

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 second 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 2021 snapshot

Average gender pay gap

Hourly rate	Male	Female	Difference (%)
Mean average	£31.79	£22.51	29.2%
Median average	£26.42	£19.38	26.7%

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	15%	85%
Lower middle	19%	81%
Upper middle	30%	70%
Upper	41%	59%

4. NHS Devon CCG workforce composition

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

Band	Male	Female
Band 2	21%	79%
Band 3	13%	87%
Band 4	13%	87%
Band 5	12%	88%
Band 6	23%	77%
Band 7	27%	73%
Band 8	34%	66%
Band 9	54%	46%
Clinical	58%	42%
CCG Board	40%	60%
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 second 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	March 2021
Mean	35.8%	33.6%	32.9%	30.0%	29.2%
Median	40.7%	39.0%	37.0%	30.2%	26.7%

During 2020, the CCG took the following actions with the aim of reducing its gender pay gap:

- Developed a new CCG-wide talent management programme and appraisal scheme to support career progression within the organisation.
- Reviewed career journeys and internal promotions within the CCG to identify any gender-based trends.
- Refreshed its flexible working policy and promoted flexible working practices across the organisation.
- Reviewed recruitment and selection data to identify whether there is any evidence of gender bias in recruitment decisions. Reviewed recruitment materials to ensure that they're gender neutral.
- Reviewed gender-based findings of the staff survey.
- Supported the Equality Diversity and Inclusion 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.

6. Actions

The CCG remains committed to improving its gender pay gap and intends to focus on the following initiatives for 2021:

- Review CCG job descriptions including person specifications to ensure they reflect the roles and experience required so as to not unduly restrict applications from women
- Review current age profile of senior roles, to assess whether there are any barriers to progression or if this contributes to the Gender Pay Gap
- Extend and enhance the CCG's new mentoring programme to ensure equality of opportunity and participation across genders.

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.

- Provide recruitment training (with a focus on equality, diversity and inclusion) to recruiting managers. Offering civility in the workplace training (a session focusing on the importance of diversity and the impacts of unconscious bias) to all staff.
- Track and report on flexible working applications and responses during the year and the incidence of flexible working across the CCG as a whole.
- Engage with current women leaders in the organisation to explore how they can role model success to their peers and inspire and support others in their careers.

