

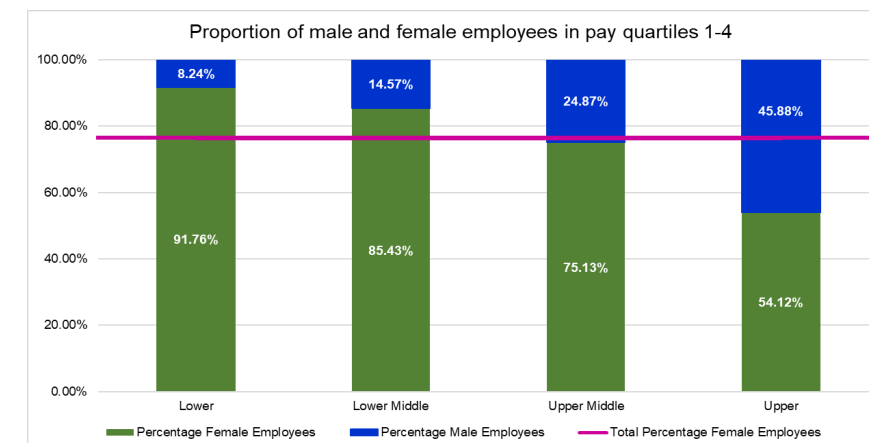
Gender pay gap 2024-25...

The gender pay gap provides an overview of the average pay of male and female employees. It differs from equal pay, which looks at male and female employees receiving equal pay for work of equal value.

(31 March 2024 data)

Mean gender pay gap

Gender	Hourly Rate	A reduction in Gender Pay Gap % from 31st March 2024 data to 31st March 2023 data**
Male	£47.82	
Female	£30.31	
Gender Pay Gap (%)	36.61%	- 2.71%



Median gender pay gap

Gender	Hourly Rate	A reduction in Gender Pay Gap % from 31st March 2024 data to 31st March 2023 data**
Male	£41.49	
Female	£25.60	
Gender Pay Gap (%)	38.31%	- 6.91%

****There has been a positive change in the gender pay gap since last year, with reductions in both the mean and median pay gaps.**

As of the 31 March 2024, the organisation comprised 680 employees.

Of this, 519 employees (76.3%) were female and 161 employees (23.7%) were male.



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

Alternative versions of this document are available on request

Action plan to reduce the gender pay gap

Recruitment and Inclusion

- Evaluate our positive action scheme for BME women in NENC
- Develop future positive action scheme for Women.
- Deliver inclusive recruitment and unconscious bias training to workforce
- Supporting career development by advertising vacancies internally first
- De-biasing the recruitment and selection process

Health and Wellbeing

- Review and update our agile and flexi working policy to support our workforce with caring responsibilities.
- Develop a Health and Care workplace Passport
- Promote health and wellbeing hub and workplace adjustments
- Dedicated role allocated for supporting colleagues with menopause
- Ensure colleagues on maternity leave are kept up to date effectively

Monitoring and Development

- Introduce other key policies, including Menopause and Baby Loss
- Continue monitoring uptake of all Equality, Diversity and Inclusion training
- Undertake annual reporting on recruitment and employment practices
- Tackle workplace sexual misconduct and provide training to our workforce

Communications

- Regular communication reminders on the importance of ESR declarations at touchpoints and linking to appraisal 121s.
- Develop inclusive branding, images and language for the ICB.
- Highlight female role models at all levels of the organisation and celebrate their success utilising appropriate awareness days and events