and 4 males receiving a bonus compared to 5 males and 5 females in 2019. Given that there are a larger proportion of female employees in the workforce compared to males, the percentage of females in the workforce receiving a bonus (0.25%) will be lower compared to males (0.87%). However the proportion of females receiving a bonus compared to the previous year has increased and males have decreased.

**f) Proportion of males and females when divided into four groups ordered from lowest to highest pay (5 April 2020 snapshot)**

	<b>Male 5 April 2019 (excludes uplifts)</b>	<b>Female 5 April 2019 (excludes uplifts)</b>	<b>Male 5 April 2020</b>	<b>Female 5 April 2020</b>
<b>Lower</b>	14.81%	85.19%	13.42%	86.58%
<b>Lower Middle</b>	15.38%	84.62%	17.00%	83.00%
<b>Upper Middle</b>	14.31%	85.69%	12.87%	87.13%
<b>Upper</b>	21.22%	78.78%	21.88%	78.12%

**g) The percentage difference of the 2019 and 2020 figures showing the proportion of males and females when divided into four groups ordered from lowest to highest pay**

	<b>Male</b>	<b>Female</b>
<b>Lower</b>	-1.39%	1.39%
<b>Lower Middle</b>	1.62%	-1.62%
<b>Upper Middle</b>	-1.44%	1.44%
<b>Upper</b>	0.66%	-0.66%

The data outlines a higher proportion of females in all pay quartiles. This will be due to the current gender profile within the overall workforce of 17% males and 83% females. However, males remain higher in the pay quartile Upper (21.88%) when comparing pay quartiles Lower to Upper Middle.

**COMPARISON**  
**Summary of results and proposed actions**

Metric	Result	Proposed Action
Livewell Southwest Workforce profile	The gender profile within the overall workforce is 17% males and 83% female. The gender diversity in the organisation does not represent the community in which we provide health and social care. Although there was a 1% improvement in the number of males within the workforce compared to the previous year, more should be done to encourage more males to work within Livewell Southwest.	To raise with Inclusion Champions to develop a gender diversity plan for the organisation that is representative of the community that we serve
Average gender pay gap as a mean average.	Males earn a mean average of 13.39% more than females, which is a 0.55% increase compared to last year.	Further investigation into the data is required given that 83% of Livewell Southwest's workforce is female. To raise with Inclusion Champions to investigate how the gap can be reduced.
Average gender pay gap as a median average.	Males earn as a median average 10.45% more than females, which is a 0.77% increase compared to last year.	Further investigation into the data is required given that 83% of Livewell Southwest's workforce is female. To raise with Inclusion Champions to investigate how the gap can be reduced.
Average bonus gender pay gap as a mean average.	Females earn 19.63% more as a mean average in their bonus than males. This is an increase of 3.29% when comparing figures from last year where females earned 0.31% more as a mean average in their bonus than males however these figures refer to a very	To raise with Inclusion Champions to investigate bonus payments of females and males.

Metric	Result	Proposed Action
	small section of the organisation.	
Average bonus gender pay gap as a median average.	Females median average bonus has increased by 0.05% compared to last year. This is likely to be due to an increase in females and a decrease in males receiving a bonus when compared to last year.	To raise with Inclusion Champions to investigate bonus payments of females and males.
Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment.	The percentage for females in the workforce receiving a bonus (0.25%) is lower compared to males (0.87%). Although this proportion has increased for females and reduced for males, the results reflect the larger proportion of female employees overall within Livewell Southwest.	To raise with Inclusion Champions to develop a gender diversity plan for the organisation that is representative of the community.
Proportion of males and females when divided into four groups ordered from lowest to highest	The data outlines an increase in the number of females however a reduction in the number of males in the pay quartiles 1 and 3 (lower and upper middle) compared to 2019. The proportion of males in the organisation remain in the pay quartile 4 (upper)	Further investigation is required and Inclusion Champions to advise on any proposed actions that may increase the proportion of females in quartiles 4 (upper) which will help to reduce the gender pay gap.