

The CCG Gender Pay Gap

NHS Sheffield Clinical Commissioning Group (CCG) is committed to promoting equality of opportunity for our workforce and tackling any workplace exclusion is important to ensure we demonstrate our values.

The gender pay gap differs from equal pay. **Equal pay** deals with the pay differences between men and women who carry out the same jobs, similar job or work of equal value. It is unlawful to pay people unequally because they are a man or a woman. NHS Sheffield CCG as an employer is not aware of any cases of equal pay in the organisation at this time.

The **Gender Pay Gap** shows the difference in the **average** pay between men and women at NHS Sheffield CCG. It is important to note that as our workforce is predominantly female and the majority of part-time positions are occupied by female employees. This therefore impacts negatively on the pay gap by making the gap between male and female employees wider. The information has been calculated using Agenda for Change employed staff. Each pay band has a set of pay points for annual progression. Therefore, the longer someone has been in post, the higher their salary, regardless of gender (subject to performance).

Although our pay gap is similar to other NHS organisations, we are working towards reducing the difference and the following initiatives should positively address the gap:

- **Reviewing our Recruitment and Selection Policy**, including how to target under-represented groups particularly in relation to appointing more women into senior roles
 - **Attracting and retaining our best female talent** and using positive female role models in recruitment campaigns
 - **Embedding Values Based Recruitment**
 - **Strengthening our work around equality**, not just in relation to gender, but ensuring a fair, equitable and inclusive workplace for everyone
 - **Promoting the 'Availability of Flexibility'**: the CCG already has a wide range of flexible working options, but currently these are still predominantly accessed by our female workforce
 - **Succession planning**: promoting access to opportunities for women at a senior level.
- Whilst women outnumber men in all of the pay quartiles, as employees progress or are appointed to the higher-level positions the workforce percentage increases for male employees and decreases for female employees.

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Average hourly rate

Pay gap between men and women:
 31.7% Mean
 18.3% Median

This is higher than we would like, but the context is that 81% of the workforce is female, 37% of whom work part-time.



Mean hourly rate:
 Male: £30.82 p/h
 Female: £21.04 p/h



Median hourly rate:
 Male: £22.27 p/h
 Female: £18.19 p/h

Percentage in different pay bands

	♂	♀
Upper	31.6%	68.4%
Upper Middle	17.7%	82.3%
Lower Middle	15.2%	84.8%
Lower	14.1%	85.9%

One of the issues that we will need to explore is why, as salaries increase, the percentage of the male workforce in those bands gets higher and yet the percentage of the female workforce gets lower as salaries increase.

2 employees (both female) were paid a bonus in 2017/18.



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The gender balance on the Governing Body is an equal split between male and female.

Gender split in the 'Senior Team'

(Pay Band 8c upwards)

♀ 57.6% ♂ 42.4%