

CSH Gender Pay Gap Report

(for period April 2020 - March 2021)

September 2021

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Introduction

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, employers with 250 or more employees are required to publish statutory calculations no later than 30 March each year; commencing 2017/18.

However, due to COVID-19 restrictions organisations have been given until 5 October 2021 to report and publish their gender pay gap information. The gender pay gap information for April 2020 to March 2021 is as illustrated below.

The legislation requires an employer to publish six calculations:

- 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.

Gender Pay Gap reporting is different 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 of gender. On the other hand, the Gender Pay Gap shows the difference in the average pay between men and women in the workforce.

CSH Surrey is governed by the NHS terms and conditions of employment – Agenda for Change (AfC). These terms contain national agreements on pay and conditions of service for the NHS workforce as a whole (other than very senior managers and medical workforce).

Similarly, CSH Surrey has adopted the national NHS Job Evaluation (JE) process which enables jobs to be matched to the national job profiles and/or allows CSH to evaluate jobs locally, to determine the appropriate pay band as outlined within AfC.

In line with the legislative requirements, the report will be published on the CSH Surrey website and also on the Governments online reporting service

www.gov.uk/report-gender-pay-gap-data

SECTION A

The breakdown of the substantive workforce by gender and pay banding as at 31 March 2021 is as follows:

AfC Pay Band	Female Headcount	%	Male Headcount	%
Band 2	169	84%	32	16%
Band 3	183	92%	16	8%
Band 4	173	96%	8	4%
Band 5	218	93%	17	7%
Band 6	310	93%	22	7%
Band 7	214	92%	19	8%
Band 8 - Range A	36	84%	7	16%
Band 8 - Range B	10	83%	2	17%
Band 8 - Range C	5	83%	1	17%
Band 8 - Range D	4	80%	1	20%
VSM/Other	11	65%	6	35%
Grand Total	1333	91%	131	9%

Total workforce is 1464. The current gender split by payband within the overall workforce has remained the same since 2019/20. There is an even spread across all female pay bands similar to 2019/20 and the male pay band spread is similar to the previous year.

1. Average gender pay gap as a mean average:

Title	Male	Female	% diff	Period
Mean Hourly Rate	£17.46	£16.91	3.16%	2020/21
Mean Hourly Rate	£17.03	£16.37	3.90%	2019
Mean Hourly Rate	£17.35	£15.75	9.21%	2018

Key points / findings:

- The average hourly rate of pay is calculated from a specific pay period in this case March 2021 (snapshot). The hourly rate is calculated for each employee based on 'ordinary pay' which includes basic pay, allowances and shift premium pay.

- There has been a percentage positive variance for the average mean hourly rate of pay (3.16% or 0.55p) for 2020/21 but it is a slight decrease of 0.74% or 0.11p) on 2019/20.

2. Average gender pay gap as a median average:

Title	Male	Female	% diff	Period
Median Hourly Rate	£14.60	£16.44	-12.59%	2020/21
Median Hourly Rate	£15.06	£15.90	-5.55%	2019
Median Hourly Rate	£14.84	£15.43	-4.02%	2018

Key points / findings:

- The median hourly rate of pay is calculated from a specific pay report, in this case it is March 2021 (snapshot). The median rate is calculated by selecting the average hourly rate at the mid-point for each gender group.
- The percentage variance for the median hourly rate of pay is -12.59% or -1.83 (7.04% difference on 2019/20). For CSH Surrey, this is more indicative than the average hourly rate of pay as it is not impacted as much by the gender ratio. When considering this variance the various factors need to be taken into account:
 - The variety of roles within the organisation; and
 - Progression within the banding is based on length of service (rather than performance)
- The above factors coupled with the high proportion of female workforce may represent a higher median rate of pay for the female workforce

3. Average bonus pay gap as a mean average:

Title	Male	Female	% Diff	Year
Mean Bonus Payment	£1333.33	£1022.63	-30.38%	2020/21
Mean Bonus Payment	£4,210.71	£753.95	-4.58%	2019
Mean Bonus Payment	£1,000	£1,078.38	-7.80%	2018

Key points / findings:

- The pay elements that fall under the bonus criteria are distinct awards such as golden hello, recruitment and retention premiums, refer a friend and one-off payments awarded for the completion of specific duties.
- The percentage variance for the bonus hourly rate of pay has reduced by 26% since 2019/20. The pay elements that are used in this calculation are mainly awarded against professional groups and as a mechanism to attract skilled workforce to the organisation. The principles applied have no gender bias. As such, the relevance of this indicator is less significant to CSH and remain female in nature.

4. Average bonus pay gap as a median average:

Title	Male	Female	% Diff	Year
Median Bous Payment	1000	1000	0%	2020/21
Median Bous Payment	1000	1000	0%	2019
Median Bous Payment	1000	1000	0%	2018

Key points / findings:

- Similar to the median hourly rate, the median bonus rate is based on the mid point of all employees receiving the bonus pay.
- There appears to be no difference in the median average of bonus pay for 2020/21 compared to previous two years.

This again is reflects the basis on which such payments are made, for which the principles have no gender bias.

Group	No of employees receiving bonus pay	Total headcount within CSH	%	Year
Female	92	1,333	6.90%	2020/21
Male	2	131	1.53%	2020/21
Female	91	1,325	7%	2019
Male	4	131	3.05%	2019
Female	37	1,346	2.75%	2018
Male	1	110	0.91%	2018

5. Proportion of males and females receiving a bonus payment:

Key points / findings:

- This table demonstrates the number of employees receiving bonus as a percentage to the total headcount in each gender group – both male and female decreased since 2019/20 with males showing the bigger decrease percentage.
- For the purposes of calculating bonus, the following payments have been included
 - Golden hello
 - Refer a friend payment
- CSH Surrey has clear guidelines and principles that govern the majority of the above, thus minimising any scope for gender bias. In addition, majority of the above are recruitment / retention initiatives developed to attract skilled workforce to CSH Surrey. Coupled with the high proportion of female workforce, this indicator is less significant for CSH Surrey.

6. Proportion of males and females in each quartile pay band:

Title (quartile)	Female % (2020/21)	Male % (2020/21)	Female % (2019)	Male % (2019)	Female % (2018)	Male % (2018)
Lower	88.39%	11.61%	89.30%	10.62%	91.12%	8.88%
Lower Middle	91.53%	8.47%	91.21%	8.81%	93.39%	6.61%
Upper Middle	92.94%	7.06%	92.29%	7.65%	94.44%	5.56%
Upper	90.40%	9.60%	91.63%	8.37%	91.48%	8.52%

Key points / findings:

- In order to create the quartile information the entire workforce is sorted by their hourly rate of pay, which is then split into four equal parts.
- When reviewing the quartile information, it is important to take into account the types of roles available within the organisation and the different gender split that occurs within specific roles, e.g. the nursing workforce in general always has a greater proportion of female employees whereas hotel services / corporate services may have more males.
- The split of females to males is very similar across all quartiles however the highest variances for the quartiles when compared to overall data, is in the middle quartiles – this is the same as 2019
- Lower and upper quartiles have the highest representation of males when compared to the other quartiles.

SECTION B

Gender gap summary of results and actions

Metric	Result	Findings	Status
Average gender pay gap as a mean average	Difference (of £0.55) in the hourly mean rate suggests that male employees are paid more than female employees. This is £0.11 less than last year	The calculation is based on 1,333 females and 131 males. Given the average is calculated over different numbers this variance is expected	
Average gender pay gap as a median average	A negative variance of 12.59% which is a further decrease on 2019 (7.4%)	The variety of roles along a large female workforce with an increment scheme linked to the length of service may represent the variation.	
Average bonus gender pay gap as a mean average	A negative variance of 30.38% which is a further decrease on 2019 (26%) The calculation is the difference between the average bonus pay of relevant female employees (taken as a single group) and the average bonus pay of relevant male employees (again taken as a single group), expressed as a percentage	The group considered included 94 colleagues – 92 female and 2 male. Given the standard approach adopted when applying the 'bonus' there is minimal scope for gender bias	

Metric	Result	Findings	Status
Average bonus gender pay gap as a median average	No difference or change from previous years	There appears to be no difference in the median average of bonus pay.	
Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment	The proportion of females receiving bonus is higher by 5.37 when compared with males, which is 1.52% lower than 2019/20.	As outlined for 'average bonus gender pay gap as a mean average', a standard approach is adopted when applying the 'bonus' as there is minimal scope for gender bias.	
Proportion of males and females when divided into four groups (quartiles), ordered from the lowest to the highest pay	The highest variances are in the middle quartiles, which is same as 2019	The proportion is representative of the nature of likely posts held within each quartile	

ACTIONS:

This report to be shared with the CSH executive team and at the equality impact group, where further actions will be agreed.

As outlined previously, across the NHS and other organisations within the care sector, the traditional model of care is perceived as a female activity. The workforce representation at CSH is no different with a high proportion of female workforce (91.28%).

The difference in this gender split is reflective through each of the above outcome areas.

[ends]