

Gender Pay Report

5 April 2017

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

Contents

Foreward	3
Gender pay gap data	4
Profile of Sirona care & health	5
Analysis	7
Forward Plans	9

Foreword

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

We are required under the Equality Act 2010 to report on our gender pay gap to show how large the pay gap is between our male and female employees.

The gender pay gap is the difference in average 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.

There are two different measures for the gender pay gap – mean average and median average and these are explained in more detail in the following pages; our results are different under the two measures. Our gender pay gap is 10.0% (mean) or -0.6% (median). Further analysis has identified the cause of the difference is the pay for senior clinicians, which is consistent with other organisations providing NHS services.

Overall these results compare favourably with the national data. The median average pay gap from national data is 18.4% [ONS¹]

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. However, we will be undertaking further analysis to understand the reasons behind the pay gap we have identified for different levels of staff, as outlined in this report.

I confirm that the information used is accurate and that the calculations have been made appropriately in line with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Janet Rowse
Chief Executive

¹ Office of National Statistics, Annual survey of hours and earnings 2017 provisional

Gender pay gap requirements

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires organisations to carry out six calculations to show the difference between the average earnings of men and women. The results are used 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..

This helps us to identify issues to address the reasons for a gender pay gap and what actions we intend to take to close it. We need to show:-

- Mean and Median gender pay gaps
- Mean and Median gender bonus gaps
- Proportion of men and women who received bonuses
- Proportion of male and female employees in each pay section known as quartiles.

Gender pay gap data

A Guide to the Figures

Mean

The mean is the average of all numbers - to calculate mean, add together all of the numbers in a set and then divide the sum by the total count of numbers.

We are required by the regulations to calculate the mean hourly rate of men compared to the mean hourly rate of women, expressed as a percentage of the men's figure

Median

The statistical median is the middle number in a sequence of numbers. To find the median, organize each number in order by size; the number in the middle is the median

We are required by the regulations to calculate the median hourly rate of men compared to the median hourly rate of women, expressed as a percentage of the men's figure

Pay Quartiles

The hourly rates are sorted in order from highest to lowest. This is then split into 4 equal sections (quartiles).

We are required by the regulations to report the number of men and women are in each pay quartile, expressed as a percentage within each quartile.

We have also worked out the Mean and Median pay gap by quartile as additional calculations.

Bonus

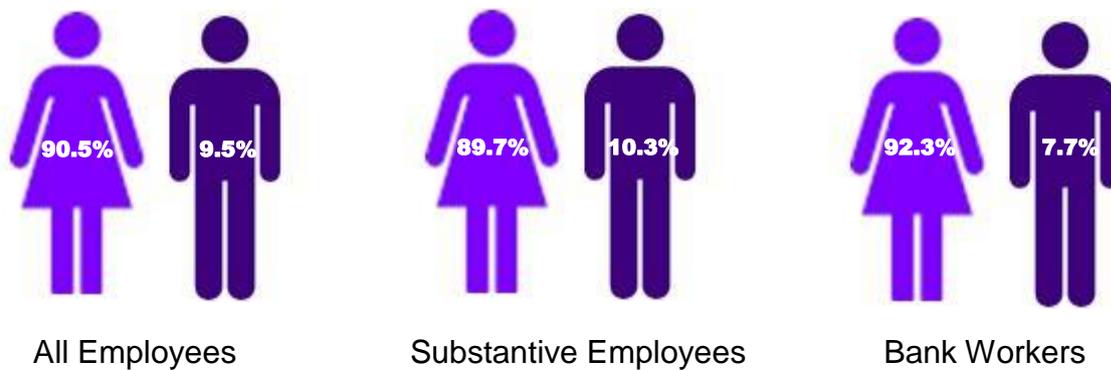
The regulations also require us to report on the same measures as above on bonus payments. The national Clinical Distinction/Excellence Awards applicable to doctors are regarded as bonus payments. These are the only bonus schemes in place in Sirona care & health.

Profile of Sirona care & health

Statistics

Within Sirona care & health, the gender of 'Relevant Employees'² workforce (which includes substantive and Bank Workers) is predominately female with just under 10% of our workforce being male.

Two thirds of the workforce is full-time (68%) of whom 81.3% are female and 18.7% male. 93.7% of the part-time workforce is female and 6.3% male.



Within our organisation, many roles are predominantly filled by females (e.g. nurses, HCAs, Support Workers). Our male workers are represented across a variety of roles including Ancillary, Medical,

² Relevant Employees definition: all employees employed by the Sirona care & health on the "snapshot" date of analysis for gender pay gap reporting 5 April 2017. This includes full-pay relevant employees and also other employees employed on the "snapshot" date but on less than full pay because of leave. Each employee is counted as 'one employee' regardless of whether they are full or part-time.

Nursing, Physiotherapy, Psychology and Support Workers with the highest percentage (56%) on our Board/Senior Leadership Team. Ancillary and Podiatry roles are the 2nd highest percentage (30%).

The below chart show the breakdown of our professions by gender:

	% Female	% Male
Administration	87.8	12.2
Ancillary	69.5	30.5
Medical	75.8	24.2
Board/Senior Leadership Team	44.4	55.6
Managers	84.6	15.4
Nursing	94.3	5.7
Occupational Therapy	100.0	0.0
Pharmacist	100.0	0.0
Physiotherapy	77.2	22.8
Podiatry	70.0	30.0
Psychology	93.3	6.7
Speech & language Therapy	100.0	0.0
Support Worker	92.7	7.3

Analysis

Mean and Median Gender Pay Gap

Our overall gender pay gap, by mean average, is 10.0% which highlights the difference between the average pay of females and males based on our 'Full Time Relevant Employee'³. Overall the average pay for (full-time and part-time) female employees is 10.0% lower than for (full-time and part-time) male employees. This percentage is lower than the Office of National Statistics (ONS)⁴ of 18.4%; the ONS produces an annual report on pay and working hours giving the national picture.

However, our median average pay gap is -0.6%. The median is not distorted by very large or very small numbers which indicates our male employees are employed in both our upper and lower pay sections.

Therefore, those staff in the mid pay sections are paid broadly the same, with females paid marginally higher, as shown in the table below.

The table below shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (i.e. 5 April 2017).

Difference between male and female		
	Mean	Median
Hourly fixed pay	10.0%	-0.6%

Our mean gender pay gap is influenced by our medical staff. If we calculate the figure to exclude this group, the mean gender pay gap is 0.9%

Gender Pay Gap Quartile Statistics

The table below shows our percentage of employees by hourly-rate quartile. Our average ratio is 90:10 female to male in each quartile. As indicated earlier, the chart below shows in our upper quartile (ie the quartile of employees with the highest hourly-rate), male employees are paid more than our female employees with the mean being 16.2% and median 5.6%. Types of roles within this section include senior leaders and Medical staff.

	Mean*	Median*
Upper Quartile	16.2%	5.6%
Upper Mid Quartile	-1.6%	-2.7%
Lower Mid Quartile	2.0%	1.1%
Lower Quartile	-1.6%	-7.0%

* based on hourly rates of pay as at the snapshot date (i.e. 5 April 2017)

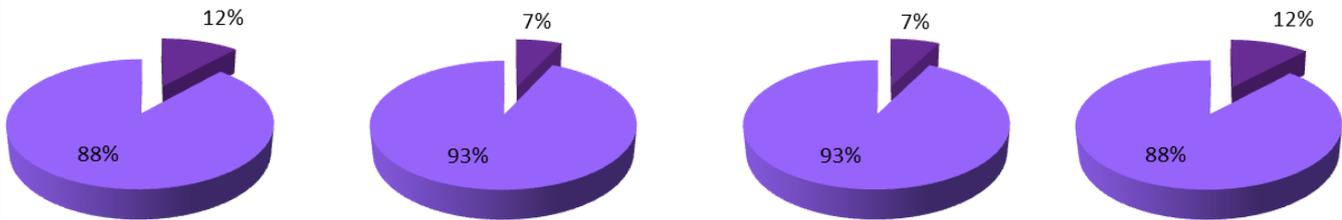
³ Full Time Relevant Employees definition: Any employee who is employed on the snapshot date (5th April 2017) and who is paid their usual full basic pay (or pay for piecework) during the relevant pay period will be a full-pay relevant employee.

⁴ <http://visual.ons.gov.uk/the-gender-pay-gap-what-is-it-and-what-affects-it/>

Proportion of men and women in each pay quartile (%)



Upper Quartile Upper Mid Quartile Lower Mid Quartile Lower Quartile



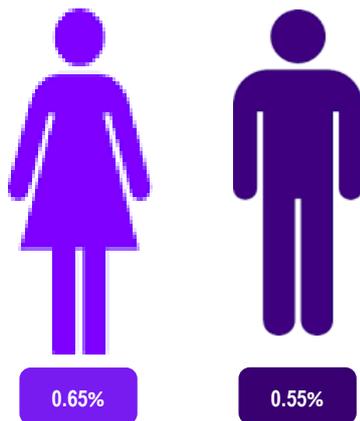
Number of men and women in each pay quartile (%)



Upper Quartile	357	48
Upper Mid Quartile	374	30
Lower Mid Quartile	377	28
Lower Quartile	358	47

Bonuses Statistics

The proportion of all males and of all females who received a bonus during the 12 months up to the 4th April 2017 and the gender bonus pay gap at this date are shown below.



Difference between male and female		
	Mean	Median
Gender bonus pay gap	90.1%	94.2%

Nine employees received a bonus payment⁵ [8 females and 1 male] – these are awarded under the National Doctor’s Clinical Distinction/Excellence Awards scheme, which recognises an exceptional contribution to clinical care. The awards are made at 9 levels. Our females are currently on lower levels of the awards compared to the male, reflecting the relative level of experience of the staff.

⁵ The 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.

Forward Plans

Sirona care & health is committed to ensuring equality at all levels and the median figure demonstrates that work we have already undertaken has had a positive impact. This includes ensuring as part of our recruitment we offer flexible working and the payment of enhancements.

However, we are not complacent and we are committed to ensuring the implications of the gender pay gap are fully considered at Board level.

We will carry out further analysis of the figures and identify any additional actions which need to be implemented over the next financial year. Specifically, we will consider ways of attracting more job applications from male candidates, whilst acknowledging that men are under-represented in many of the professions we employ. We will also analyse the workforce by pay quartile to understand whether there is an objective reason for the differences in average pay.

Within Sirona we have always said that our staff are our biggest asset and our commitment to the communities we serve is always to find the best person possible to provide the best possible care for those who need us.