

Gender Pay Gap Report as at 31st March 2017

1. Introduction

With effect from 31st March 2017, legislation requires organisations with 250 or more employees to publish gender pay gap information on an annual basis. The gender pay gap shows the difference in average earnings (mean and median) between male and female staff within the workforce. This is expressed as a percentage of the male earnings.

Each employer is required to provide the following calculations:

- Mean gender pay gap
- Median gender pay gap
- Mean bonus gender pay gap
- Median bonus gender pay gap
- Proportion of male employees receiving a bonus payment
- Proportion of female employees receiving a bonus payment
- Proportion of male and female employees in each quartile pay band

Anglian Community Enterprise used the ESR BI reporting system to source the data. This was cross-checked against our staff list to ensure all relevant staff were included correctly.

The report was compiled using a snapshot of data as at 31st March 2017. The data includes all “full pay” relevant employees along with any bank/casual staff who worked within this period. Any staff that had reduced pay within the period were excluded.

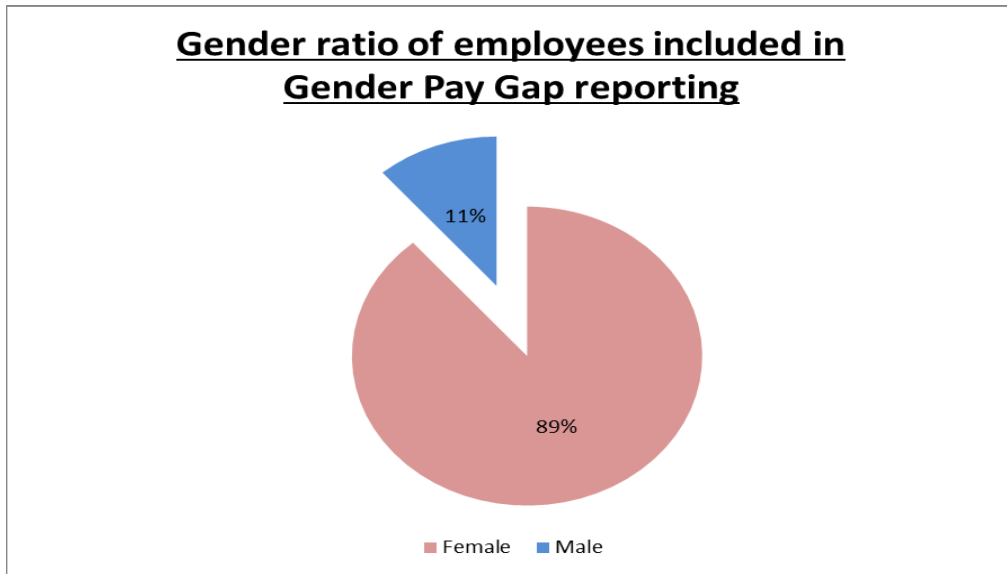
The hourly rate is calculated using basic pay, shift allowances, pay protection and any recruitment and retention premium.

It should be noted that in line with the regulations, for any ACE staff who were receiving Childcare vouchers through the salary sacrifice scheme, their hourly rate of pay was calculated after the deductions for childcare vouchers had been made.

Within the snapshot data, 36 employees were receiving childcare vouchers and 92% of these were female.

2. Gender Profile

Within ACE, the majority of staff are female and they represent 89% of the total workforce.



Using the snapshot data, the table below shows a breakdown of gender by pay band:

| Pay band | Male % | Female % |
|------------------|--------|----------|
| Apprentice | 0.00% | 100.00% |
| 2 | 11.31% | 88.69% |
| 3 | 9.95% | 90.05% |
| 4 | 11.81% | 88.19% |
| 5 | 9.09% | 90.91% |
| 6 | 10.96% | 89.04% |
| 7 | 10.71% | 89.29% |
| 8a | 9.09% | 90.91% |
| 8b | 0.00% | 100.00% |
| 8c | 0.00% | 100.00% |
| Trust Board | 0.00% | 100.00% |
| M&D | 76.92% | 23.08% |
| Ad hoc payscales | 13.46% | 86.54% |

This table highlights that the Board comprises of all female staff along with employees on bands 8b and 8c. In comparison, approximately 77% of our medical staff are male. Ad-hoc pay scales include staff who have TUPE transferred into ACE who are on local pay scales and casual/bank staff.

3. Mean Gender Pay Gap

The table below shows the gender pay gap by mean average which is the difference between the average hourly earnings of men and women.

| Gender | Average Hourly Rate |
|------------------|----------------------------|
| Male | £16.50 |
| Female | £13.80 |
| Difference | £2.71 |
| Pay Gap % | 16.40 |

At 31st March 2017, our mean gender pay gap was 16.40% and the average hourly rate for men was £2.71 higher than women.

The mean is skewed in favour of men due to the majority of our medical staff being male. If we were to look at the gender pay gap calculations excluding medical staff, the mean pay gap would be -5.14% (please see table below). This would indicate that female staff had a higher average hourly rate of pay than our male staff.

| Gender | Average Hourly Rate (excluding Medical Staff) |
|------------------|--|
| Male | £13.03 |
| Female | £13.70 |
| Difference | -£0.67 |
| Pay Gap % | -5.14 |

4. Median Gender Pay Gap

The table below shows the gender pay gap by median which is the difference between the midpoints in the ranges of hourly earnings of men and women.

| Gender | Median Hourly Rate |
|------------------|--------------------|
| Male | £11.49 |
| Female | £12.06 |
| Difference | -£0.57 |
| Pay Gap % | -5.00 |

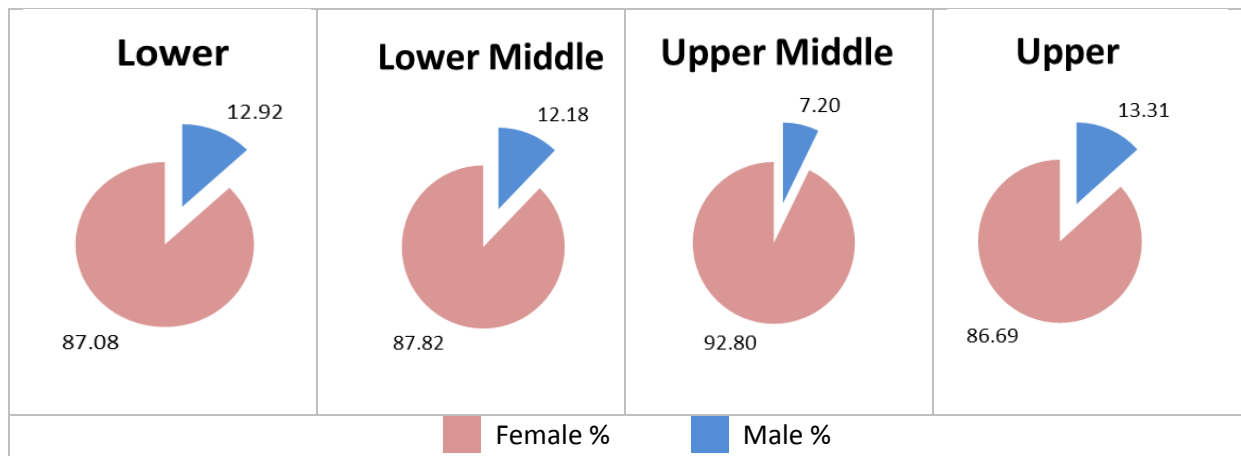
Our median pay gap is 5.00% in favour of women, and there is only a small difference of -£0.57 between the hourly rates.

5. Bonus Gender Pay Gap

There were no bonus payments paid within the reporting period.

6. Pay Quartiles

The following charts illustrate the gender pay distributed by quartile.



Due to the workforce being predominately female, this would account for the higher percentage of females across all quartiles.

In three of the pay quartiles, the balance of the workforce is around 87% female to 13% male. However, in the upper middle quartile (quartile 3), there is a higher number of female staff which would reflect the large numbers of female clinical staff at bands 5 and 6.