

# Gender Pay Gap Report Period– 31<sup>st</sup> March 2023

Publication March 2024

# NHS Greater Manchester – Our Gender Pay Gap Report

## Foreword

This is the first Gender Pay Gap report published by NHS Greater Manchester (NHS GM) and marks a key milestone in our ongoing commitment to transparency, fairness, and equity.

Our workforce is the beating heart of our organisation, and we value the lived experience, skill, talent and potential that each one of our colleagues bring, enriching our organisation's culture and reflecting the communities we serve.

Whilst the report brings to light the uncomfortable reality that systemic gender inequality continues to exist across the labour market, it also highlights the workplace disadvantage and intersectional inequalities that exist for women in our organisation. The data provides us with valuable insight into the distribution of pay across different demographics, assisting us to identify any variations and take appropriate action to rectify them. This report is just the beginning of our journey.

Addressing inequalities is a key priority for NHS GM, both as an organisation and in supporting our wider health and care system, as set out in our [Greater Manchester People and Culture Strategy](#). We have identified a number of key deliverables for 2024-25 and these will be delivered collaboratively through our joint People and Culture EDI Action Plan. These include working closely with GM Women's Health Strategy, implementation of the #InclusiveHR initiative to create more representative and inclusive People and Culture services, delivery of Fair & Inclusive training for all managers, promotion of the NHS GM Wellbeing Toolkit and work around menopause, and delivery of a Mutual Mentoring programme connecting senior leaders with colleagues across our organisation. The specific actions we intend to take to address the gender pay gap are set out in this report.

Over the next few years, NHS GM will strive to close our gender pay gap and advance the opportunities for all women, particularly women of colour and with disabilities, in our organisation and across our communities.

**Janet Wilkinson**

**Chief People Officer, NHS Greater Manchester**

## Gender Pay Gap Reporting- An Overview

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, the NHS along with all public bodies with more than 250 employees, are required to publish gender pay gap information by 30<sup>th</sup> March each year, using six different measures based on annual data and to upload these on the government's online reporting service <https://www.gov.uk/report-gender-pay-gap-data>.

This report provides information on each of these six calculations, the formulas for which are explained below (Albeit there is a nil return on bonus payments and there was no bonus scheme in place for the reporting period), The calculations used are those set out in the relevant legislation to ensure the data is calculated consistently across organisations. The data is taken from the existing employee records using the standard Business Intelligence Dashboard Report within the Electronic Staff Records.

It should be noted that whilst current pay structures support equal pay for men and women, factors such as length of service can affect the gender pay gap.

This report fulfils our reporting requirements and sets out what we are doing to address the gender pay gap in our organisation. The data is based on a snapshot of all employees as of 31 March 2023.

1. **Mean gender pay gap in hourly pay** - adding together the hourly pay rates of all male or female full pay and dividing this by the number of male or female employees. The gap is calculated by subtracting the results for females from results for males and dividing by the mean hourly rate for males. This number is multiplied by 100 to give a percentage.
2. **Median gender pay gap in hourly pay** - arranging the hourly pay rates of all male or female employees from highest to lowest and find the point that is in the middle of range.
3. **Mean bonus gender pay gap** - add together bonus payments for all male or female employees and dividing this by the number of male or female employees. The gap is calculated by subtracting the results for females from results for men and dividing by the mean hourly rate for men. This number is multiplied by 100 to give a percentage.
4. **Median bonus gender pay gap** - arranging the bonus payments of all male or female employees from highest to lowest and find the point that is in the middle of the range.

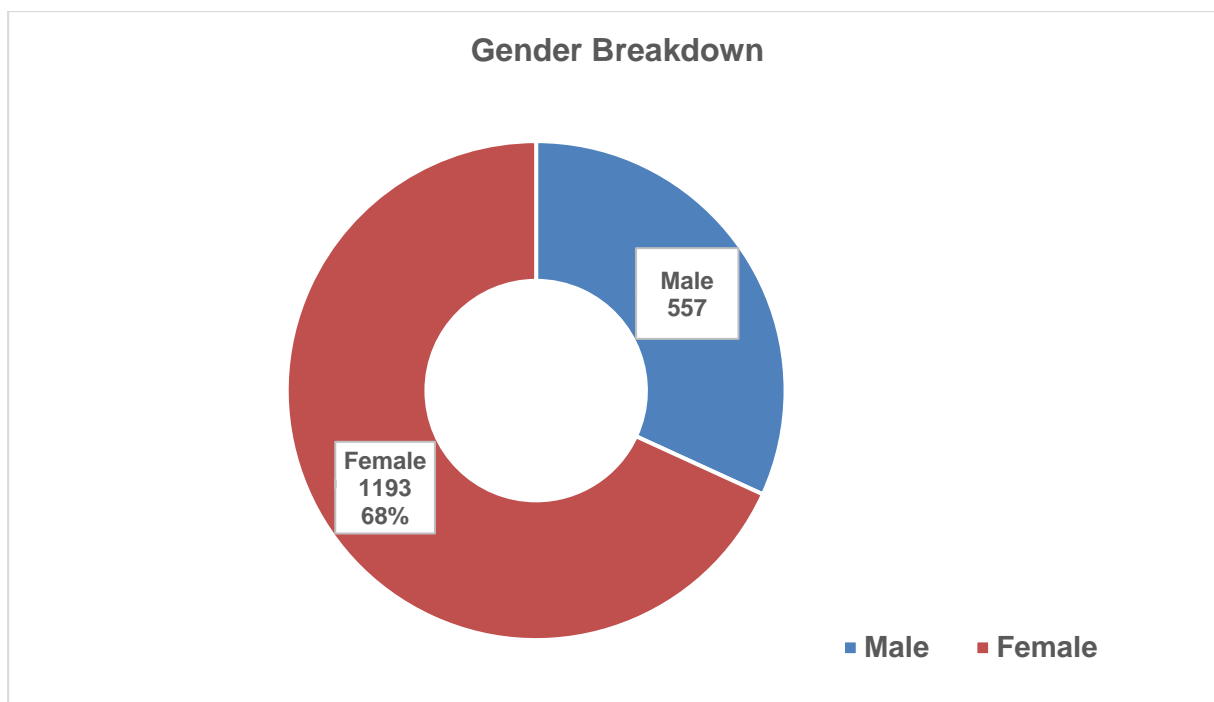
5. **Proportion of males and females receiving a bonus payment** - total males and females receiving a bonus payment divided by the number of relevant employees.
6. **Proportion of males and females in each pay quartile** - ranking our employees from highest to lowest paid, dividing this into four equal parts ('quartiles') and working out the percentage of men and women in each of the four parts

It is important to note that gender pay gap is different to the issue of equal pay – the legal requirement to pay men and women the same for equal work and came into effect through the Equal Pay Act 1970, governed by the Equality Act and UK Equality Human Rights Commission.

At NHS Greater Manchester (NHS GM), our Health and Care People & Culture Strategy sets out how we plan to be an employer of choice, providing a great place to work that supports colleagues to develop their career aspirations, to recruit and retain the right talent with the wide range of knowledge, skills and capabilities we need, from the widest pool. We are committed to a diverse and inclusive culture which supports the fair treatment and reward of all colleagues, irrespective of gender, and our pay framework is based on the principles of fairness, transparency, and consistency.

## **NHS Greater Manchester Gender Pay Gap Data**

NHS GM employs 1750 people on the payroll. 1193 (68.17%) are female and 557 (31.82%) are male. Calculated using a snapshot of earnings as of 31st March 2023.



**Chart 1**

NHS GM uses NHS Agenda for Change pay bands for the vast majority of staff. Bands vary by levels of responsibility and each band has a set pay range with increments. In the main colleagues move up the increments in their band on a length of service basis so that generally those who have spent longer in the same grade would be expected to earn more, regardless of gender.

In addition, we have a small group of employees who are on pay scales other than Agenda for Change (Afc). These our most senior employees who receive NHS Executive and Very Senior Manager salaries.

A significant driver for the pay gap is having a smaller proportion of men in lower pay bands compared to their share of the overall employee population, and conversely a higher proportion of Men in some of the higher bands, such as bands 8b,8c and non-Afc. Reducing our gender pay gap implies increasing the proportion of men in the organisation and continuing the focus on progression particularly from band 7, creating pay equity across pay bands.

**Percentage of Females and Males in each Pay Band as of 31<sup>st</sup> March 2023**

**Table 1**

The table above reveals that most of our staff are concentrated in bands (6-8a). In addition, band 7 has significantly higher percentages of staff compared to other bands, band 7 also has the highest concentration of female staff. There are more male apprentices than female (albeit a low number), likewise there is narrower gap between males and females in non-AFC.

### Calculation 1 and 2: Median Calculation

**Mean gender pay gap in hourly pay** - adding together the hourly pay rates of all male or female full pay and dividing this by the number of male or female employees. The gap is calculated by subtracting the results for females from results for males and dividing by the mean hourly rate for males. This number is multiplied by 100 to give a percentage.

The **median** is the figure that falls in the middle of a range when the wages of all relevant employees are lined up from smallest to largest. The median gap is calculated based on the

Agenda for Change Band	Female	Male	Proportion of overall
AfC2	66.7%	33.3%	0.3%
AfC3	71.3%	28.7%	5.8%
AfC4	85.2%	14.8%	7.7%
AfC5	63.1%	36.9%	11.3%
AfC6	67.4%	32.6%	13.5%
AfC7	73.0%	27.0%	21.6%
AfC8a	70.3%	29.7%	14.2%
AfC8b	62.4%	37.6%	8.5%
AfC8c	65.2%	34.8%	3.8%
AfC8d	70.6%	29.4%	2.9%
AfC9	70.6%	29.4%	1.0%
Apprentice	38.5%	61.5%	1.5%
Non-Afc	52.9%	47.1%	7.9%
<b>Grand Total</b>	<b>68.2%</b>	<b>31.8%</b>	<b>100.0%</b>

difference between the employee in the middle of the range of male wages and the middle employee in the range of female.

Table 2 below shows the overall median and mean gender pay gap based on hourly rates of pay as at the snapshot date of 31 March 2023.

Gender	Mean Hourly Rate	Median Hourly Rate
<b>Male</b>	£28.74	£24.38

<b>Female</b>	£25.33	£22.40
<b>Pay Gap</b>	£3.41	£1.98
<b>Pay Gap %</b>	11.87%	8.11%

Table 2

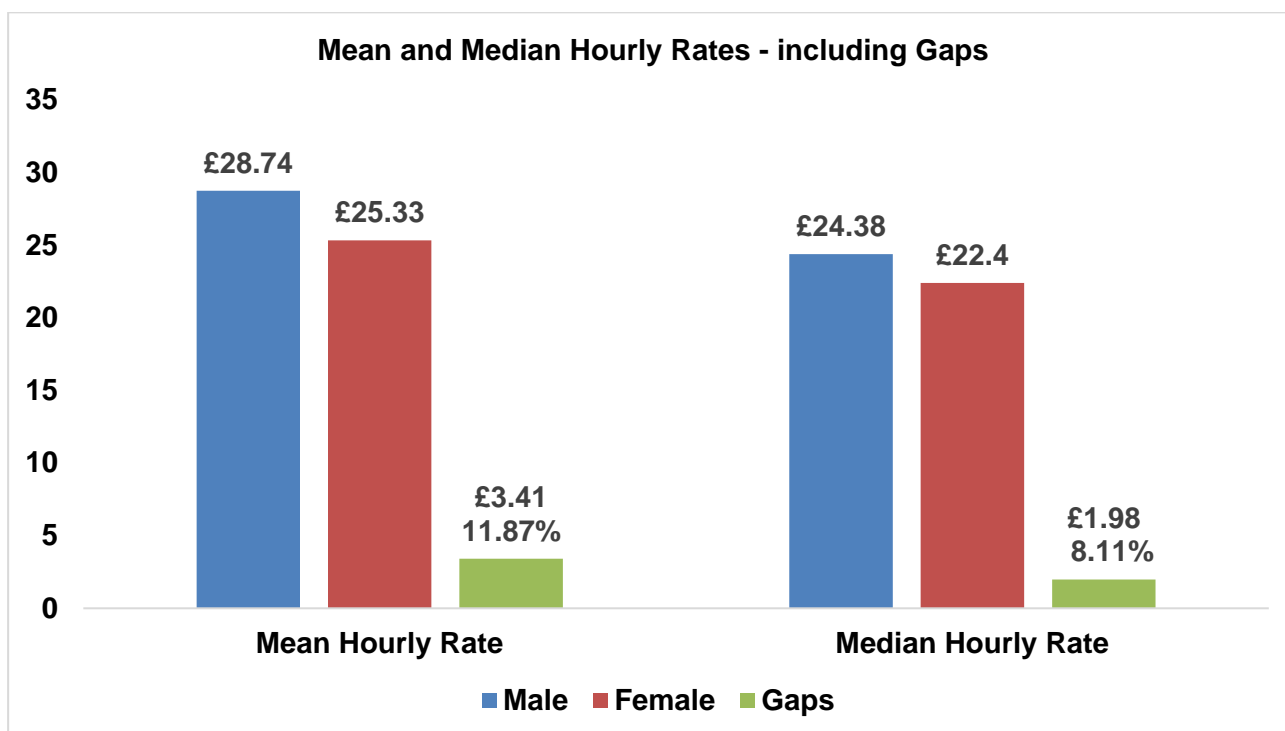


Chart 2

Table/Chart 2 shows that on average, female staff earn £3.41 per hour less than male staff. The median (mid-point) salary is also £1.98 lower.

Because the highest representation (37.22%) of Males is in the highest quartile and the lowest representation (25.64%) in the lowest Quartile. this will inevitably have an impact on the mean and medium pay gaps.

**Calculation 3,4,5: No Bonus schemes operated in this pay period.**

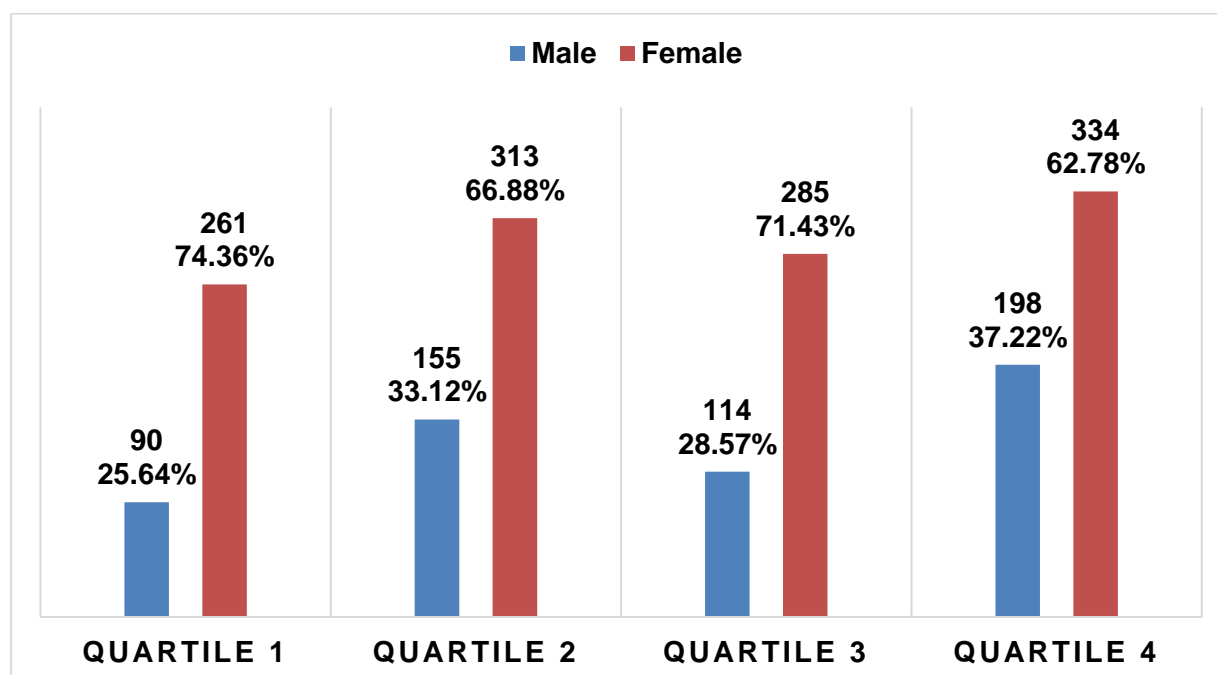
### Calculation 6: Number and percentage of females and males in each hourly pay quartile

Pay quartiles show the percentage of full-time female and male relevant employees in four equal sized groups based on their hourly pay.

*Number of employees / Quartile 1 = Lowest to Quartile 4 = Highest*

Quartile	Female No.	Male No.	Female %	Male %
1	261.00	90.00	74.36%	25.64%
2	313.00	155.00	66.88%	33.12%
3	285.00	114.00	71.43%	28.57%
4	334.00	198.00	62.78%	37.22%

**Table 3**



**Chart 3**

Table/chart 3 shows the number and percentage of female and male staff in each pay quartile. Given that the overall percentage of male staff is 32%, female staff are overrepresented in all the pay quartiles. However, it must be noted the highest representation (37.22%) of Males is in the highest quartile and the lowest representation (25.64%) in the lowest Quartile. this will have an impact on the mean and medium pay gaps.





The pay quartiles are created by ranking each full-time employee in order from lowest earning (first quartile) to highest earning (fourth quartile).

Pay quarters give an indication of women's representation at different levels of the organisation. In the NHS GM in each pay quarter, as illustrated in the above table, women occupy:

- 62.78% of the upper hourly pay quarter (highest paid jobs)
- 71.43% of the upper middle hourly pay quarter
- 66.88% of the lower middle hourly pay quarter
- 74.36% of the lower hourly pay quarter (lowest paid jobs).

## **Closing Our Gender Pay Gap**

Our NHS GM Health and Care People & Culture Strategy & supporting Equality Frameworks/Duties have identified several actions/ programmes that the organisation continues to drive forward that can support closing the gender pay gap, these include:

Promotion of agile, flexible and part-time working as well as wider implementation of the apprenticeship programmes.

Recognising the importance of minimising the barriers for individuals from all backgrounds right from the start of their journey with NHS GM. As such one of the actions being completed is work to improve the recruitment, selection and progression processes, which will help ensure managers recruit in an fair and equitable manner.

Designing, developing, and delivering a new in-house Mutual Mentoring Scheme. This programme is intended to bring about organisational change around inclusion issues, including those relating to women's equality, whilst also supporting individual learning and development for under-represented colleagues, and building leadership capability around these issues, whilst the pilot focuses on Race and Disability, we will ensure a good gender balance when it comes to pairing.

Work is underway to review the values of the organisation, with extensive engagement taking place across the organisation.

Continuation of the apprenticeship scheme to support individuals progressing as part of the talent pipeline and staff develop in

The review of the People and culture committee including the establishment of a sub-committee and working group with a sharper focus on Equality and Inclusion, including oversight and assurance of delivery of Equality objectives, plans and wider people and organisational development strategies all of which have a much sharper focus on Equality and Inclusion.

Continue to review existing and new job descriptions and adverts to identify and de-bias gender-coded language.

Commitment to improve diversity at senior manager and executive level, improving the opportunity and experience for all our workforce with protected characteristics.

Several workstreams are already under way including the Women's Health Strategy, Fairer Health for All, including the Fairer Health for all academy which aim to advance equality for women and girls, as well as other protected groups.

The delivery of the #InclusiveHR initiative to create more representative and inclusive People and Culture services across Greater Manchester

Menopause awareness for the whole workforce, including development of a suite of resources to support employees and building awareness with line managers.

Other awareness and communications campaigns have been delivered to colleagues and externally, such as those for International Women's Day, and/or as part of our Womens Health Strategy.

## Ongoing/Future Actions

NHS GM is committed to equality and inclusion for its workforce and reducing/ eliminating the gender pay gap. Therefore, its recommended that the following actions continue/be taken to support and progress this work:

- Continue to monitor for and address gender bias in recruitment processes.
- Continue to monitor for gender bias in the uptake of its training offers and other development processes.
- Continue to Impact assess and monitor gender bias during application of policies and procedures, such as flexible working.
- Establish EDI data reporting for local feedback mechanisms such as Freedom to Speak Up or Staff Surveys.
- Ensure proactive response to address thematic issues/behaviours related to sex discrimination/ indicators from staff surveys, grievances and or exit interviews, and co-produce actions to respond to these.

- Continuing to update our family-friendly HR policies to ensure they are as accessible, inclusive and engaging as possible and developing supporting guidance for colleagues and managers and increasing awareness of these through communication and engagement campaigns.
- Continue to actively seek feedback from our colleagues about their work/life balance needs.
- Review and update our approach to colleagues who are carers to ensure they are supported and can work flexibly in their roles within our organisation.

## **Useful Resources**

Government guidance on actions to close the gender pay gap can be found here:

[Closing your gender pay gap - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/guidance/closing-your-gender-pay-gap)

CIPD Measures to Tackle the Gender Pay Gap

[Measures to tackle the gender pay gap | CIPD](https://www.cipd.co.uk/knowledge/diversity-and-inclusion/gender-pay-gap/2020/04/2020-measures-to-tackle-the-gender-pay-gap)