

# Gender Pay Gap Report 2023-24

(based on data extract as of 31 March 2024)

## 1. Introduction

- 1.1 This Gender Pay Gap (GPG) data report sets out Bedfordshire Luton and Milton Keynes Integrated Care Board (BLMK ICB)'s GPG data for the period from 1 April 2023 to 31 March 2024. It has been produced as required under the [Equality Act 2010 \(Specific Duties and Public Authorities\) Regulations 2017](#), which came into force on 31 March 2017 and made it a statutory requirement for organisations with 250 or more employees to publish their GPG data report annually by 31 March.
- 1.2 BLMK ICB has a workforce of 400 employees, with responsibility for planning and allocating resources to meet the four core purposes of an Integrated Care System (ICS) to improve outcomes in population health and healthcare; tackle inequalities in outcomes, experience, and access; enhance productivity and value for money; and help the NHS support broader social and economic development.
- 1.3 The employee data in this report was extracted from the NHS' Electronic Staff Record (ESR), with a snapshot date of 31 March 2024.

## 2. Definitions and Scope

- 2.1 'Pay gap' is the difference in the average pay between two groups. It is unlawful to pay people unequally based on gender. The NHS' nationally agreed pay and conditions for its workforce reduces the risk of equal pay issues arising.
- 2.2 GPG measures the difference in the average pay of male and female in an organisation's workforce irrespective of role. The workforce data is used to monitor diversity as well as ascertain whether inequalities exist. The data would inform decision-making and improvement actions to address inequalities, if any.
- 2.3 GPG is different from equal pay. Male and female performing equal work or work of equal value must receive equal pay.

## 3. GPG Reporting Requirements

- 3.1 Employers with 250 employees and over must annually publish information on all employees who are employed under a contract of employment, a contract of apprenticeship or a contract personally to undertake work. This includes those under the NHS' Agenda for Change (AfC) terms and conditions, Medical and Dental Conditions and Very Senior Manager (VSM)'s pay conditions.
- 3.2 GPG report must include:
- 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

3.2.1 Two other measures are:

- mean bonus gender pay gap
- median bonus gender pay gap

3.2.2 These two measures do not apply to BLMK ICB as the organisation does not pay bonuses, and has no data on these to report.

3.3 Mean is the sum of the values divided by the number of values, and median is the middle value in a sorted list of values.

#### 4. Gender Pay Gap Data

4.1 As of 31 March 2024, BLMK ICB's overall workforce gender split showed that female made up over three-quarters ( $\frac{3}{4}$ ) of its overall workforce, with a split of 79.75% (319) female and 20.25% (81) male.



**Female: 319: (79.75%)**



**Male: 81 (20.25%)**

4.1.1 Total Number of BLMK ICB's Employees is 400

#### 5. Calculations

5.1 **Calculation 1:** Percentage of Females and Males in each Hourly Pay Quartile

Quartile	Female	Male
Upper	64.08%	35.92%
Upper Middle	85.11%	14.89%
Lower Middle	85.96%	14.04%
Lower	83.13%	16.87%

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

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

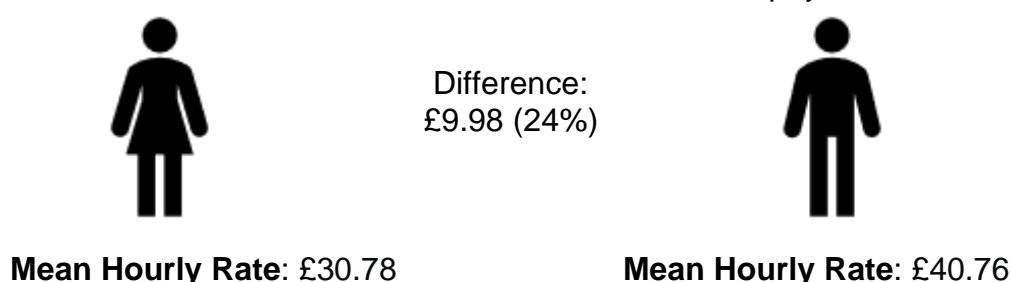
5.1.3 Pay quartiles give an indication of women's representation at different levels of the organisation. In the ICB in each pay quarter, as illustrated in the above table, women occupy:

- 64.08% of the upper hourly pay quarter (highest paid jobs)
- 85.11% of the upper middle hourly pay quarter
- 85.96% of the lower middle hourly pay quarter
- 83.13% of the lower hourly pay quarter (lowest paid jobs).

5.1.4 If the pay quartiles were representative of the gender composition of the workforce, each quartile would be approximately 80% female and 20% male. However, the data shows that the female representation at the upper quartile is significantly lower than 80% at 64.08%, and the male representation at the upper quartile is significantly higher than 20% at 35.92%.

5.2 **Calculation 2:** The Mean (Average) Gender Pay Gap for Hourly Pay.

5.2.1 The mean 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.



5.2.2 The mean difference has remained the same as last year's at 24%.

5.3 **Calculation 3: The Median Gender Pay Gap for Hourly Pay**

5.3.1 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.



**Median Hourly Rate: £26.05**

Difference:  
£6.66 (20%)



**Median Hourly Rate: £32.71**

5.3.2 The median difference has increased to 7% from last year's in favour of men

#### 5.4 **Calculation 4: Representation of Gender in BLMK ICB's Workforce**

5.4.1 BLMK ICB uses the NHS AfC grading structure ranging from Bands 2 to 9 and VSM.

5.4.2 The table below show the number of employees in each pay group and the median and mean calculations. Where the numbers of employees for a category are below five the detail has been redacted to ensure anonymity, so individual employees are not easily identifiable. Numbers less than five are represented in the data by the symbol. '-', which does not mean that there were zero numbers, rather that they are less than five.

Band	Number of Female	Percentage of Female	Number of Male	Percentage of Male	Total
Band 2		0.00%	-	2.47%	-
Band 3		0.00%	-	1.23%	-
Band 4	22	6.90%	-	1.23%	-
Band 5	21	6.58%	-	3.70%	-
Band 6	50	15.67%	9	11.11%	59
Band 7	45	14.11%	8	9.88%	53
Band 8a	62	19.44%	10	12.35%	72
Band 8b	47	14.73%	11	13.58%	58
Band 8c	25	7.84%	13	16.05%	38
Band 8d	13	4.08%	-	3.70%	-
Band 9	7	2.19%	-	4.94%	-
Other/ Non-AfC	27	8.46%	16	19.75%	43
<b>Total</b>	<b>319</b>	<b>100.00%</b>	<b>81</b>	<b>100.00%</b>	<b>400</b>

## 6. **Conclusion**

6.1 BLMK ICB's GPG data shows that despite having a predominately female workforce (para 4.1), a higher percentage of male is represented at more senior grades.

## 7. Next Steps

- 7.1 Interventions aimed at narrowing the gender pay gap would be addressed as part of our organisational development as well as equality, diversity and inclusion priority areas of focus, which entail inclusive recruitment, leadership and talent. Job advertisements would carry positive action statements about underrepresentation of women in senior roles. Flexible working and agile/hybrid working, where appropriate, would be publicised as part of recruitment campaigns, particularly for higher banded/senior and other relevant posts.
- 7.2 Opportunities for career progression, promotion and leadership development opportunities would also be promoted. Nonetheless, it is important to note that any remedial action to narrow or close the gender pay gap in an NHS organisation will be curtailed by the NHS' rigid AfC grading structure, which is premised on the notion that male and female performing equal work, or work of equal value, must receive equal pay.