

Wiltshire Health and Care Executive Committee

For discussion

Subject: Gender Pay Gap Report 2024
Date of Meeting: 23 October 2024
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1. Purpose

To provide the 2024 gender pay gap report for 2024 for discussion.

2. Background

In order to meet the obligations under the Equality Act 2010, Specific Duties and Public Authorities Regulations 2017, Wiltshire Health and Care is required to publish the Gender Pay Gap Analysis and background information.

The Gender Pay Gap Analysis applied six standard measures which are:

- The mean gender pay gap
- The median gender pay gap
- The mean bonus gender pay gap
- The median bonus gender pay gap
- The proportion of males and females receiving a bonus payment
- The proportion of males and females in each quartile pay band

3. Discussion

The Gender Pay Gap Analysis for 2024 uses a data 'snapshot' from the 31st March 2024, of staff employed by Wiltshire Health & Care.

At the time the snapshot was taken (31st March 2024) Wiltshire Health and Care had 1350 staff, of which 1188 (88%) were female and 162 (12%) were male. Gender Pay reporting includes relevant Bank staff and calculates average earnings over a 12 week period.

Gender Pay Gap Results for Wiltshire Health and Care

a) Gender pay gap as a mean average

The mean is the average of all the hourly rates in the dataset. This calculation demonstrates that on 31 March 2024, the average pay for female staff was 5.3% less per hour than the average pay for male staff. Compared to the previous year, this has decreased by 4.6% where mean pay was 13.4% in favour of male employees. This follows a 3.5% decrease which was seen in last year's results.

Mean Hourly Rate of Pay	Male	Female	Gap %
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% Mean GAP Ordinary Pay	£19.48	£18.46	5.3%
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b) Gender pay gap as a median average

The median is the middle value when you list all the numbers in the dataset in numerical order. This calculation demonstrates that the middle value of female staff pay was 7.4% less than the middle value of male staff pay on 31 March 2024. This is 3.1% lower than in 2022/23.

Median Hourly Rate of Pay	Male	Female	Gap %
% Median GAP Ordinary Pay	£19.10	£17.69	7.4%

c) Proportion of males and females employed in each Quartile

To perform this calculation, all relevant staff members are listed in hourly rate order and split into four equal groups.

	Male	Female
Upper Quartile %	13.3%	86.7%
Upper Quartile Numbers	45	293
Upper Middle Quartile %	14%	86%
Upper Middle Quartile Numbers	47	290
Lower Middle Quartile %	11%	89%
Lower Middle Quartile Numbers	37	301
Lower Quartile %	9.8%	90.2%
Lower Quartile Numbers	33	304

The quartile with the largest proportion of male staff members relative to female employees is the upper middle quartile. The quartile with the largest proportion of female employees relative to male employees is the lower quartile.

d) Bonus Pay Gender Pay Gap

There is no scope for bonus payments within the Agenda for Change terms and conditions of service.

Conclusion

The 2023/24 Mean Pay Gap is 5.3% in favour of Male pay for Wiltshire Health and Care, which is a 4.6% decrease from previous year. This is a positive step to eliminate the gender pay gap between males and females.

Wiltshire Health and Care acknowledges that there is a disparity between the number of male and female employees however, Wiltshire Health and Care will always appoint the best candidate for the position, through a competitive, open, and inclusive recruitment process. Wiltshire Health and Care

also maintains adherence to Agenda for Change for all appointments to roles and salary bandings and increments.

Wiltshire Health and Care offers flexible working to all staff and has a robust recruitment process. In addition to this we undertake careers events and help with employability skills sessions – such as interviewing.

Wiltshire Health and Care believes it recruits in a non-gender biased manner to ensure that applicants are recruited in a fair, open and transparent manner.

Recommended next steps are as follows:

- Results and narrative presented to the Executive Meeting – October 2024
- Results and narrative presented at Board – November 2024
- Results and narrative presented at the Employee Partnership Forum – November 2024 (by circular)
- Communications including the results and narrative to go out to staff with key messages – November 2024
- Results to be published on the government website and WHC website – December 2024

4. Recommendation

4.1 The Committee is invited to review the contents of the paper and provide any commentary.

NOTE: Impact Assessment on page 2 MUST also be completed to ensure this organisation complied with good governance practices, and is well-led. Impacts and Links

Impacts	
Quality Impact	Neutral
Equality Impact	Positive
Financial implications	Neutral
Impact on operational delivery of services	Neutral
Regulatory/ legal implications	Positive
Links	
Link to business plan/ 5 year programme of change	Click here to enter text
Links to known risks	Click here to enter text
Identification of new risks	Click here to enter text