

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 third 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 2022 snapshot

Average gender pay gap

Hourly rate	Male	Female	Difference (%)
Mean average	£30.35	£22.60	25.5%
Median average	£24.10	£18.52	23.2%

Average bonus gender pay gap

NHS Devon 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	20.78%	79.22%
Lower middle	15.38%	84.62%
Upper middle	32.14%	67.86%
Upper	38.06%	61.94%

4. NHS Devon CCG workforce composition

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

Band	Male	Female
Band 2	27%	73%
Band 3	18%	82%
Band 4	18%	82%
Band 5	15%	85%
Band 6	20%	80%
Band 7	32%	68%
Band 8	30%	70%
Band 9	53%	47%
Clinical	43%	57%
CCG Board ¹	64%	36%
Overall	27%	73%

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

5. Commentary

Since 2018 actions taken by the CCG include the following:

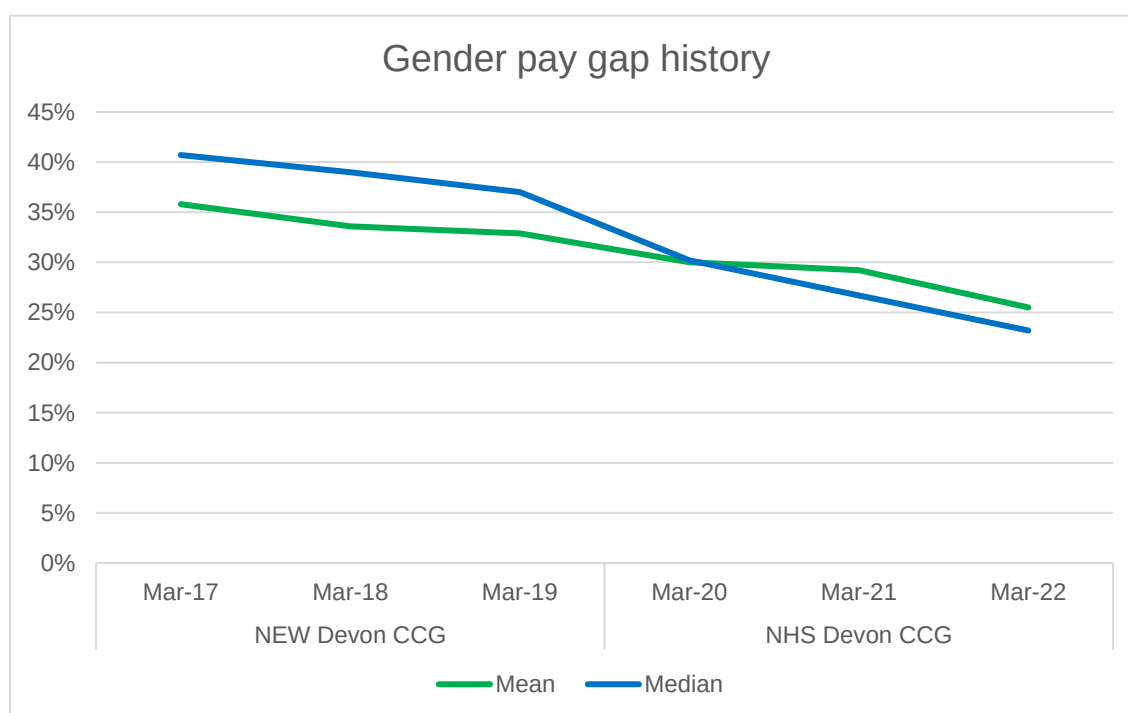
- Commissioned an independent expert to undertake qualitative research into gender and career progression, and culture, at the most senior levels of the organisation and present findings and recommendations to the Executive Directors.
- Worked with staff to develop a vision and set of organisation values. 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

¹ This category includes staff paid at Very Senior Manager (VSM) pay rates.

- 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.
- Improved the gender balance on the Governing Body and recruited a female Chief Executive
- Developed and launched a mentoring scheme to provide career-based advice and support for staff with career development
- Implemented and promoted a new flexible working policy following a review of flexible working practices across the organisation
- Offering shared parental leave and flexible working arrangements to all staff
- Used an anonymised application process to reduce unconscious bias in recruitment and advertised all roles as open to flexibility with regard to hours
- Offered civility in the workplace training (a session focusing on the importance of diversity and the impacts of unconscious bias) to all staff

As shown by the chart and table below, these initiatives have resulted in steady year-on-year reductions in the gender pay gap over time.

	NEW Devon CCG ²			NHS Devon CCG		
Pay gap	March 2017	March 2018	March 2019	March 2020	March 2021	March 2022
Mean	35.8%	33.6%	32.9%	30.0%	29.2%	25.5%
Median	40.7%	39.0%	37.0%	30.2%	26.7%	23.2%



² 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

Although it has reduced significantly, the CCG's gender pay gap is still high and the organisation remains committed to continuing to take action to reduce it over time. The CCG will become a new organisation, with a new focus, in July 2022 and work is underway to plan for the transition.

- The new organisation will have a re-shaped board and executive leadership team. A key action for the year is to review recruitment plans to these roles, including at board level, to ensure that diversity and gender representation is considered and improved, or at least maintained, at the top layer in the new organisation.
- Analysing flexible working practices. Some research suggests that a lack of flexibility in working hours and working patterns, particularly for senior roles, can have a disproportionate impact on female employees. The CCG launched a flexible working policy in 2021 and the impact of COVID lockdowns has shown that work can be done much more flexibly than it has in the past. The organisation will track and report on all applications for flexible working throughout 2022/2023 to see how the new policy is being implemented and whether female employees in particular, are being supported in any applications for different patterns of working.
- Continue to support the staff EDI group and review gender trends and feedback in the staff survey and share these with the Staff Partnership Forum and the Staff EDI group.

