

Gender Pay Gap Report

(5 April 2019 snapshot – 2020 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.
- 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:

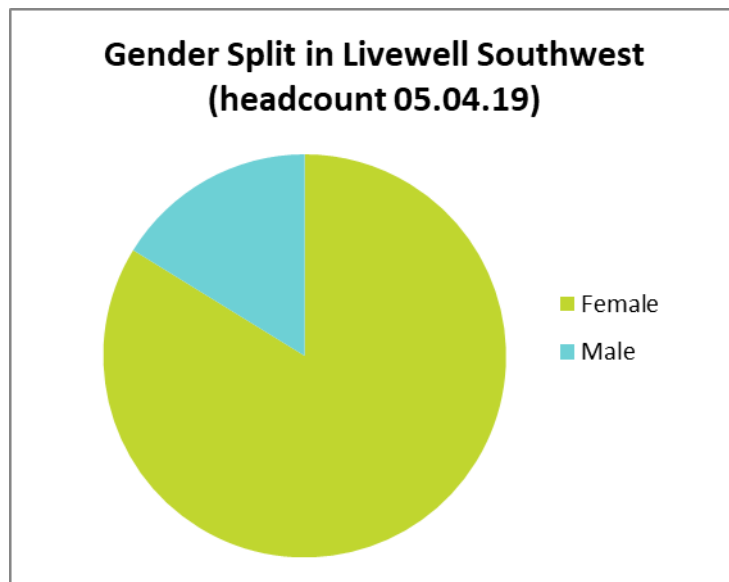
- Average gender pay gap as a mean average;
- Average gender pay gap as a median average;
- Average bonus gender pay gap as a mean average;
- Average bonus gender pay gap as a median average;
- Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment;
- Proportion 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 16% males and 84% females. (Snapshot 5 April 2019).



Results for Livewell Southwest

a) Gender pay gap as a mean average (5 April 2019 snapshot)

	Male	Female	£ difference	% difference
Mean hourly rate	£17.68	£15.41	£2.27	12.84%

b) Gender pay gap as a median average (5 April 2019 snapshot)

	Male	Female	£ difference	% difference
Median hourly rate	£15.40	£13.91	£1.49	9.68%

c) Difference between 2018 and 2019

	2019	2018	% change
Mean % pay gap	12.84%	15.04%	-2.2%
Median % pay gap	9.68%	10.24%	-0.56%

The gender profile within the overall workforce is 16% males and 84% female. The proportion of the workforce which is male has reduced by 1% when compared with 2018, due to an increase of females (up 120) (84 in 2018 and 36 in 2019) and minimal change in males (no change) (-5 in 2018 and 5 in 2019).

Comparing the previous year's return, male average hourly rate on 5 April 2019 showed an increase of £0.56. The female average hourly rate also increased and by £0.87. As the female average hourly rate increase was higher than that of males, this resulted in the mean gender pay gap reducing by £0.30, or 2.20% compared to last year.

The male median hourly rate increased by £0.71. The female median hourly rate also increased and by £0.72. As the increase in median hourly rate for males and females was similar, this has resulted in a slight reduction in gender pay gap median of £0.01 or 0.56% when comparing with the 2019 return.

d) Bonus gender pay gap as a mean and median

	% difference (4 Apr 18 – 5 Apr 19)	% difference (4 Apr 17 – 5 Apr 18)	Change
Mean Bonus Gender Pay Gap	-16.34%	-5.70%	-10.64%
Median Bonus Gender Pay Gap	0%	0%	0%

e) Proportion of males and females receiving a bonus payment

Gender	18-19	17-18	% Change
Female	0.20%	0.20%	0%
Male	0.97%	1.02%	-0.03%

Females earn 16.34% more as a mean average in their bonus than males which is an increase of 10.64% when comparing figures from last year. However the median bonus for both males and females has remained the same when comparing figures from last year.

The proportion of males and females receiving a bonus payment remains the same as 5 males and 5 females. 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 (0.20%) will be lower compared to males (0.97%).

The figures also show a very minor change in the proportion of males, 0.03%, receiving a bonus compared to the previous year's figures. This is due to a slight increase in the total number of males in the 12 month period to April 2019, compared to the 12 month period to April 2018, whereas the numbers of which were receiving a bonus remained the same.

f) Proportion of males and females when divided into four groups ordered from lowest to highest pay (5 April 2019 snapshot)

	Male 5 April 2019 (excludes uplifts)	Female 5 April 2019 (excludes uplifts)	Male 5 April 2018	Female 5 April 2018
Lower	14.81%	85.19%	15.09%	84.91%
Lower Middle	15.38%	84.62%	14.90%	85.10%
Upper Middle	14.31%	85.69%	13.59%	86.41%
Upper	21.22%	78.78%	22.75%	77.25%

g) The percentage difference of the 2019 and 2018 figures showing the proportion of males and females when divided into four groups ordered from lowest to highest pay

	Male	Female
Lower	-0.28%	0.28%
Lower Middle	0.48%	-0.48%
Upper Middle	0.72%	-0.72%
Upper	-1.53%	1.53%

The data outlines a higher proportion of females in the pay quartiles 1-3. Males remain higher in the pay quartile 4 however there has been a reduction in the percentage of males in quartile 4 of 1.53% when comparing last year's figures.

COMPARISON

Summary of results and proposed actions

Metric	Result	Proposed Action
Livewell Southwest Workforce profile	The gender profile within the overall workforce is 16% males and 84% female. The gender diversity in the organisation is not representative of the community in which we provide health and social care.	To be referred to the Equality, Diversity and Inclusion Working Group, a sub-committee of the Workforce Committee. The working group 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 12.83% more than females, which is a 2.2% reduction compared to last year.	Further investigation into the data is required given that 84% of Livewell Southwest's workforce is female. To be referred to the Equality, Diversity and Inclusion Working Group, a sub-committee of the Workforce Committee. The working group to investigate how the gap can be reduced further.
Average gender pay gap as a median average.	Males earn as a median average 9.68% more than females, which is a 0.56% reduction compared to last year.	Further investigation into the data is required given that 84% of Livewell Southwest's workforce is female. To be referred to the Equality, Diversity and Inclusion Working Group, a sub-committee of the Workforce Committee. The working group to investigate the reason for a slight reduction in the gap and how the gap can be reduced further.
Average bonus gender pay gap as a mean average.	Females earn 16.34% more as a mean average in their bonus than males. This is an increase of 10.64% when comparing figures from last year where females earned	To be referred to the Equality, Diversity and Inclusion Working Group, a sub-committee of the Workforce Committee. The working group to investigate bonus

Metric	Result	Proposed Action
	5.7% more as a mean average in their bonus than males however these figures refer to a very small section of the organisation.	payments of females and males.
Average bonus gender pay gap as a median average.	Females earn as a median average the same bonus as males. This has not changed from last year. This suggests the mean gap is due to outliers.	To be referred to the Equality, Diversity and Inclusion Working Group, a sub-committee of the Workforce Committee. The working group 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 (0.20%) is lower compared to males (0.97%) due to a larger proportion of female employees overall within Livewell Southwest.	To be referred to the Equality, Diversity and Inclusion Working Group, a sub-committee of the Workforce Committee. The working group 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 a higher proportion of females in the pay quartiles 1-3. Males remain higher in the pay quartile 4 (compared to the 3 lower quartiles) however there has been a reduction in the percentage of males in quartile 4 of 1.53% when comparing last year's figures.	Further investigation of the data is required by the Equality, Diversity & Inclusion Working Group, a sub-committee of the Workforce Committee. The working group to advise on any proposed actions that may reduce the gap in the 1-3 pay quartiles.