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Gender pay gap report (2020)

A combined report for NHS England and NHS Improvement based on our new single operating model

29 October 2021

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1. Introduction

Organisations with 250 or more employees are mandated by the government to report annually on their gender pay gap. The requirements of the mandate within the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, are to publish information relating to pay for six specific measures as detailed in this report.

The report is based on the Government's methodology for calculating difference in pay between female and male employees, considering full pay relevant employees of NHS England and NHS Improvement¹.

As at the 31 March 2020, NHS England and NHS Improvement employed 7,829 people, comprising of 68% women and 32% men.

From 1 April 2019, NHS England and NHS Improvement are working together as a new single organisation to better support the NHS to deliver improved care for patients as part of the [NHS Long Term Plan](#). A combined account of the gender pay gap in NHS England and NHS Improvement based on our new single operating model is provided in this report.

2. What is our gender pay gap?

Overall, the gender pay gap trend for NHS England and NHS Improvement is positive. For the organisation as a whole, the mean gender pay gap was 16.6% in March 2020, representing a reduction since March 2019 of 1.6 percentage points. The median gender pay gap was 16.7% in March 2020, representing a reduction since March 2019 of 1.8 percentage points.

While there is a gender pay gap within our organisation, this is not the same as saying women and men are being paid differently for doing the same job (which would be an equal pay issue).

Furthermore, **while 51% of the population of England are female, 55.2% of NHS England and NHS Improvement staff in the upper quartile of employees (in terms of pay) are women.** As such, reducing our gender pay gap as defined by

¹ Excludes staff who did not receive full pay, eg volunteers.

the Government implies either increasing the proportion of men in lower grades or increasing beyond 55.2% the proportion of women occupying the most senior roles.

3. What is our bonus gender pay gap?

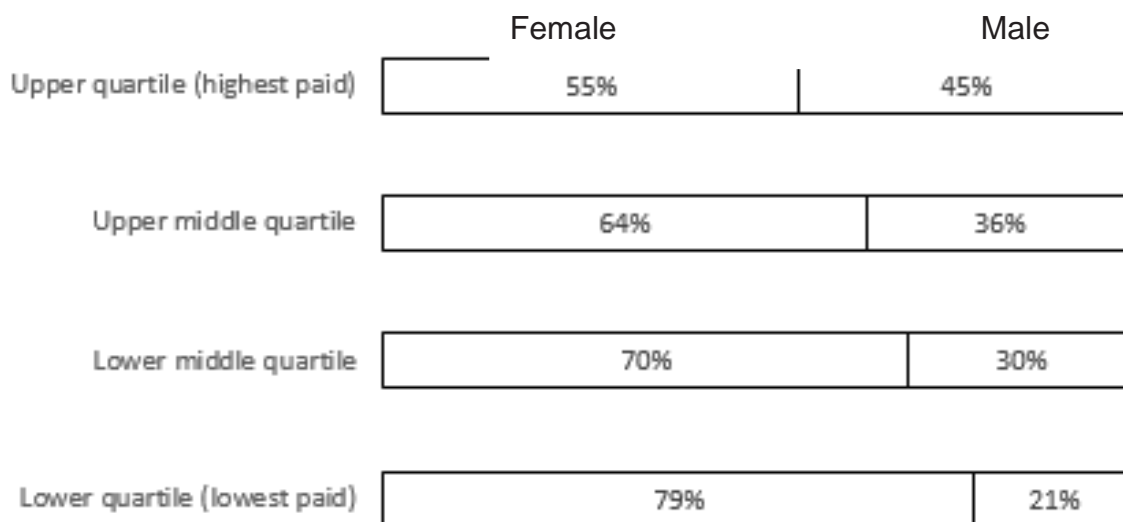
NHS England and NHS Improvement does not have a bonus gender pay gap. Since its inception, neither NHS England or NHS Improvement have paid bonuses to its employees, even though there has been an option, for senior managers and directors in the terms and conditions and as part of Executive and Senior Managers pay arrangements. There is no scope for bonus payments within the Agenda for Change terms and conditions of service.

We honour Clinical Excellence Awards (CEAs) payments. Data analysed for CEAs is based on 14 clinical employees in receipt of CEAs, 12 of whom are male and 2 female. These CEAs are awarded by NHS employers and have been protected to attract and retain exceptional clinical skills and expertise.

The combined mean gender pay gap for CEA payments in is 53.8% and the median gender pay gap is 36.4%. This represents a significant fall since March 2019 when we reported the mean CEA pay gap as 77.7% and the median as 73.8%.

4. What is the proportion of men and women in each pay quarter?

Overall, in NHS England and NHS Improvement, women occupy 55.3% of the highest paid jobs and 78.8% of the lowest paid jobs. On the other hand, men occupy 44.7% of the highest paid jobs and 21.2% of the lowest paid jobs.



A significant driver for the pay gap is a consequence of having a smaller proportion of men in lower pay bands related to their share of the population (21.2%).

In March 2020, NHS England and NHS Improvement had 13 Non-Executive Directors, three of whom are women.

5. Addressing the gender pay gap

Reducing our gender pay gap implies either increasing the proportion of men in lower grades or increasing beyond 55.2% the proportion of women occupying the most senior roles.

Effective policies for closing the gender pay gap not only seek to address factors and barriers common to all women (such as the number in lower grade jobs with lower pay), as well as target inequalities faced by women belonging to specific groups, based on characteristics such as ethnicity, age and profession.

Further close collaboration is required with the changes we are seeking through the Culture and Leadership work to enable inclusive leadership in the organisation, development of diversity dashboard to support tracking of progress, expanding our inclusive approaches to our recruitment and talent management and building on existing specialist support programmes.

Proposed high impact actions include:

- Redefine options of how and where people can work to allow staff greater flexibility to carry out their role while managing their personal commitments at home.
- Update Flexible Working and Shared Parental Leave policies.
- Ensure transparency in promotion, pay, and reward processes so that they allow easy access to opportunities in a timely manner.
- Develop peer support networks for women in the workplace.
- Maintaining a focus on ensuring that men and women are paid equitably – address any bias in our pay strategy.
- Continuing to address the gender inequality within medical pay bands – we have a high proportion of men employed on these pay bands.

6. Definitions, assumptions and scope

All employee data contained in this report is extracted from NHS England and NHS Improvement payroll systems, snapshot as of 31 March 2020. The reporting period covers 01 April 2019 – 31 March 2020.

Hourly rate is calculated using base pay, allowances and bonus pay (where applicable).

Table 1: Definitions

Pay gap	Difference in the average pay between two groups
Mean gap	Difference between the mean ² hourly rate for female and male employees
Median gap	Difference between the median ³ hourly rate of pay for female and male employees
Mean bonus gap	Difference between the mean bonus paid to female and male employees
Median bonus gap	Difference between the median bonus pay paid to female and male employees
Bonus proportions	Proportions of female employees who were paid a bonus and the proportion of male employees who were paid a bonus
Quartile pay bands	Proportions of female and male employees in the lower; lower middle; upper middle; and upper quartile ⁴ pay bands
Equal pay	Being paid equally for the same/similar work

² Mean is the sum of the values divided by the number of values.

³ Median is the middle value in a sorted list of values. it is the middle value of the pay distribution, such that 50% of people earn more than this and 50% earn less than the median.

⁴ Quartile is the value that divide a list of numbers into quarters.

Contact details: NHS England and NHS Improvement
Human Resources and Organisation Development Team
