

Gender Pay Gap Report

NHS Devon CCG was formed by a merger between South Devon and Torbay CCG and NEW Devon CCG on 1 April 2019. This is NHS Devon CCG's first Gender Pay Gap report.

1. What is a gender pay gap report?

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing the pay gap between their male and female employees.

The gender pay gap is the difference in the average pay between all men and women in a workforce.

It is important to note that gender pay 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 they are a man or a woman.

As an NHS organisation, pay and conditions at the CCG are determined by Agenda for Change and job evaluation. This ensures that roles of equal value receive equal remuneration. The CCG is confident therefore that its gender pay gap does not stem from paying men and women differently for the same or equivalent work.

2. The gender pay gap indicators

An employer must publish the following 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 and females receiving a bonus payment
- Proportion of males and females when divided into quartiles from lowest to highest pay.

3. NHS Devon CCG – 31 March 2020 snapshot

Average gender pay gap

Hourly rate	Male	Female	Difference (%)
Mean average	£30.69	£21.48	30.0%
Median average	£24.20	£16.91	30.2%

Average bonus gender pay gap

The CCG did not make any payments to staff which meet the bonus criteria. The average bonus gender pay gap is zero. The proportion of males and females receiving a bonus payment is zero.

Gender proportions by quartile pay band

	Male	Female
Lower	14%	86%
Lower middle	20%	80%
Upper middle	32%	68%
Upper	42%	58%

4. NHS Devon CCG workforce composition

The proportion of females and males in each banding is as follows:

Band	Male	Female
Band 2	17%	83%
Band 3	13%	87%
Band 4	13%	87%
Band 5	17%	83%
Band 6	26%	74%
Band 7	29%	71%
Band 8	34%	66%
Band 9	63%	38%
Clinical	44%	56%
CCG Board	52%	48%
Overall	27%	73%

The current gender split within the overall workforce is 73% female and 27% male.

5. Commentary

This is NHS Devon CCG's first gender pay gap report.

As shown in the table on the following page, the gender pay gap has reduced over time due to the actions taken by NHS Devon CCG and its predecessor organisations since 2017.

	NEW Devon CCG ¹			NHS Devon CCG
Pay gap	March 2017	March 2018	March 2019	March 2020
Mean	35.8%	33.6%	32.9%	30.0%
Median	40.7%	39.0%	37.0%	30.2%

However, although gender pay gap has improved, it remains high in comparison to other organisations in the NHS and the wider economy.

The pay gap is driven by a combination of underlying structural features of the CCG's workforce:

- **A high proportion of women in the overall workforce.** The workforce is 73% female, so women outnumber men 3-to-1 at the CCG.
- **A significant gender imbalance in junior roles.** There are 266 employees in Bands 2 – 6 but only 43 of these (16%) are male.
- **Fewer women in senior and clinical roles.** The proportion of female employees in the categories with higher pay is lower than the overall proportion of women in the workforce.

During 2019, the CCG took the following actions with the aim of reducing its gender pay gap:

- Implemented a new flexible working policy following a review of flexible working practices across the organisation.
- Worked with staff to develop a vision and set of organisation values. Respect for all, and inclusiveness, is one of four values adopted by the CCG and is a key focus for all staff in everything they do.
- Improved the gender balance on the Governing Body following new appointments.
- Established a CCG Equality, Diversity and Inclusion (EDI) group as a subgroup of the Staff Partnership Forum to promote the EDI agenda and support key programmes of work.
- Developed and launched a mentoring scheme to provide career-based advice and support for staff with career development.
- Commissioned qualitative research into gender and career progression at the most senior levels of the organisation. As part of this research, an external consultant conducted confidential interviews with senior staff and presented findings and recommendations to Executive Directors.
- A focus group was then held with interviewees to discuss findings, agree which recommendations would be taken forward and co-develop an action plan.

¹ NEW Devon CCG was a predecessor organisation for NHS Devon CCG. The other predecessor organisation, South Devon and Torbay CCG, was not required to report a Gender Pay Gap as it had fewer than 250 employees.

6. Actions

The CCG remains committed to improving its gender pay gap. An action plan has been co-developed with employees and includes the following initiatives for 2020:

- Developing and implementing a new CCG-wide talent management programme and appraisal scheme to support career progression within the organisation.
- Reviewing career journeys and internal promotions within the CCG to identify any gender-based trends
- Further promoting flexible working practices across the organisation
- Reviewing recruitment and selection data to identify whether there is any evidence of gender bias in recruitment decisions. Reviewing recruitment materials to ensure that they're gender neutral.
- Reviewing gender-based findings of the staff survey
- Developing a CCG-wide apprenticeship programme
- Supporting the EDI staff group to build on and strengthen the CCG's work on equality, not just around gender, but for all employees to ensure the CCG is a fair and inclusive workplace for everyone.

The CCG's attention and resources were focused on the COVID-19 pandemic for much of 2020. However, progress was made on these initiatives and further details will be outlined in the 2021 Gender Pay Gap report.

