

## **Bedfordshire Luton and Milton Keynes ICB (BLMKICB) Gender Pay Gap Report July 2023**

### **Introduction**

All Public Sector organisations within the United Kingdom with more than 250 employees have been required since April 2017 to publish details of their gender pay gap annually. This organisation is therefore required by law to carry out Gender Pay Reporting in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

### **Calculations**

This pay gap report compares the average hourly rates of pay of women and men, as this enables a comparison of pay for different jobs irrespective of whether they are full-time or part-time. This involves carrying out calculations that show the difference between the average earnings of men and women in our organisation. The data is taken from the existing employee records held in ESR.

- percentage of females and males in each hourly pay quarter
- mean (average) gender pay gap using hourly pay
- median gender pay gap using hourly pay
- percentages of employees in each hourly pay group by gender in BLMKICB

Two other measures,

- mean bonus gender pay gap and
- median bonus gender pay gap,

do not apply to BLMKICB as the ICB does not pay bonuses and therefore has no data to report in this regard

The ICB publishes the results on its own website and the government website

[www.gov.uk/genderpaygap](https://www.gov.uk/genderpaygap)

The calculations make use of two types of averages, a mean average and a median average. Using these two different types of average is helpful to give a more balanced overview of an employer's overall gender pay gap. We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

The gender pay gap shows the difference in the average hourly rate of pay between women and men in an organisation, expressed as a percentage of the average male earnings. A gender pay gap can be driven by a number of factors including, crucially, a lack of women in senior positions.

It is important to note that this is different to the issue of equal pay – the legal requirement to pay men and women the same for equal work. Which is governed by the Equality Act.

This report follows the calculation methodology set out by the Government Equalities Office to report the mean and median gender pay gap across pay quartiles.

## Summary

### Highlights of what the data is telling us

The ICB employs 417 people on the payroll. 336 (80,29%) are female and 81(19.71%) are male. Calculated on the basis of earnings as at the pay period which includes 31<sup>st</sup> March 2023.

- Our mean gender pay gap is 24.68%. This is an improvement of 2.82% on last year's mean pay gap of 27.5%
- Our median gender pay gap is 13.6%. This is 13.9% less than last year's median gender pay gap of 27.5%.
- For every £1 a man earns, a woman will earn 75p.

This suggests that our pay gap continues to be impacted by the highest (male) earners in the organisation. Disproportionally there are more men working at the higher levels and therefore paid more coupled with the disproportionate number of women in the most junior roles therefore paid less.

## How BLMKICB compares with other ICBs.

It is useful to have a benchmark against other ICBs to understand how we are doing compared to other ICBs of a similar workforce.

ICB/CCG	Year	Mean %	Median %
BLMK	2022	27.48	27.48
	2023	24.68	13.6
Coventry & Warwickshire	2022	26.1	31.1
	2023	24.66	16.36
Bristol North somerset & Gloucestershire	2022	22	15
Kent and Medway	2021	19.4	15.8
NW London	2022	9.64	10.01
North Central London	2023	7	8.9
Birmingham and Solihull	2021	46.6	28.3

The office of national statistics reported the UK national gender pay gap in April 2022 as 8.3%



[Gender pay gap in the UK - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk/gender-pay-gap)

## Why do we have a gender pay gap?

The pay quartiles broadly reflect the uneven distribution of women through the grades in HMRC, meaning that proportionally more women than men are in lower paid grades.

The main reason for the gender pay gap is an in-balance in the numbers of men and women across the whole workforce with proportionately more men in the upper quartile than other quartiles. Women are over-represented in our lowest paid grades despite a decrease from 2022.

### Calculation 1: percentage of females and males in each hourly pay quarter

Proportion of males and females in each quartile band		
		
Quartile	Female	Male
	Female	Male
Upper	68.42%	31.58%
Upper Middle	85.09%	14.91%
Lower Middle	83.72%	16.28%
Lower	86.41%	13.59%

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

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

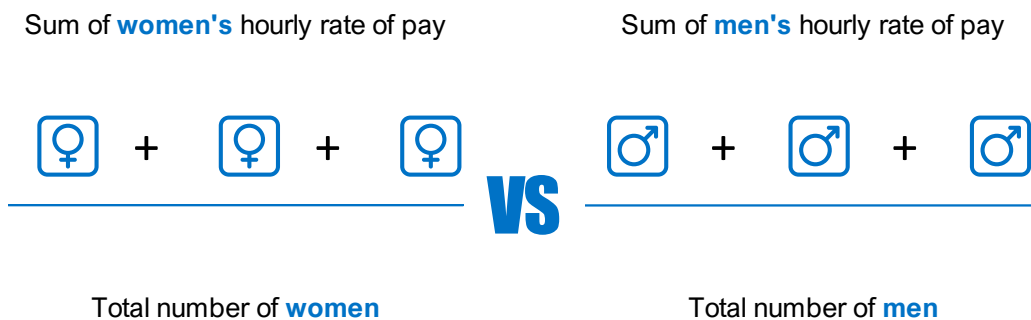
Pay quarters give an indication of women's representation at different levels of the organisation. In the ICB in each pay quarter, as illustrated in the above table, women occupy:

- 68.42% of the upper hourly pay quarter (highest paid jobs)
- 85.09% of the upper middle hourly pay quarter
- 83.72% of the lower middle hourly pay quarter
- 86.41% of the lower hourly pay quarter (lowest paid jobs).

If the pay quartiles were representative of the gender make up of the workforce you would expect to see each quartile at approximately 80% female and 20% male. However, what we can see is that the female representation at the upper quartile is significantly lower than 80% at 68.42%, and the male representation at the upper quartile is significantly higher than 20% at 31.58%.

## Calculations 2 and 3: The mean (average) and median gender pay gap for hourly pay

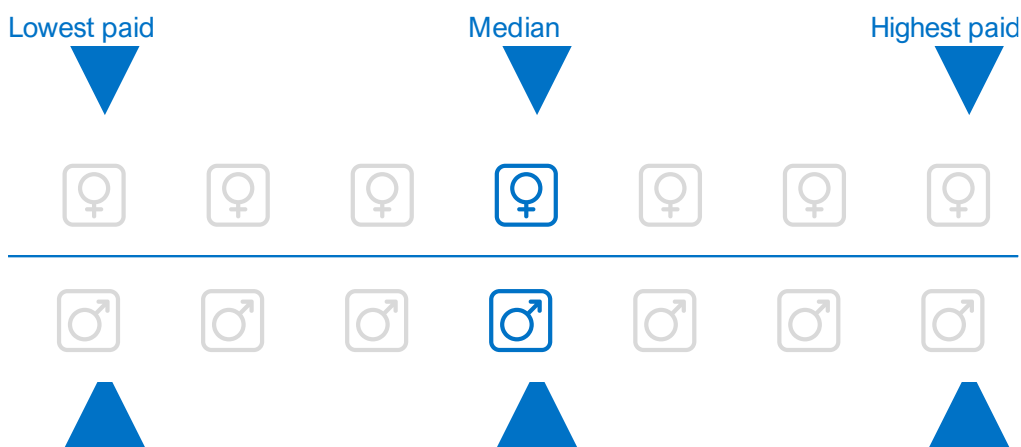
### Mean Calculation



The mean (average) is calculated by adding up the wages of all relevant employees and dividing the figure by the number of employees. The mean gender pay gap is calculated based on the difference between mean male pay and mean female pay.

### Median Calculation

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



The table below also shows the overall median and mean gender pay gap based on hourly rates of pay as the snapshot date of 31 March 2023.

Mean	Median
24.68%	13.60%

## Calculation 4: representation of gender in BLMKICB Organisation structure and pay

**BLMKICB** uses the standard NHSE Agenda for Change grading system ranging from Band 1 – 9 and VSM.

The ICB employs 417 people on the payroll. 336 (80.29%) are female and 81(19.71%) are male. The tables below show the number of people in each pay group and the median and mean calculations.

### A note on redacted data

Where the numbers of staff for a category are below five the detail has been redacted. This is to ensure anonymity and that individual members of staff cannot be easily identified. The numbers less than five are represented in the data by the symbol '-'. This does not mean that there were zero numbers rather that they are less than ten.

If there were no counts at all the number zero would be kept in the data.

Band	Female	%	Male	%	Total
Band 2	0	0%	-	-	-
Band 3	-	-	-	-	-
Band 4	24	5.76%	-	0.24%	25
Band 5	32	7.67%	6	1.44%	38
Band 6	56	13.43%	-	1.20%	61
Band 7	44	10.55%	12	2.88%	56
Band 8a	62	14.87%	8	1.92%	70
Band 8b	49	11.75%	12	2.88%	61
Band 8c	25	6.00%	11	2.64%	36
Band 8d	10	2.40%	5	1.20%	15
Band 9	8	1.92%	-	-	-
Other/ Non AFC	25	6.00%	15	3.60%	40
<b>Total</b>	<b>336</b>	<b>80.29%</b>	<b>81</b>	<b>19.71%</b>	<b>417</b>

Women continue to be over-represented in more junior grades, where pay is lower, and under-represented in more senior grades.

## What the Data is Telling Us

According to the data, on average, men are paid 24.68% more than women. Which means for every £1 a man earns, a woman will earn 75p.

This is an improvement on the previous year where men were paid 27.5% more than women. Which meant that for every £1 that a man earned, a woman earned 72.5p.

This represents a mean gender pay gap improvement of 2.82%.

This may be attributed to an increase in female employees in the upper quartile from 66% during the previous year to 68.42% this period. Alongside a decrease in male employees in the upper quartile from 34% during the previous year to 31.58% this period. There has also been an increase in male employees in the lower quartile from 7.37% during the previous year to 13.59% this period.

Women continue to be underrepresented within the highest pay quartile (68.42%), compared to their level of representation amongst all full-pay relevant employees (80.29% female).

## Conclusion

### Progress since the 2022 report

The improvement on last year's pay gap is depicted through the pay bands:

- There is a slight increase in women at pay bands 8a and above
- There is a decrease in men at pay bands 8a and above
- The number of women at pay bands 5 -7 remained the same
- There is an increase in men at pay bands 5-7
- There is a decrease in women at pay bands 4 and below
- There is an increase in men at pay bands 4 and below

Female		
AfC Band	2021 - 2022	2022 - 2023
Band 8a and above	52.5%	53.3%
Bands 5 - 7	39.4%	39.3%
Bands 2 - 4	8.1%	7.4%
Total	100%	100%

Male		
AfC Band	2021 - 2022	2022 - 2023
Band 8a and above	74.3%	65.4%
Bands 5 - 7	21.4%	28.4%
Bands 2 - 4	4.3%	6.2%
Total	100%	100%

## 9 Recommendation

The ICB is mindful that it must act fairly, and within the law, and act where possible to reduce and eliminate the gender pay gap. Therefore, the Bedfordshire Luton and Milton Keynes ICB recommends:

- Ongoing monitoring for any gender bias in recruitment processes
- Monitoring gender bias in the uptake of its training offers and other development processes
- Encourage through the PDR process to support women's leadership development
- Support recruiting more women in IT and Finance, particularly in senior roles
- Support recruiting more local men into lower banded roles
- Impact assess and monitor gender bias during application of policies and procedures, such as flexible working
- Ensure that we respond to any behavioural concerns arising from feedback mechanisms such as Freedom to Speak Up
- Monitor indicators from staff surveys and or exit interviews that might increase the understanding of the situation.

## 10 Useful Resources

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

[Evidence-based actions for employers.pdf \(gender-pay-gap.service.gov.uk\)](https://gender-pay-gap.service.gov.uk/evidence-based-actions-for-employers.pdf)

Four steps to developing a gender pay gap action plan.

<https://gender-pay-gap.service.gov.uk/public/assets/pdf/action-plan-guidance.pdf>