

Gender Pay Gap Report

(5 April 2023 snapshot)

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

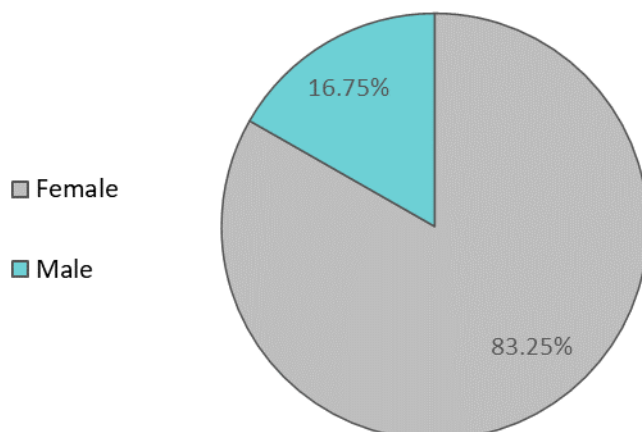
The gender pay gap legislation expressly requires employers to report on 'men' and 'women'. Livewell Southwest recognises that gender identity is not limited to the categories of male and female. Although gender pay gap regulations require Livewell Southwest to report on all employees as men and women, 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 16.75% men and 83.25% women. (Snapshot 5 April 2023).

Gender Split in Livewell Southwest

(Headcount 05/04/2023)



Results for Livewell Southwest

a) Gender pay gap as a mean average (5 April 2023 snapshot)

	Men	Women	£ difference	% difference
Mean hourly rate	£19.99 (£19.02 in 2022)	£17.43 (£15.98 in 2022)	£2.56	12.80%

b) Gender pay gap as a median average (5 April 2023 snapshot)

	Men	Women	£ difference	% difference
Median hourly rate	£17.24 (£15.81 in 2022)	£16.84 (£15.21 in 2022)	£0.40	2.29%

c) Difference between 2022 and 2023

	2022	2023	movement
Mean % pay gap	13.90%	12.80	1.1%
Median % pay gap	3.94%	2.29	1.65%

The gender profile within the overall workforce is 16.75% men and 83.25% women. The proportion of the workforce which are men and women have remained consistent when comparing 2022 (16.2% men and 83.8% women).

The mean gender pay gap % has slightly decreased this year. This appears to be due to changes in board and medical groups.

The median gender pay gap % has also reduced.

However, when gender pay gap is calculated solely from salary, no median gender pay gap is found, suggesting enhancements could be playing a role in the gap. The fact the median gap is significantly lower than the mean adds weight to the suggestion that high outliers (within pay quartile 4) are influencing the pay gap.

Comparing the previous year's return, men's average hourly rate on 5 April 2023 showed a small increase of £0.97. Women's average hourly rate also increased but by a larger margin of £1.45.

Men's median hourly rate increased by £1.43. Women's median hourly rate also increased however by a slightly larger rate of £1.63 however remain comparable and continues the decrease in the pay gap.

d) Bonus gender pay gap as a mean and median

	% difference (4 Apr 21 – 5 Apr 22)	% difference (4 Apr 22 – 5 Apr 23)	movement
Mean Bonus Gender Pay Gap	-36.68%	36.57%	73.25%
Median Bonus Gender Pay Gap	20%	40%	20%

There is a gender pay gap in Mean Bonus Payments; this still fluctuates significantly due to small numbers of people being affected (8-10 people). The Median GPG for Bonus pay is now 40%. For 2023, there were 8 people receiving bonus payments (clinical excellence awards) and the gender split is 4 men and 4 women.

e) Proportion of men and women receiving a bonus payment

Gender	2022	2023	movement
Women	0.23%	0.18%	0.05%
Men	0.90%	0.89%	0.01%

There has been little change in bonus pay gender pay gap proportions because only a few staff members are eligible and headcounts remain comparable year on year. For 2023, there were 8 people receiving bonus payments (clinical excellence awards) and the gender split is 4 men and 4 women. For 2022, the gender split was 4 men and 5 women.

f) Proportion of men and women when divided into four groups ordered from lowest to highest pay (5 April 2023 snapshot)

Pay Quartiles	Men 5 April 2022	Women 5 April 2022	Men 5 April 2023	Women 5 April 2023
Lower (bottom 25% of pay)*	15.83%	84.17%	17.10%	82.90%
Lower Middle (lower middle 25% of pay)*	15.38%	84.62%	14.06%	85.94%
Upper Middle (upper middle 25% of pay)*	14.89%	85.11%	13.92%	86.08%
Upper (highest 25% of pay)*	23.52%	76.48%	23.33%	76.67%

(*Note: Pay Quartiles do not specifically relate to bandings. All pay is divided into quartiles ie lowest 25% of pay through to the highest quartile of pay)

g) The percentage difference of the 2022 and 2023 figures showing the proportion of men and women when divided into four groups ordered from lowest to highest pay

	Men	Women
Lower	1.32%	1.27%
Lower Middle	1.32%	-1.32%
Upper Middle	-0.97%	-0.97%
Upper	0.19%	-0.19%

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% M vs 80-77% F). This is where the average men's pay gets pulled up, causing the 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 16.75% men and 83.25% women. The gender diversity in the organisation is not representative of the community in which we provide health and social care. More will need to be done to encourage more men to work within Livewell Southwest.	To raise with Inclusion Steering Group and to commence a task and finish group to determine how best to recruit a more diverse workforce to represent the community that we serve.
Average gender pay gap as a mean average.	The mean gender pay gap % has slightly decreased this year. This appears to be due to changes in board and medical groups. Note: the median pay gap is significantly lower than the mean pay gap which suggest that there are outliers influencing the pay gap at quartile 4.	To raise with the Inclusion Steering Group and to commence a task and finish group to determine how best to recruit more women into senior roles at pay quartile 4.
Average gender pay gap as a median average.	No median gender pay gap is found, suggesting enhancements could be playing a role in the gap.	To raise with the Inclusion Steering Group and to commence a task and finish group to determine how best to recruit more women into senior roles at pay quartile 4.
Average bonus gender pay gap as a mean average.	There is a mean bonus gender pay gap and this still fluctuates significantly due to small numbers of people being affected (8-10 people).	To raise with Inclusion Steering Group.

<p>Average bonus gender pay gap as a median average.</p>	<p>This year the median gender pay gap for bonus pay has moved from 20% to 40%.</p>	<p>The Inclusion Steering Group.</p>
<p>Proportion of men receiving a bonus payment and proportion of women receiving a bonus payment.</p>	<p>There is little change in bonus pay gender pay gap proportions because only a few staff members are eligible, and headcounts remain comparable year on year</p>	<p>To raise with Inclusion Steering Group</p>
<p>Proportion of men and women when divided into four groups ordered from lowest to highest</p>	<p>Pay 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% M vs 80-77% F). This is where the average man's pay gets pulled up, causing the gender pay gap.</p>	<p>To raise with the Inclusion Steering Group and to commence a task and finish group to determine how best to recruit more women into senior roles at pay quartile 4.</p>