

Gender Pay Gap Report 2021

Our Gender Pay Gap data
is also published on the website:
www.gender-pay-gap.service.gov.uk

Sirona care & health is a not-for-profit social enterprise that provides a range of NHS funded specialist community health and care services across Bristol, North Somerset, South Gloucestershire and surrounding areas.

Sirona is committed to treating all our staff fairly. We have robust recruitment processes and a job evaluation scheme in place which helps us to ensure pay equality.

This is our fifth annual pay gap report

9.4% The mean (average hourly pay) average gender pay gap in Sirona care & health

3% The median (mid-point of hourly pay) average gender pay gap in Sirona care & health

Bonuses

77.88% The mean average of gender bonus gap

85.49% The median average of gender bonus gap

We have 9 females and 1 male employee who receive bonus payments¹ awarded under the National Doctor's Clinical Distinction/Excellence Awards scheme, which recognises an exceptional contribution to clinical care.



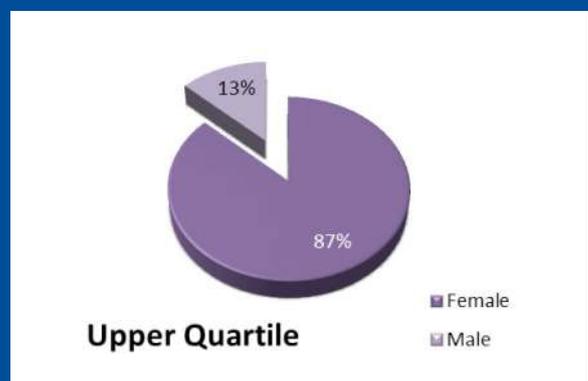
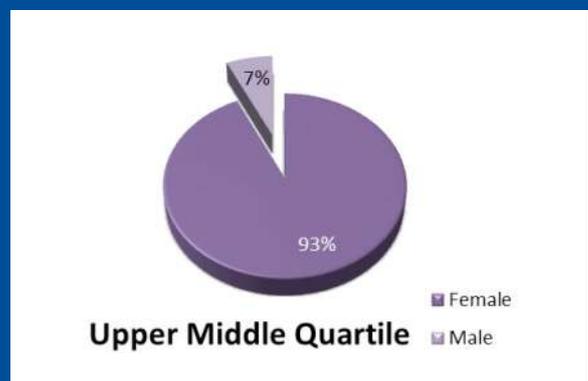
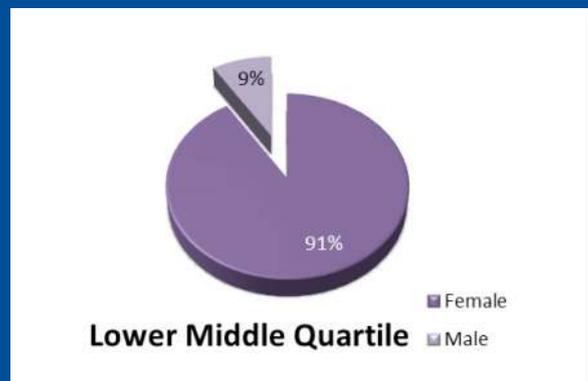
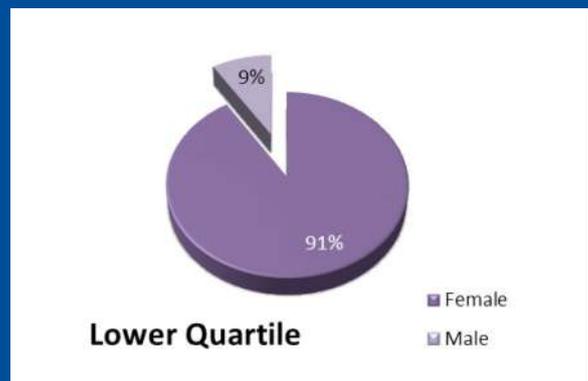
¹The Clinical Excellence Awards (CEA) scheme is intended to recognise and reward those consultants (after one years' service in a substantive consultant role) who contribute most towards the delivery of safe and high quality care to patients and to the continuous improvement of local health services. This includes those consultants and senior academic GPs who do so through their contribution to academic medicine.

The gender pay gap is the difference in average (or mean) hourly earnings between men and women. This is different to pay inequality, which compares the wages of men and women doing the same job.

A particularly high gender pay gap can indicate there may be a number of issues to deal with, and the individual calculations may help to identify what those issues are or there may be reasons why the gap exists. All roles across the organisation are included in calculating the average earnings figure and the "gap" is expressed as a percentage of men's earnings.



The pie charts below show the ratio of male v females within each Quartile



Our Headlines

- Our Mean gender pay gap is 9.4% which has decreased marginally from one year earlier (10.2%)
- Our Median gender pay gap is 3% which is significantly lower than the previous year. The Median is looking at the median of women and men pay and then calculating the percentage difference. In 2020 our difference was £1.64 (10.4%) and in 2021 it dropped to £0.48 (3%)
- The reason for the decrease in our Median percentage reflects changes in our size, structure and service offer of our organisation. Part of the business was transferred out and these employees were primarily female and were paid in the Lower Quartile
- The ratio of women to men employed by Sirona stays the same at approx. 10:1
- Sirona has a female Chief Executive and its Senior Leadership Team at the time the data was captured comprised 7 women and 2 men.

As an organisation we have seen the impact of Covid 19 and the economic impact on our workforce. Since our last report (2020) we have seen part of our service transferred out of the organisation; approximately 250 employees were part of this transfer where the workforce was mainly female and the

hourly pay mainly sat within the Lower Quartile. There was also a significant restructure of services which led to a number of staff being promoted and their hourly rates forming part of the Upper Quartile; this is shown below in the percentages of male and females within each Quartile.

Our Median gender pay gap has decreased significantly to 3% and this was due to the changes in our size, structure and service offer of our organisation. The female median increased this year which was partly due to the transfer out of services which were predominately female and their hourly pay mainly sat within the Lower Quartile. There was significant increase in the Upper Quartile hourly pay for females where the numbers increased for the grades Band 5, Band 7 and Band 8A due to promotions. This led to a 14% increase in our female Median hourly pay, and with minimal changes to the male Median hourly pay which only increased by 0.55% this brought the difference to only £0.48 for 2021.

Due to the changes listed above; our Mean gender pay gap is down marginally from our 2020 reported figure to 9.4% and is still lower than the Office for National Statistics 2021 UK Gender Pay Gap of 15.4%. Our workforce is still predominately female with 9% of our workforce being male.

	2020				2021			
	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
Male	35.00%	16.00%	22.00%	25.00%	24.03%	25.73%	25.21%	25.03%
Female	23.89%	25.88%	25.27%	24.96%	34.55%	18.27%	23.59%	23.59%

The chart above shows the percentage within the four Quartiles for Males and Females. It also compares the same data for 2020 and 2021.

Our Ongoing Commitment

Within 2020/21, there have been a number of challenges brought by the pandemic which has impacted people across our organisation as well as the communities we serve. We have continued to develop our recruitment, attraction, development and retention strategies during these challenging times, to ensure we reach the broadest possible audience and present a wide range of career options from across our different services.

As part of this work, we aim to increase the number of male applicants we attract into Sirona, to balance our workforce from a gender perspective. With restrictions that COVID imposed on recruitment, we have continued to look at ways of engaging with health care professionals ensuring our recruitment advertising reflects all of the aspects of the communities we serve and working with our internal network groups to ensure our employee proposition is appropriate.

How are we addressing the Gender Pay Gap?

The main reason for our gender pay gap is due to the disproportionate balance of male and female staff groups. Our workforce consists of 91% female and 9% male colleagues, of which we have a higher percentage of female colleagues in the lower bands. We are committed to reducing the gap for our female colleagues to enable them to be in the upper quartile by increasing our development and career progression opportunities. We have already been largely successful in developing more female colleagues into senior roles, and our leadership teams within Sirona are predominantly female. However, we still have work to do to ensure a more equal balance of male and female colleagues throughout the organisation at all pay bands. As part of this we are introducing a System level Talent Management Programme to support colleagues to progress into higher bands, particularly those who are currently disproportionately represented in our workforce.



Within Sirona we are committed to ensuring that our workforce has better representation of colleagues from all under-represented groups, and as part of this we will continue to take steps to ensure that we attract more male colleagues into lower banded roles to create greater gender balance. We will continue to drive this approach through creative recruitment approaches using greater imagery of male colleagues in our recruitment campaigns and continuation of our system wide approach to attract men into health and social care as part of our Employee Value Proposition (EVP). As part of this we will also further develop the work we have started to look at promoting and encouraging flexible working opportunities and shared parental leave in Sirona. This will help to attract people to join our organisation in all roles, including more men with caring responsibilities into the organisation, and career progression opportunities for female colleagues, whilst enabling them to maintain any caring responsibilities.

We will be monitoring our progress through the Equality Diversity and Inclusion Steering Committee.

The figures submitted have been calculated using the standard methodologies required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

We confirm that the calculations and the data provided for Sirona care & health are accurate and in line with the above reporting regulations.



Janet Rowse
- Chief Executive

