

# Gender Pay Gap Report 2019



## Background

The Gender Pay Gap is a high-level snapshot of pay within an organisation that shows the difference in the average pay between all men and women in the workforce. This report details our gender pay gap results for both pay and bonuses for 2019 and focus areas to ensure gender pay equality. Results need to be published by the organisation by 5th April 2020.

## Purpose

Gender pay gap reporting is an annual legislative requirement to disclose the pay gap for all organisations. The purpose of the disclosure is to identify the difference in hourly pay between men and women and share strategic visions for how the gap can be reduced with this being measured annually.

	Mean (Average)	Median (Mid Point)
Pay	21.66%	9.05%
Bonus	45.19%	13.40%

## How we compare

The Office of National Statistics calculates the current average gap at 17.9% for pay.

## Previous Years' Results:

2018	Mean (Average)	Median (Mid Point)
Pay	18.40%	9.40%
Bonus	48.20%	0.00%

2017	Mean (Average)	Median (Mid Point)
Pay	16.20%	20.50%
Bonus	8.00%	0.00%

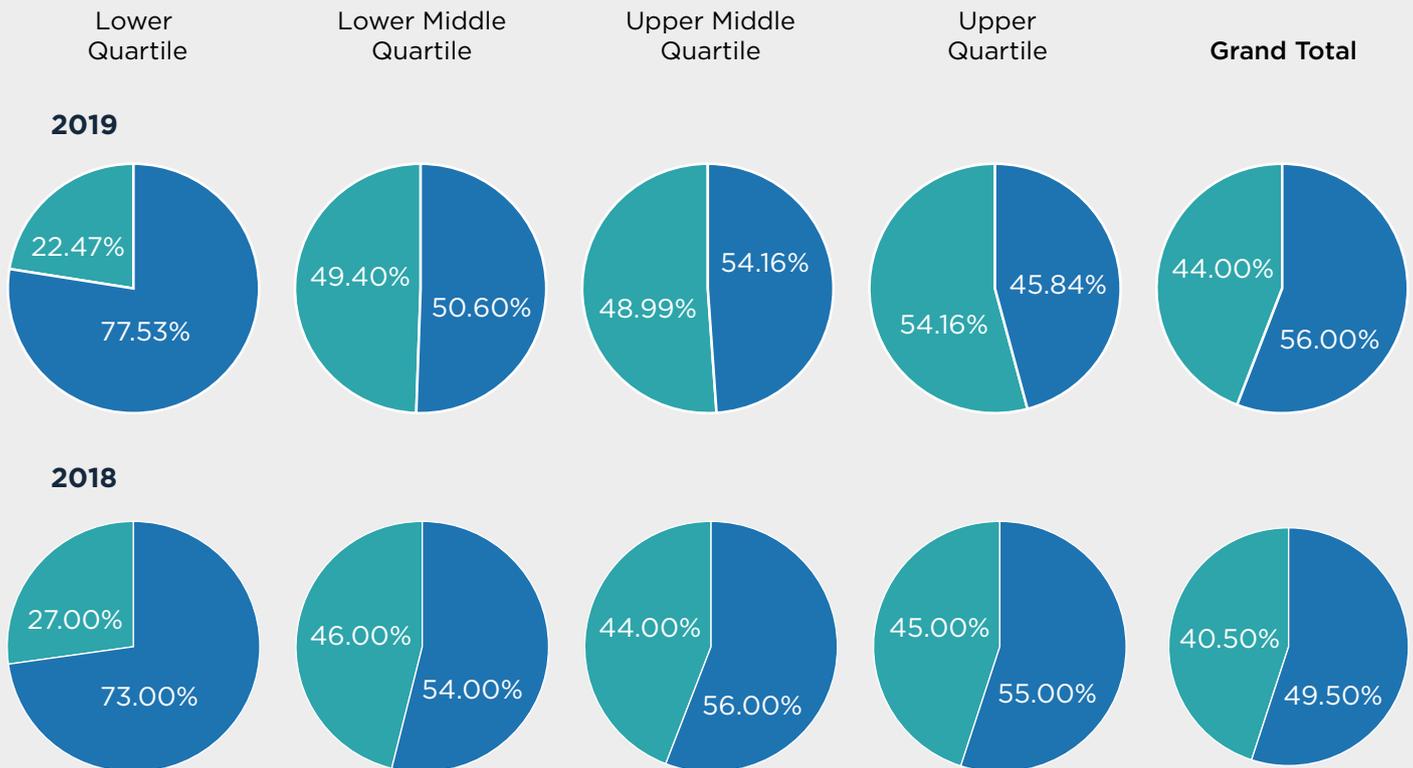
Our median gender pay gap has reduced by 11.45% over 2 years however the mean has increased by 5.46%.

## How it is calculated

All 'full paid relevant' colleagues are listed from highest to lowest paid using a strict criteria of payments constitutions, then the mean and median values are calculated. This data is then split into 4 quarters (Upper Quartile being the highest paid colleague and the Lower Quartile being the lowest paid colleagues). Bonus payments are considered in the same way and are calculated independently from base salaries.

## Male and Female split per Quartile

Female Male



Since 2018 we can see a turn in the upper quartile from being 55% female, to being 55% male. We can also see a turn in the upper middle quartile with 56% being female in 2018 yet this reducing to 49% by 2019.

In the lower quartile the percentage of females have increased by almost 5%.

We employ 56% females to 44% males, which confirms representation of females overall is not a concern. Looking at the pay quartiles, the representation across groups 1 and 4 stand out. Females take up the biggest proportion of the lowest quartile and the smallest proportion of the highest quartile. Our general organisational makeup should echo throughout the quartiles showing a slightly larger representation of females as we employ more females overall, however this alters when we get to the upper middle quartile to have more male representation.

### Lower Quartile

We see the biggest portion of the representation split in the lower quartile - there are 3 females for every 1 male which identifies a challenge in this area. The lower quartile is made up of 59% Patient Experience roles (Patient Care Advisors) and 41% other admin/assistant roles. The 41% not based in Patient Experience is split 24% clinical and 76% non-clinical roles.

### Upper Quartile

Alongside the ratio of males to females being higher in the upper quartile (8.32%), the gap exists at the upper end of that quartile because 9 out of 10 of the highest earners are male.

## Bonus

“Bonus” constitutes as any rewards relating to productivity, performance, incentive and commission paid in cash, vouchers or securities. Our mean gender pay gap for bonus payments is **64.17%**. Our results show that the average median bonus value paid to males during the 12-month period to the 5th April 2019 was **£389.32** compared to an average value of **£139.49** for females.

### *Apportionment of colleagues in receipt of a bonus during the period*

	Yes	No	%
Male	173	71	70.90%
Female	216	110	66.26%

The apportionment shows that there is a slight challenge in distribution of bonus but the main area the gap exists is in the values paid. The Snapshot date for Bonus payment is 12 months to the 05/04/2019. The management incentive bonuses paid in 2018 were therefore included and can explain a portion of the gap. These were split by 7 males and 3 females and out of the 5 highest values paid there were 4 males and 1 female.

## REDUCING THE GAP

- Closely review recognition vouchers and bonuses to ensure these are distributed in line with organisational make up.
- Encourage take-up of shared parental leave –review our policy on this.
- Introduce a mentoring programme for females at Connect Health to encourage internal progression and break down any barriers we currently have.
- Promote an Internal Talent register to encourage “talent” is approached and encouraged to apply for internal vacancies.
- Continue to promote our supportive family friendly policy and share success stories as early as from Job advertising stage.
- Encourage hiring managers to promote flexible working options in job advertising wherever possible.
- Shape robust and supportive phased return to work plans for colleagues returning after leave, i.e. maternity.