

Workforce Pay Gap...

Gender | Disability | Ethnicity

(March 2023 data)

October 2023

Context...

The gender pay gap is the difference between the hourly rate of pay of female employees and male employees. This is expressed as a percentage of the hourly pay rate of the male employees. The gender pay gap is reported as an average on both a mean, or average, and median, or mid-point, basis. The reporting must include gender distribution by pay quartile. The legislation also requires disclosure on bonuses. North East and North Cumbria Integrated Care Board (NENC ICB) does not pay bonuses and therefore the percentage of females and males receiving a bonus payment is reported as zero in this report.

It is mandatory for all employers with more than 250 employees to measure and publish their gender pay gap information on their websites.

The NENC ICB, has taken the decision to report on the mandatory gender pay gap , alongside this, we are voluntarily publishing our disability and ethnicity pay gaps.

We have taken this step, as we want to be transparent with our people and the wider public on our commitment to equity and inclusion throughout our organisation. As an anchor institution we aim to encourage and support our people and partners, to reduce inequity in all areas and support people in fulfilling their full potential.

On the next page we have outlined three key comparisons;

1. The calculation of the hourly rate of ordinary pay as of 31 March 2023;
2. The calculation of the difference between the three groups for the mean hourly rate of ordinary pay of our employees
3. The calculation of the difference between the three groups for the median hourly rate of ordinary pay of employees

It should also be noted that any employees who have chosen not to identify or share their disability / gender / ethnicity have not been included within the analysis – which is a limitation on the calculation

Our gender pay gap...

(at 31 March 2023)

Nationally, in all employment among full-time employees the gender pay gap in April 2022 was 8.3%; this was 7.7% in April 2021 and 9.0% in April 2019 (pre-coronavirus (COVID-19) pandemic) – ONS October 2022.

76.2% of the ICB's workforce identity as female* (536 employees), with 23.8% being male* (167 employees) The ICB's gender profile is shown in the chart below and the higher representation of Women in the NHS workforce is reflective and broadly comparable (77% Women - NHS Confed report 2020) to the National NHS workforce.

	Male	Female	Gender pay gap (£)	Gender pay gap (%)
Mean Hourly Rate	£46.13	£27.99	£18.14	39.30%
Median Hourly Rate	£44.54	£24.40	£20.14	45.20%

*NHS ESR used to collect data only allows for male or female categories, limiting our ability to gather data on other gender identities.

The above table demonstrates a Pay Gap which means Men on average (Mean and Median) are paid more than Women, this is mainly due to a higher proportion of Men being in higher banded roles than Women. 41% of Women vs 4% of Men are in Band 2-7, conversely 36% of Women vs 18% of Men are in Band 8-9 / other bands.

Pay Quartile	Hourly Pay Rate Range- Female	Number of Female Employees	Hourly Pay Rate Range- Male	Number of Male Employees
Lower	£4.81 - £15.16	134 (76.6%)	£4.81 - £24.82	41 (23.4%)
Lower Middle	£15.44 - £22.40	134 (76.1%)	£24.82 - £44.24	42 (23.9%)
Upper Middle	£22.40 - £33.38	134 (76.1%)	£44.54 - £67.79	42 (23.9%)
Upper	£33.38 - £124.72	134 (76.1%)	£67.79 - £89.55	42 (23.9%)

In April 2022, the UK's gender pay gap for full-time employees was 8.3%, meaning that average pay for full-time female employees was 8.3% lower than for full-time male employees, or for every £1 a full-time male employee earned, a full-time female worker earned 91.7 pence : CIPD March 2023

Our disability pay gap...

(at 31 March 2023)

The disability* pay gap, the gap between median pay for disabled employees and non-disabled employees, was 13.8% in 2021 and 14.1% in 2019 prior to the coronavirus (COVID-19) pandemic; this gap has widened slightly since 2014 when disabled employees earned 11.7% less than non-disabled employees (ONS April 2022). 5.9% of the ICB's workforce are disabled (23 employees), with 94.1% declaring non-disabled (366 employees). 314 employees have chosen not to share their disability status and as such have been excluded from the analysis within this report. In the NHS national workforce, 4.2% declared a disability on ESR – however this compares with 23.2% in the 2021 NHS national staff survey. Within the population in England 17.7% have a disability, in the North East this rises to 21.1%, which is the highest region (ONS 2021).

	Non-disabled	Disabled	Disability pay gap (£)	Disability pay gap (%)
Mean Hourly Rate	£28.27	£26.15	£2.12	7.50%
Median Hourly Rate	£21.60	£24.38	-£2.78	-11.40%

The above table demonstrates a pay gap which means non-disabled people on the mean average are paid more than disabled people, however this is opposite case for the median. The median value is close to the national picture, which highlights the disability pay gap is still an issue for the ICB. However due to the lack of data – approximately 44% not declaring any data this reduces confidence in accuracy of the results.

Pay Quartile	Hourly Pay Rate Range- Female	Number of Female Employees	Hourly Pay Rate Range- Male	Number of Male Employees
Lower	£4.81 - £15.16	134 (76.6%)	£4.81 - £24.82	41 (23.4%)
Lower Middle	£15.44 - £22.40	134 (76.1%)	£24.82 - £44.24	42 (23.9%)
Upper Middle	£22.40 - £33.38	134 (76.1%)	£44.54 - £67.79	42 (23.9%)
Upper	£33.38 - £124.72	134 (76.1%)	£67.79 - £89.55	42 (23.9%)

*We use the term 'disability' as it is defined in the Equality Act 2010 recognising that the Act's intention is both positive and protective for disabled people. However, we recognise that 'disability' is a dynamic term, within which terms such as 'neurodivergence' and 'neurodiversity' are emerging and changing, including the relationship between neurodivergence and definitions of disability.

Our ethnicity pay gap...

(at 31 March 2023)

The Ethnicity pay gap, the gap between median pay for BME* employees and BME employees in 2019, is 2.3% - ONS Oct 2020.

4.6% of the ICB's workforce are BME* (31 employees), with 95.4% being white (647 employees). The ICB's ethnicity pay gap profile is shown in the chart below. The lower proportion of BME employees in the NHS workforce is not representative of NHS in England workforce profile at 24.2% BME (WRES 2022) or that of the North East region 5% (2021 Census).

	White	BME	Ethnicity pay gap (£)	Ethnicity pay gap (%)
Mean Hourly Rate	£31.08	£53.39	−£22.31	−41.80%
Median Hourly Rate	£24.38	£62.79	−£38.41	−61.20%

*BME - The NHS WRES (Workplace Race Equality Standard), uses the term BME to refer to all 'non-white' ethnic groups as captured on ESR. For consistency we use this acronym to collect and present data . However, we prefer to use Black, Asian and Minority Ethnic internally and will review use and terminology over time.

The above table demonstrates a pay gap which means BME people on the mean and median average are paid significantly more than white people.

However, this due to a disproportionately low number of BME staff in the ICB, and those small numbers are disproportionately at band 8a and above – approximately 44% not declaring any data this reduces confidence in accuracy of the results.

Pay Quartile	Hourly pay rate range BME employees	Number of BME employees	Hourly pay rate range white employees	Number of white employees
Lower	£4.81 - £27.93	8 (4.7%)	£4.81 - £17.24	161 (95.3%)
Lower Middle	£27.93 - £62.79	8 (4.7%)	£17.24 - £24.38	162 (95.3%)
Upper Middle	£62.79 - £71.51	8 (4.7%)	£24.38 - £38.63	162 (95.3%)
Upper	£72.30 - £81.10	8 (4.7%)	£38.64 - £124.72	162 (95.3%)

Our pay gap summary table...

(at 31 March 2023)

	Male	Female	Gender pay gap (£)	Gender pay gap (%)
Mean Hourly Rate	£46.13	£27.99	£18.14	39.30%
Median Hourly Rate	£44.54	£24.40	£20.14	45.20%

	Non-disabled	Disabled	Disability pay gap (£)	Disability pay gap (%)
Mean Hourly Rate	£28.27	£26.15	£2.12	7.50%
Median Hourly Rate	£21.60	£24.38	-£2.78	-11.40%

	White	BME	Ethnicity pay gap (£)	Ethnicity pay gap (%)
Mean Hourly Rate	£31.08	£53.39	-£22.31	-41.80%
Median Hourly Rate	£24.38	£62.79	-£38.41	-61.20%

Next steps - closing the gender pay gap...

The ICB is committed to taking action in order to close the gender pay issues identified in this report.

The ICB has a number of policies, strategies and initiatives aimed at developing and supporting staff and are committed to improving our overall approach to equality, diversity and inclusion; these include:

- All ICB vacancies will continue to be advertised internally in the first instance (unless there are exceptional circumstances) in order to enable internal career development opportunities
- Strengthening and de-biasing each stage of the recruitment and selection process in accordance with the a values and behaviours framework that will integrate our values into all that we do
- Provide managers with recruitment and selection training sessions to ensure NHS terms and conditions of service are adhered to
- Continue to monitor mandatory equality and diversity training compliance that will be linked to the annual appraisals process and pay progression policy and framework
- Review, revising and promoting the ICB's flexible working and Agile Working policies to ensure they meet best practice guidelines and introducing other key national policies including the NHSE national Menopause and Baby Loss policies

Next steps - closing the gender pay gap...

- Support women on maternity leave and encourage line managers to support staff using keep in touch days effectively
- Positively promote caring roles for both genders and promote mental health and wellbeing roles as a way for employees to receive support
- Highlight the necessity for and availability of reasonable adjustments for those with health needs, developing a Health and Wellbeing Passport and the guidance materials for managers
- Annual equality reporting which analyses our employment and recruitment practices by different protected characteristics
- Ensuring that the pay processes are fair and transparent; including advising managers on salary decisions on appointment to ensure they meet the requirements set out in the national agenda for change terms and conditions handbook and the ICB's policy on pay/banding on appointment
- Consider the language, images, and branding that we use to promote and advertise roles and careers within our organisation
- Work with the communications team to highlight female role models at all levels of the organisation and celebrate their success, while also highlighting specific awareness days and events

Annexe...

Gender pay gap calculations:

Mean

- Difference between the mean hourly rate between male and female employees
- The mean pay gap is defined as the difference between the pay of all male and female employees when added up separately and divided respectively by the total number of males, and the total number of females in the workforce

Median

- Difference between the median hourly rate between male and female employees
- The median pay gap is defined as the difference between the pay of the middle male and middle female, when all male employees and all female employees are listed from the highest to the lowest paid