

# Gender Pay Gap Report

## (5 April 2021 snapshot – 2022 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 men and women within the workforce. 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 men receiving a bonus payment and proportion of women receiving a bonus payment;
- Proportion of men and women when divided into four groups ordered from lowest to highest pay.

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

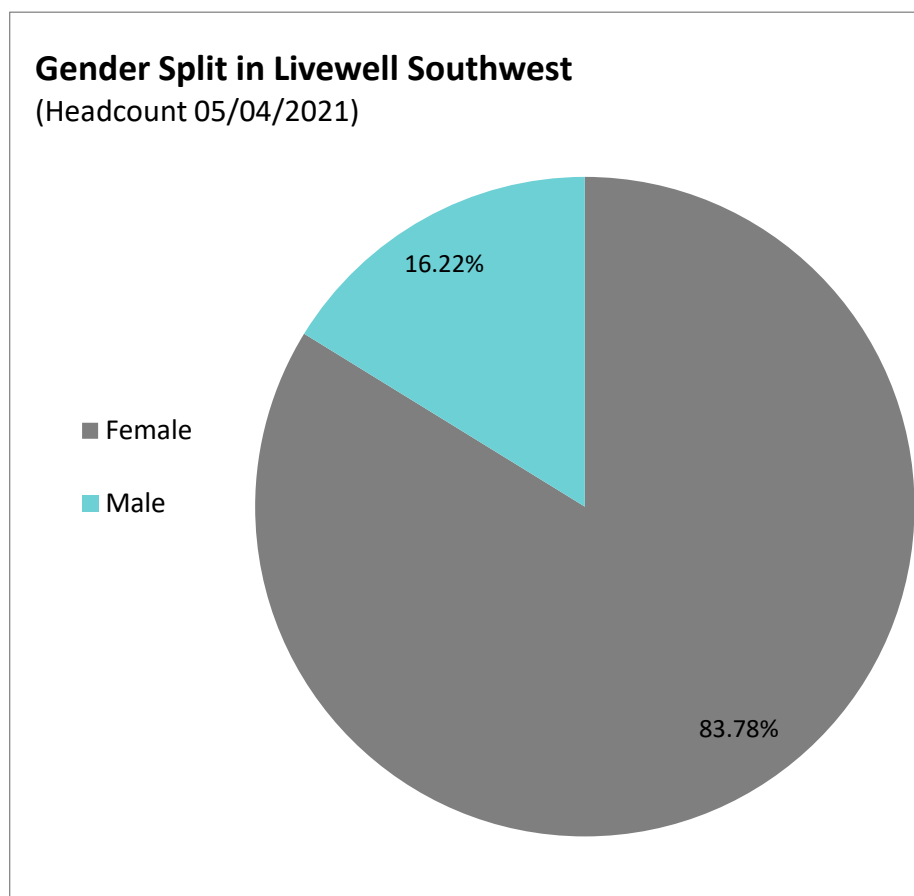
- **Mean:** to find the mean, add up the salaries for all employees across the organisation and then divide that figure by the number of employees.
- **Median:** list the salaries for all employees set in numerical order and identify which salary appears in the middle of the list.

## Equality Statement

The gender pay gap legislation expressly requires employers to report on 'men' and 'women'. Livewell Southwest recognises that gender identity is not limited to the categories of male and female. Although gender pay gap regulations require Livewell Southwest to report on all employees as men and women, Livewell Southwest appreciates that some colleagues may not identify within this gender binary. Livewell Southwest welcomes and values colleagues of all gender identities.

## Livewell Southwest Workforce Context

The current gender profile within the overall workforce is 16.2% men and 83.8% women. (Snapshot 5 April 2021).



## Results for Livewell Southwest

### a) Gender pay gap as a mean average (5 April 2021 snapshot)

	Men	Women	£ difference	% difference
<b>Mean hourly rate</b>	£19.02	£15.98	£3.04	15.98%

### b) Gender pay gap as a median average (5 April 2021 snapshot)

	Men	Women	£ difference	% difference
<b>Median hourly rate</b>	£15.81	£15.21	£0.60	3.81%

### c) Difference between 2020- and 2021

	2020	2021	% change
<b>Mean % pay gap</b>	13.39%	15.98%	2.59%
<b>Median % pay gap</b>	10.45%	-3.81%	-6.64%

The gender profile within the overall workforce is 16.2% men and 83.8% women. The proportion of the workforce which are men has decreased slightly by 0.8% when compared with 2020 when men represented 17% of the workforce.

Mean gender pay gap % has slightly increased this year. This appears to be due to a small decrease in women in the medical staff group and the Board. Comparing the previous year's return, men's average hourly rate on 5 April 2021 showed an increase of £0.73. Women's average hourly rate also increased but by a smaller margin of £0.14.

Median gender pay gap % has reduced dramatically this year, 10%-3% but this has not been found in the analysis on salary alone, which suggests the change is due to additional pay such as overtime, weekend/night payments relating to women. Men's median hourly rate increased by £0.15. Women's median hourly rate also increased however by a larger rate of £1.19. As the increase in median hourly rate for men was lower than women this decreased the gender pay gap by 6.64% when compared with 2020.

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

	% difference (4 Apr 19 – 5 Apr 20)	% difference (4 Apr 20 – 5 Apr 21)	Change
<b>Mean Bonus Gender Pay Gap</b>	-19.63%	-64.67%	-45.04%
<b>Median Bonus Gender Pay Gap</b>	0.31%	0.0%	0.0%

There is a negative gender pay gap in mean bonus payments which indicates a pay gap in favour of women; this still fluctuates due to small numbers of people being affected (10 people). The median gender pay gap for bonus pay is now 0%.

**e) Proportion of men and women receiving a bonus payment**

Gender	19-20	21-22	% Change
Women	0.25%	0.21%	-0.04%
Men	0.87%	1.06%	0.19%

The proportion of men receiving bonus payments increased very slightly. A change from 6 women and 4 men receiving a bonus in 2019/20 back to 5 men and 5 women in 2021/22. The difference in proportions is due to small numbers of men in the organisation compared to women (16.2% vs 83.8% of total headcount). The steady reduction is not less people receiving the bonus (which remains comparable) but an increase in total staff in the organisation.

**f) Proportion of men and women when divided into four groups ordered from lowest to highest pay (5 April 2021 snapshot)**

	Men 5 April 2020	Women 5 April 2020	Men 5 April 2021	Women 5 April 2021
Lower	13.42%	86.58%	14.45%	85.55%
Lower Middle	17.00%	83.00%	15.95%	84.05%
Upper Middle	12.87%	87.13%	13.85%	86.15%
Upper	21.88%	78.12%	20.45%	79.54%

**g) The percentage difference of the 2020 and 2021 figures showing the proportion of men and women when divided into four groups ordered from lowest to highest pay**

	Men	Women
Lower	1.03%	-1.03%
Lower Middle	-1.05%	1.05%
Upper Middle	0.98%	-0.98%
Upper	-1.43%	1.42%

Quartiles 1 - 3 remain similar to the organisation-wide split of men to women, somewhere between 13-17% (men) vs 87-83% (women). However, quartile 4 (the highest paid quartile) has a slightly larger proportion of men to women (20-23% (men) vs 80-77% (women)). This is where the average man's pay gets pulled up, causing the slight gender pay gap.

## COMPARISON

### Summary of results and proposed actions

Metric	Result	Proposed Action
Livewell Southwest Workforce profile	The gender profile within the overall workforce is 16.2% men and 83.8% women. The gender diversity in the organisation does not represent the community in which we provide health and social care. In addition there was a reduction in men in the workforce compared to the previous year of 0.8%. More will need to be done to encourage more men 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.	The mean gender pay gap % has slightly increased this year. This appears to be due to a small decrease in women in the medical staff group and the Board.	Further investigation into the data is required given that 83% of Livewell Southwest's workforce is women. To raise with Inclusion Champions to investigate how the gap can be reduced.
Average gender pay gap as a median average.	Median gender pay gap % has reduced dramatically this year, 10%-3% but this has not been found in the analysis on salary alone, which suggests the change is due to additional pay such as overtime, weekend/night payments relating to women.	Further investigation into the data is required given that 83% of Livewell Southwest's workforce is women. To raise with Inclusion Champions to investigate how the gap can be reduced.
Average bonus gender pay gap as a mean average.	There is a negative gender pay gap in mean bonus payments which indicates a pay gap in favour of women; this still fluctuates due to small numbers of people being affected (10 people).	To raise with Inclusion Champions to investigate bonus payments of women and men.

Metric	Result	Proposed Action
Average bonus gender pay gap as a median average.	There was a no change in women's median average bonus compared to last year. The median gender pay gap for bonus pay remains at 0%.	The Inclusion Champions to monitor.
Proportion of men receiving a bonus payment and proportion of women receiving a bonus payment.	The percentage for women in the workforce receiving a bonus (0.21%) is lower compared to men (1.06%). The results reflect the larger proportion of women 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 men and women when divided into four groups ordered from lowest to highest	The data shows quartiles 1 - 3 remain similar to the organisation-wide split of men to women, somewhere between 13-17% (men) vs 87-83% (women). However, quartile 4 (the highest paid quartile) has a slightly larger proportion of men to women (20-23% (men) vs 80-77% (women). This is where the average man's pay gets pulled up, causing the slight gender pay gap.	Further investigation is required. Inclusion Champions to develop strategy to encourage career development for women to move into pay quartile 4.