

Gender Pay Gap Report 2017/18



Who we are

Bromley Healthcare is a Community Interest Company providing high-quality community NHS services across Bromley and other local boroughs in south east London. Our services range from Community Adult and Children's Nursing to Special Care Dental services and from Podiatry to Community Paediatrics. We therefore employ a number of different healthcare, and non-healthcare, professionals including registered nurses, Allied Healthcare Professionals and a relatively small number of doctors and dentists. In total we have over 1000 members of staff, including Bank staff (this report is based on 1074 'Relevant Employees'). This means we are required to publish Gender Pay Gap information under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (SI 2017/172) by 4 April 2018.

Gender Pay Gap Reporting

The Gender Pay Gap measures the difference between the average pay of female and male employees irrespective of job role or seniority. The regulations require the following metrics to be reported:

- Our mean gender pay gap
- Our median gender pay gap
- Our mean bonus gender pay gap
- Our median bonus gender pay gap
- The proportion of our male employees receiving a bonus
- The proportion of our female employees receiving a bonus
- The proportion of our male and female employees in each of the four quartile pay bands

The Gender Pay Gap is not the same as Equal Pay. Equal Pay is concerned with the difference in pay between female and male employees performing the same or similar work, or work of equal value. Although not part of the NHS, we follow 'Agenda for Change', which provides a nationally agreed pay system for NHS staff (with the exception of very senior managers and medical and dental staff). This system, which includes a national job evaluation framework and national pay bandings, ensures there is a clear process for paying employees equally for the same or equivalent work.

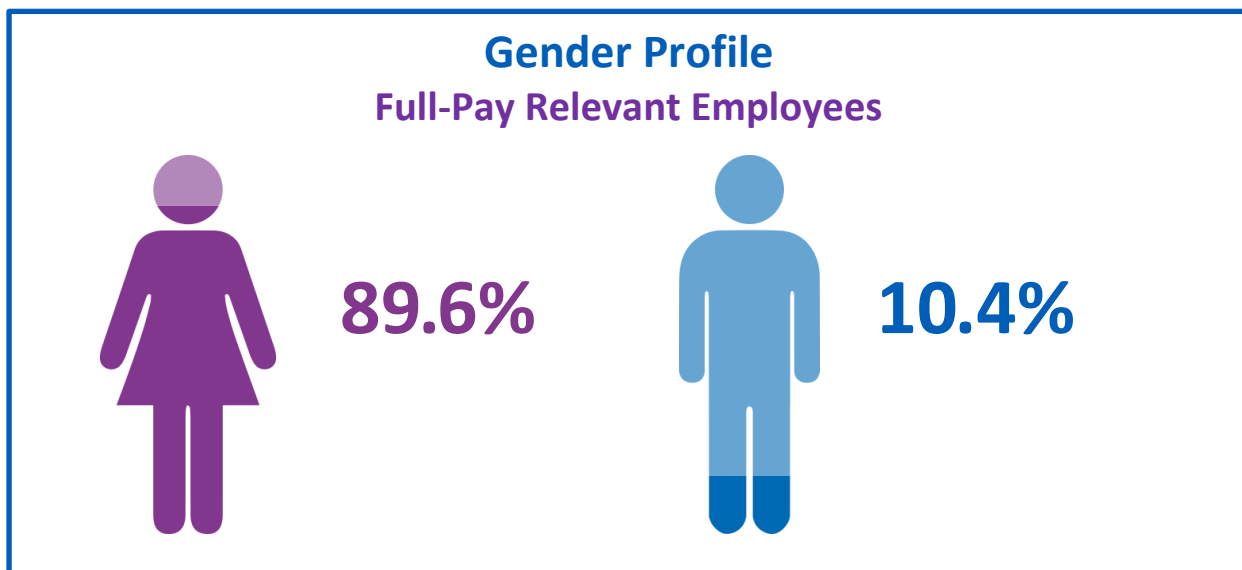
This report refers to a number of key terms, such as 'Snapshot date' and 'Full-Pay Relevant Employees'. These are terms established by the Regulations that are fundamental to the calculations required to produce Gender Pay Gap data. Further information about what these key terms mean can be found in the ACAS guidance – 'Managing gender pay reporting', page 22.¹

¹ <http://www.acas.org.uk/index.aspx?articleid=5768>

How we have calculated our Gender Pay Gap data

Our Gender Pay Gap Data has been calculated using the data held in our HR and Payroll system - Electronic Staff Record (ESR). The ESR system is the national HR and Payroll system for the NHS. Within this we have used the specific Gender Pay Gap reporting programme that has been developed by the national ESR team to enable all organisations using ESR (predominantly NHS organisations) to produce Gender Pay Gap data that is as accurate as possible.

ESR holds the pay details of all of our substantive employees and individuals engaged via our Staff Bank. Unfortunately ESR does not hold pay details for the relatively small number of individuals that we engage personally on a contract for services basis. The vast majority of these are local GPs who undertake work for us within our 'Out of Hours' service on an 'ad hoc' basis. We do not therefore have, and it is not reasonably practicable to obtain, the data required to include them in our Gender Pay Gap data. Our Gender Pay Gap data therefore excludes them and is calculated based on a total of 867 'Full-Pay Relevant Employees' and 1074 'Relevant Employees' on the Snapshot Date of 5 April 2017.



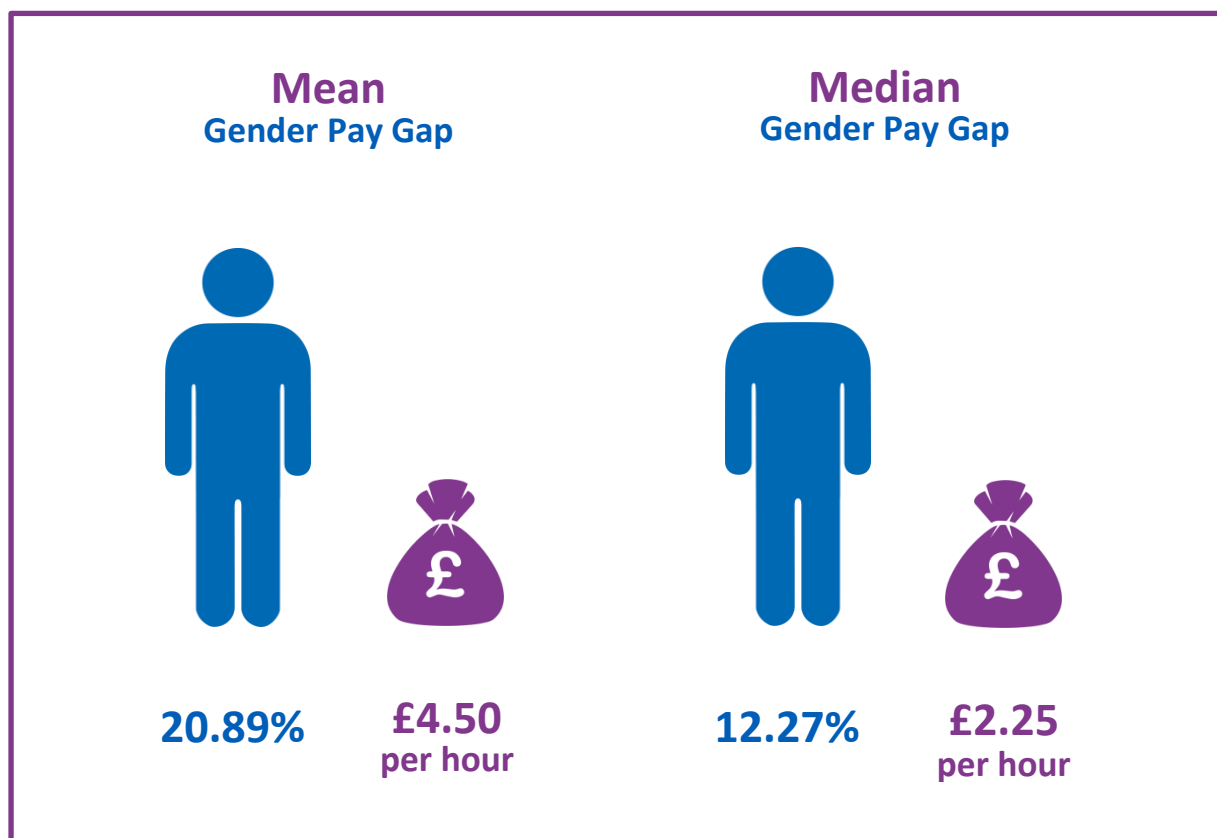
The 'Relevant Period' for the purpose of our bonus calculations is 6 April 2016 to 5 April 2017. Ordinarily the 'Relevant Pay Period' for our hourly pay and quartile band calculations should be April 2017, as our payroll is run on a monthly basis. This period has been used for our substantive employees; however, we have excluded all unsociable hours payments from the hourly pay calculations because these are paid one month in arrears. This follows the ACAS guidance that allowances should not be included in the calculations if they are not attributable to the Relevant Pay Period.

Our Bank staff, who do not have set or regular working hours, are paid their entire pay (basic pay and allowances) one month in arrears. Any pay received in April 2017 therefore was attributable to March 2017 rather than April. The hourly rate of pay for our Bank staff has therefore been calculated using May 2017 as the Relevant Pay Period (the month in which April pay was paid), but we have only included Bank staff who worked on the Snapshot date of 5 April 2017. Having identified these individuals we have taken their hourly rate of pay (as averaged out by the ESR reporting programme because they have no fixed working hours each week) including all allowances. This approach has been taken in order to calculate a fairer and more accurate Gender Pay Gap figure.

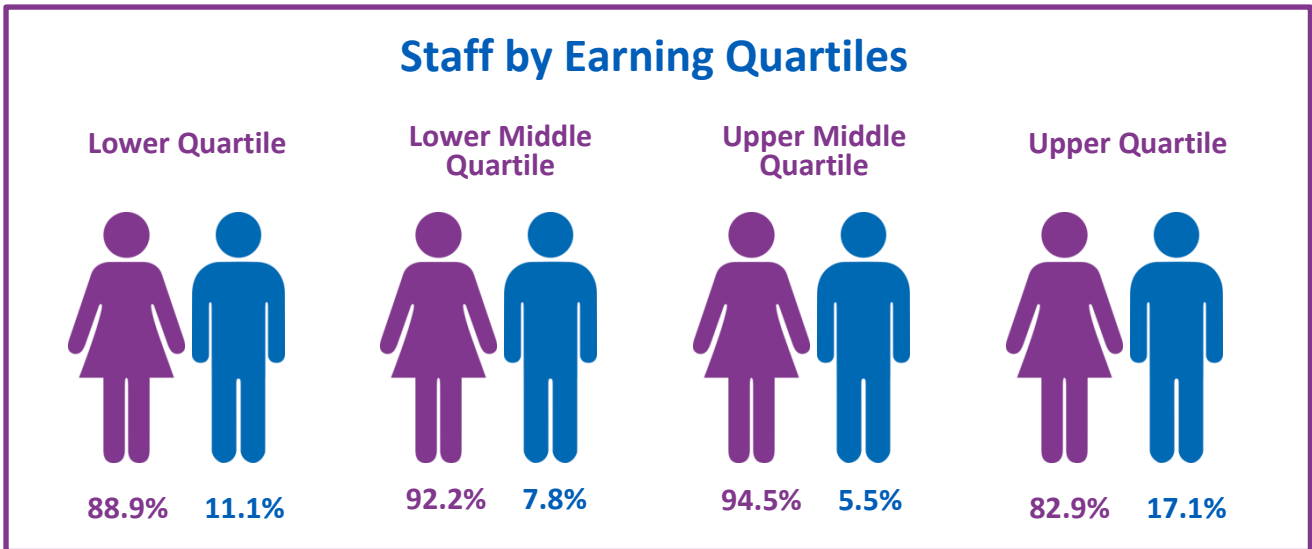
Our Gender Pay Gap data for 2017

[Hourly Rates of Pay](#)

The infographic below sets out the mean and median Gender Pay Gap for our Full-Pay Relevant employees.



The following infographic sets out the proportion of our male and female employees in each of the four quartile pay bands.



Bonus Pay

Our Bonus Gender Pay Gap data is based on those employees receiving a Clinical Excellence Award (CEA) payment. These are awards that Consultants are eligible to apply for under the national Medical and Dental terms and conditions and that are either awarded at a national or local (employer) level.²

Within the Relevant Period only one male Consultant was in receipt of a CEA payment. This understandably rather distorts both our Mean Bonus Gender Pay Gap and our Median Bonus Gender Pay Gap.

	Mean	Median
Bonus Gender Pay Gap	100%	100%

Proportion of men receiving a bonus	0.86%
Proportion of women receiving a bonus	0%

Factors affecting our Gender Pay Gap calculations

There are two main factors affecting our Gender Pay Gap calculations and the Gender Pay Gap data that we have subsequently published. Firstly, the hourly rate of pay for all of our substantive employees excludes any unsociable hours payments made to them. With 89.89% of our substantive Full-Pay Relevant Employees female this exclusion undoubtedly has a disproportional negative impact on our Mean Gender Pay Gap as well as having a negative impact on our Median Gender Pay Gap.

² Further information about Clinical Excellence Awards can be found in the following government publication: https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/681287/Final_Guide_for_Applicants_2018.pdf

Secondly, following the Regulations, the hourly rates of pay exclude amounts of gross pay that have been 'sacrificed' under salary sacrifice schemes, such as the Childcare Voucher or 'Bike to work' scheme. Whilst this only affected the hourly rate of 34 individuals, 31 of these were female. When we take a closer look at this, this means that if a full-time employee sacrificed the most they could sacrifice in a month (£243) in return for childcare vouchers, their hourly rate of pay for the purposes of the Gender Pay Gap calculations has been reduced by just under £1.50.

What the data tells us

The data highlights that the primary reason we have a Gender Pay Gap of 20.89% is because men are underrepresented in more junior, lower paying roles across the organisation. Conversely, their representation in the Upper quartile (over 40% of male employees can be found in the Upper quartile) has a significant bearing on our Gender Pay Gap.

As a healthcare organisation we are not alone in this. The root cause of such a Gender Pay Gap lies much deeper within our society. Traditionally nursing and caring roles have been perceived to be female roles. In 2017 the Nursing and Midwifery Council (NMC) reported only 11.5% of registered nurses were male.³ The underrepresentation of males in the nursing profession or willing to consider careers in more junior healthcare roles has a significant impact on our employee profile and subsequently our Gender Pay Gap.

Our Gender Pay Gap does not therefore come as a surprise to us. We don't believe it should alarm anyone either. The important distinction between Equal Pay and the Gender Pay Gap means that it possible to have genuine pay equality but still have a significant Gender Pay Gap. Furthermore, our employee profile shows that it is possible to have more women than men at the most senior levels within an organisation and still have a Gender Pay Gap. Whilst we will continue to monitor our Gender Pay Gap, we remain committed to ensuring equality of opportunity and offering rewarding jobs and careers based on merit, irrespective of gender.

Jacqui Scott
Chief Executive

28 March 2018

³ https://www.nmc.org.uk/globalassets/sitedocuments/annual_reports_and_accounts/edi/edi-report-2016-2017.pdf