

Gender Pay Gap Report as at 5th April 2019

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.

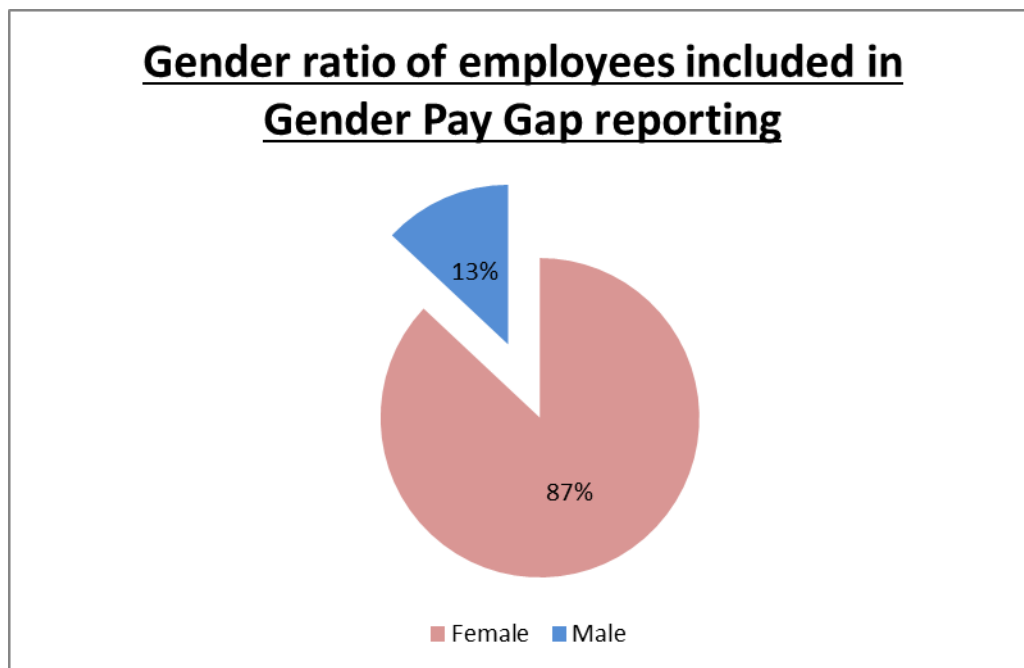
The report was compiled using a snapshot of data as at 5th April 2019. The data includes all “full pay” relevant employees along with any bank/casual staff who worked within this period. Any staff that had reduced pay within the period were excluded.

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, 31 employees were receiving childcare vouchers and 81% 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 % |
|-----------------|--------|----------|
| 2 | 9.15% | 90.85% |
| 3 | 9.52% | 90.48% |
| 4 | 18.37% | 81.63% |
| 5 | 10.31% | 89.69% |
| 6 | 14.91% | 85.09% |
| 7 | 15.97% | 84.03% |
| 8a | 22.22% | 77.78% |
| 8b | 33.33% | 66.67% |
| 8c | 0.00% | 100.00% |
| Trust Board | 0.00% | 100.00% |
| Medical | 55.56% | 44.44% |
| Ad Hoc Payscale | 9.26% | 90.74% |

This table highlights that the Board and pay band 8c comprises of all female staff. There is also a higher proportion of female staff in all other bands with the exception of medical. 56% of our medical staff are male, which compares to 70% in 2018. Ad-hoc pay scales include casual/bank staff on locally agreed hourly rates of pay.

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 | £17.22 |
| Female | £15.87 |
| Difference | £1.35 |
| Pay Gap % | 7.83% |

At 5th April 2019, our mean gender pay gap was 7.83% and the average hourly rate for men was £1.35 higher than women. This is a significant improvement to 2018 where the mean gender pay gap was 13.81% with male employees being paid on average £2.27 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 | £22.40 | £32.56 | -£10.16 |
| Medical | £48.33 | £59.05 | -£10.72 |
| Admin including Estates | £13.66 | £11.58 | £2.08 |
| Qualified Nurses | £21.61 | £20.26 | £1.35 |
| Qualified Scientific, Therapeutic & Technical | £20.30 | £22.89 | -£2.58 |
| Registered Allied Health Professional | £19.42 | £19.37 | £0.05 |
| Support Staff | £11.41 | £12.10 | -£0.69 |
| Grand Total | £17.22 | £15.87 | £1.35 |

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

This highlights that within 4 of our staff groups, the mean pay gap is in favour of our female staff.

The table below shows the average hourly rate of pay when looking at medical and non-medical staff separately:

| Gender | Non-Medical staff - Average Hourly Rate | Medical Staff - Average Hourly Rate |
|------------------|---|-------------------------------------|
| Male | £15.77 | £48.33 |
| Female | £15.64 | £59.05 |
| Difference | £0.14 | -£10.72 |
| Pay Gap % | 0.87% | -22.18% |

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 | £15.07 |
| Female | £13.75 |
| Difference | £1.32 |
| Pay Gap % | 8.73% |

Our median pay gap is 8.73% in favour of men, and there is only a small difference of £1.32 between the hourly rates. When comparing these figures to last year, this shows an improvement where last year our median gap was 10.34%.

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 | £13.94 | £47.76 |
| Female | £13.55 | £48.45 |
| Difference | £0.39 | -£0.69 |
| Pay Gap % | 2.80% | -1.44% |

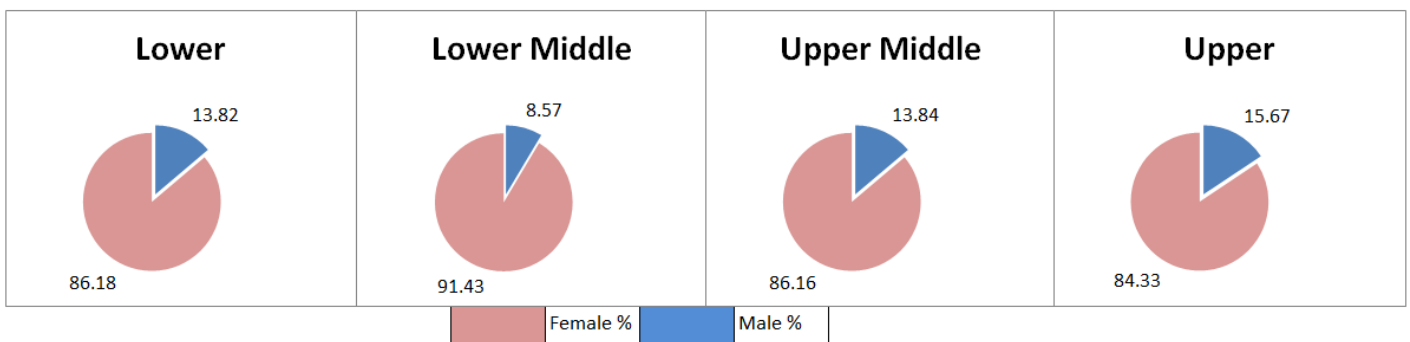
This data shows that when medical staff are excluded from the figures, there is only a small difference in the median hourly rate of pay.

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 86% female to 14% male. However, in the lower middle quartile (quartile 2), there is a slightly higher percentage of female staff.

Conclusion

At Anglian Community Enterprise we have a strong commitment to equal opportunities and equal treatment for all employees regardless of age, caring responsibilities, disability, ethnic origin, gender, gender expression, gender identity, gender re-assignment, marital or civil partnership status, maternity or pregnancy status, race, religion or belief and sexual preference

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 be aligned to.

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