

Gender Pay Gap Report as at 5th April 2018

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 Business Intelligence reporting system to source the data. This was cross-checked against our staff list to ensure all relevant staff were included correctly.

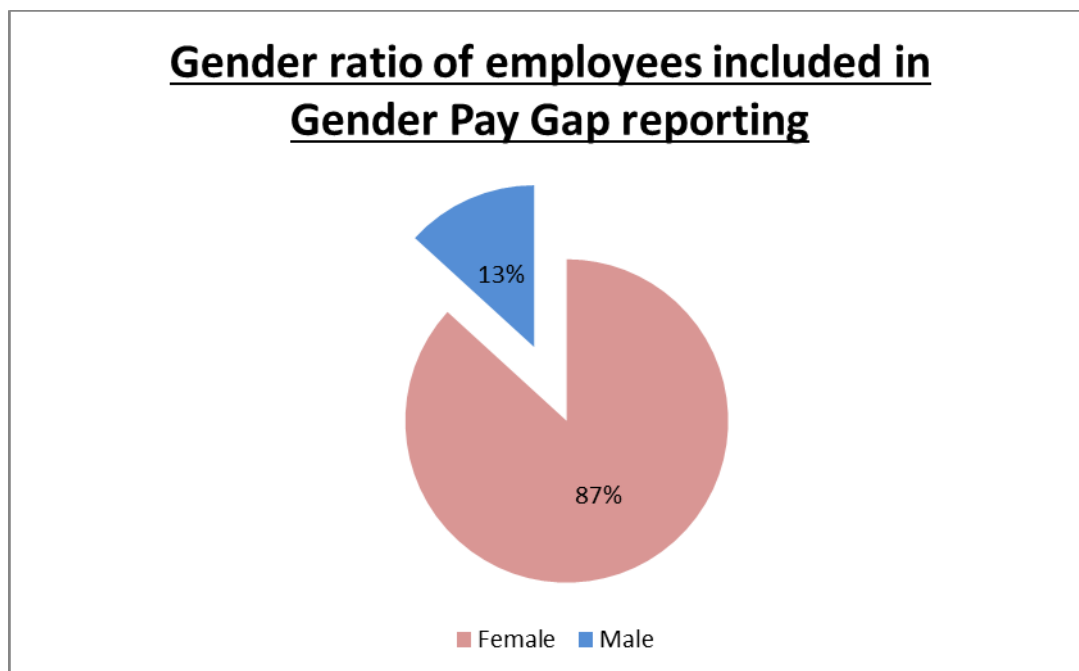
The report was compiled using a snapshot of data as at 5th April 2018. The data includes all “full pay” relevant employees along with any bank/casual staff who worked within this period. Any staff that had reduced pay within the period were excluded.

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 86% of these were female.

2. Gender Profile

Within ACE, the majority of staff are female and they represent 87% 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	10.14%	89.86%
3	9.19%	90.81%
4	18.37%	81.63%
5	9.73%	90.27%
6	15.88%	84.12%
7	14.29%	85.71%
8a	10.00%	90.00%
8b	33.33%	66.67%
8c	20.00%	80.00%
Trust Board	0.00%	100.00%
Medical	70.00%	30.00%
Ad hoc payscales	14.29%	85.71%

This table highlights that the Board comprises of all female staff. There is also a higher proportion of female staff in all other bands with the exception of medical. 70% of our medical staff are male, which compares to 77% in 2017. Ad-hoc pay scales include casual/bank staff on locally agreed hourly rates of pay, as well as one employee who TUPE transferred into the organisation on a local payscale.

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	£16.46
Female	£14.19
Difference	£2.27
Pay Gap %	13.81

At 5th April 2018, our mean gender pay gap was 13.81% and the average hourly rate for men was £2.27 higher than women. This is an improvement to 2017 where the mean gender pay gap was 16.40% with male employees being paid on average £2.71 per hour more than women.

The table below shows a more detailed look at the average hourly rate of pay by staff group:

Staff Group	Male Average Hourly Rate	Female Average Hourly Rate	Difference †
Manager & Senior Manager	£21.80	£27.58	-£5.79
Medical	£53.00	£45.48	£7.51
Admin including Estates	£11.53	£10.38	£1.15
Qualified Nurses	£19.11	£17.78	£1.33
Qualified Scientific, Therapeutic & Technical *	N/A	£18.77	N/A
Registered Allied Health Professional	£16.82	£17.15	-£0.33
Support Staff	£11.63	£11.61	£0.02
Grand Total	£16.46	£14.19	£2.27

* There were no male employees within Qualified Scientific, Therapeutic & Technical

† negative value shows a pay gap in favour of females.

This highlights that the main pay gap is within the medical staff group where there are significantly more male employees.

Considering the above, it is useful to look at our pay gap separately for medical and non-medical staff.

The table below shows these calculations:

Gender	Non-Medical staff - Average Hourly Rate	Medical Staff - Average Hourly Rate
Male	£14.25	£53.00
Female	£14.07	£45.48
Difference	£0.19	£7.51
Pay Gap %	1.31%	14.18%

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	£13.59
Female	£12.18
Difference	£1.41
Pay Gap %	10.34

Our median pay gap is 10.34% in favour of men, and there is only a small difference of £1.41 between the hourly rates. When comparing these figures to last year, this shows a decrease where last year our median gap was in favour of women (-5.00%).

The table below shows the median pay gap separately for medical and non-medical staff:

Gender	Non Medical Staff - Median Hourly Rate	Medical Staff - Median Hourly Rate
Male	£12.04	£49.09
Female	£12.17	£45.99
Difference	-£0.13	£3.10
Pay Gap %	-1.08%	6.32%

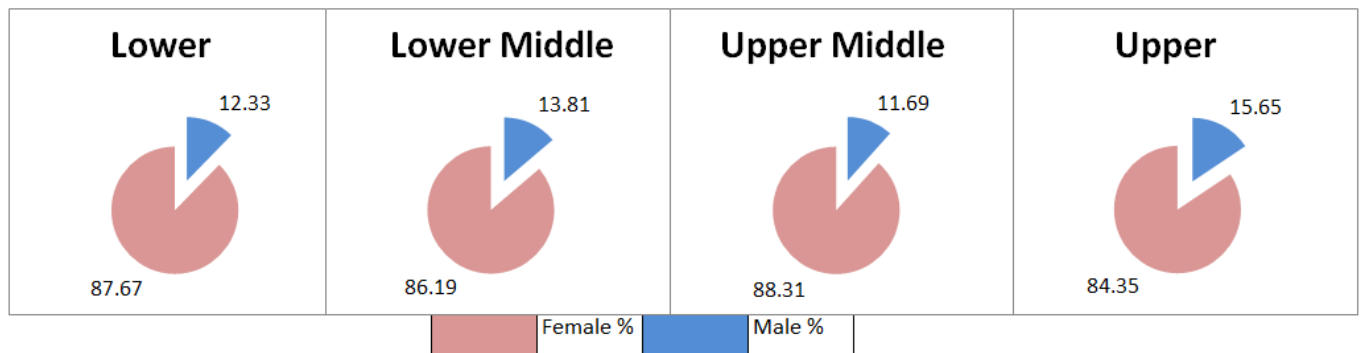
This data shows that when medical staff are excluded from the figures, the median hourly rate of pay is in favour of women.

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 88% female to 12% male. However, in the upper quartile (quartile 4), there is a slightly lower percentage of female staff. This reflects the higher percentage of male medical staff.

7. Conclusion

At Anglian Community Enterprise we have a strong commitment to equal opportunities and equal treatment for all employees regardless of gender, age, race, disability, religion or belief, sexual orientation, gender reassessment, marriage/civil partnership, pregnancy or maternity status.

The majority of our staff are paid on national Agenda for Change terms and conditions. These jobs are formally matched or evaluated to determine which Agenda for Change pay band a post should aligned to.

The majority of our medical staff are paid using national medical payscales.