

Gender Pay Gap Report 2020/21



Who we are

Bromley Healthcare was established in April 2011 as an employee owned social enterprise (Community Interest Company). We have now grown to employ over 1,000 staff including Nurses, Therapists, Doctors and Dentists. Bromley Healthcare's community work ranges from helping new parents to care for new born children to supporting the elderly to continue living at home as long as they can, with services including therapy services, health visiting, district nursing, school nursing and specialist nursing.

Bromley Healthcare aims to enable the best care possible by striving to deliver caring, safe and effective services to local people, either within peoples' homes or close to their home and their community. As an employee owned organisation our commitment to fairness, equality and inclusion is at the heart of our approach not only to providing care, but to engaging with and treating our staff.

We know that staff who join us are passionate about caring for people and their community, and that it is important to support them so that they can continue to be compassionate; take pride in their clinical expertise and be innovative. We also understand that healthcare delivery is constantly changing to improve people's experiences of care. We are committed to working in partnership with patients and carers, other health and social care colleagues and voluntary services to ensure that our local community receives the best care for themselves and their families.

Gender Pay Gap Reporting

The Equality Act 2010 (specific Duties and Public Authorities) Regulations 2017 came into force on the 31st March 2017. These regulations underpin the Public Sector Equality Duty which requires all public and private sector bodies with a workforce of more than 250 members of staff to publish details of any gender pay gap within their organisation. For private employers, such as Bromley Healthcare, Gender Pay Gap data must be reported annually by 4th April and is a snapshot of pay taken on the 5th April in the preceding year.

This is our fourth Gender Pay Gap report and relates to the year 2020/2021, with a snapshot date of 5th April 2020. Ordinarily this data and report should have been published before 4 April 2021; however, due to the impact of the ongoing Coronavirus pandemic national allowances were made for employers to report their data by 5 October 2021.

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 we are 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. Using a nationally recognised job evaluation process for all of our roles we are therefore confident that all employees carrying out the same or similar work, or work of equal value, are paid equally regardless of their gender.

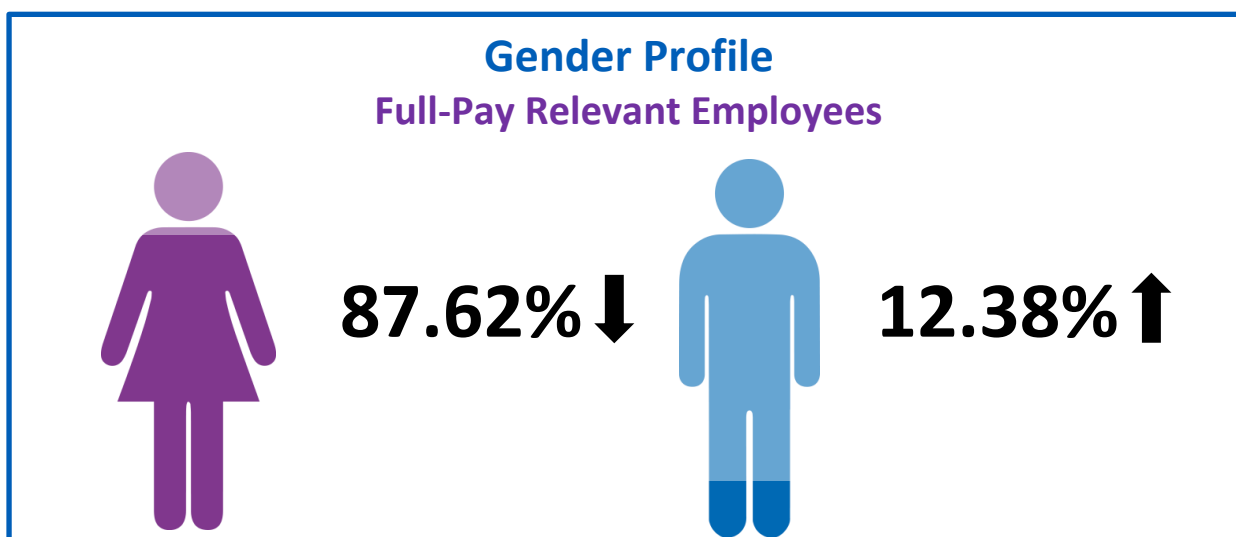
The Gender Pay Gap measures the difference between the average pay of female and male employees irrespective of job role or seniority. The regulations require the following metrics to be reported:

- 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

How we have calculated our Gender Pay Gap data

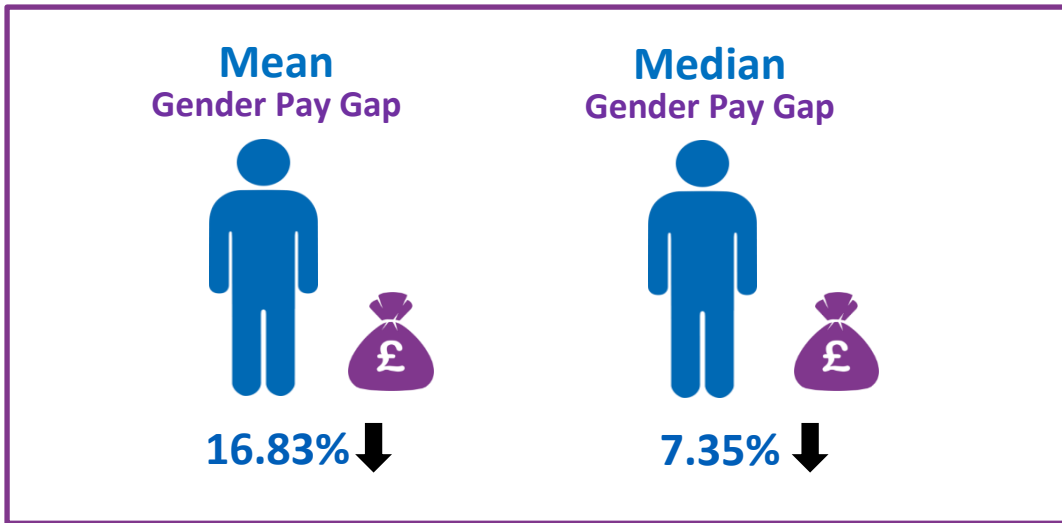
Our Gender Pay Gap Data has been calculated using the data held in our HR and Payroll system – the Electronic Staff Record (ESR); the national HR and Payroll system for the NHS. Within this system we have used the specific Gender Pay Gap reporting tool, developed by the national ESR team, to calculate our Gender Pay Gap data.

The ‘snapshot date’ is 5 April 2020, with pay data based on April 2020 (‘Relevant Pay Period’) for ordinary pay calculations and the 12 months to 5 April 2020 (‘Pay Period’) for bonus pay calculations. This encompasses 848 ‘Full-Pay Relevant Employees’ and 1,167 ‘Relevant Employees’. For gender pay gap reporting, employees are those employed under a contract of employment, a contract of apprenticeship or a contract personally to do work. As the infographic shows, the vast majority of our employees are female, although the number of males has increased this year.

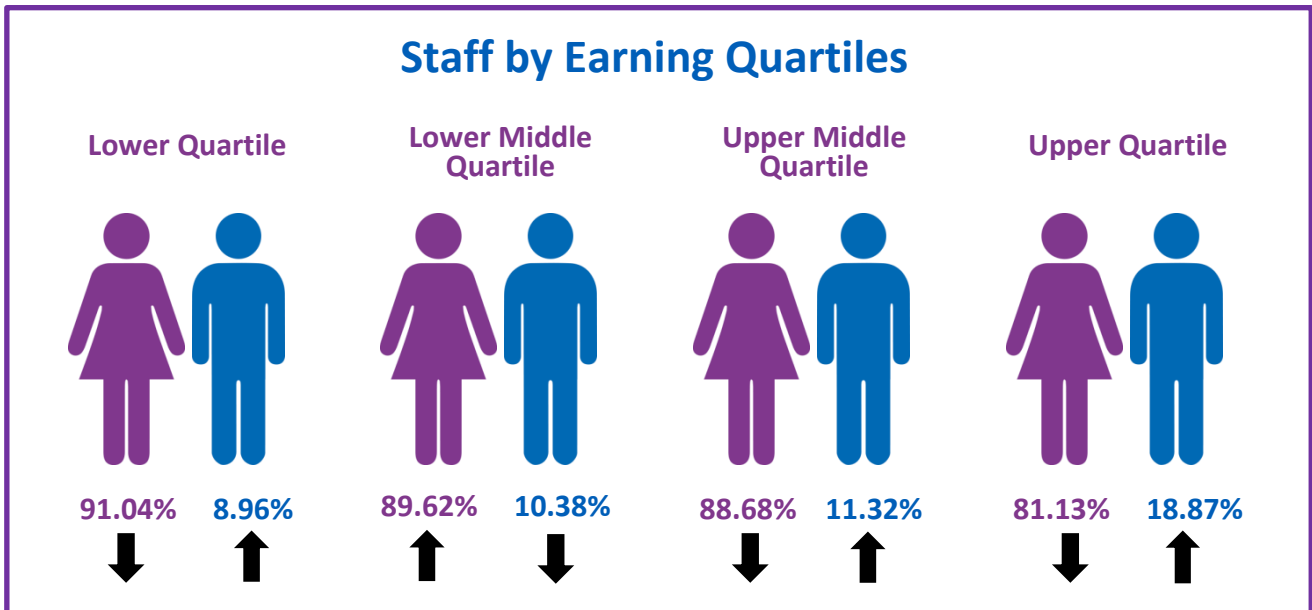


Our Gender Pay Gap data for 2020

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.

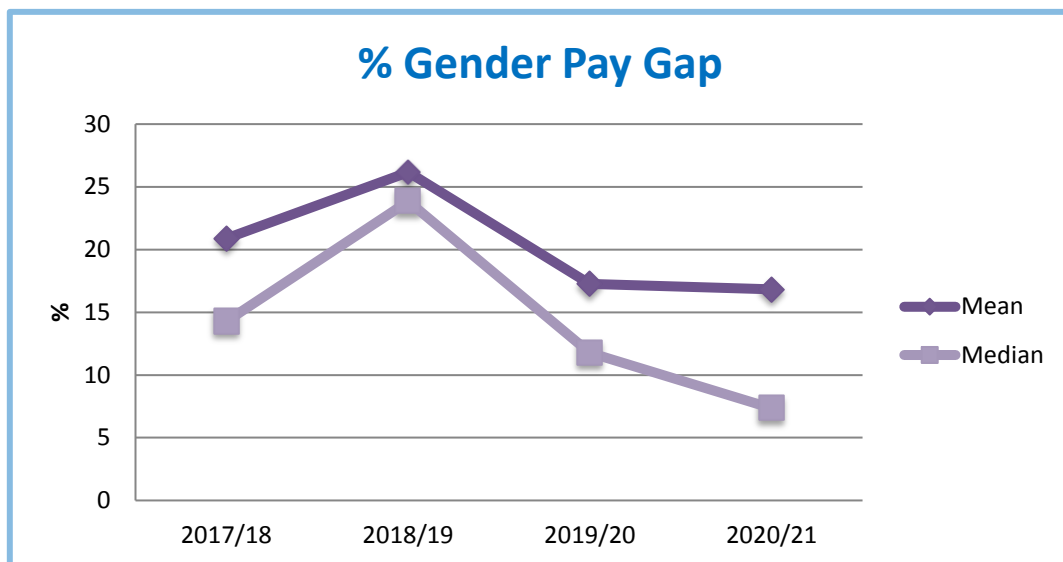


No bonuses were awarded to employees; however, four doctors were in receipt of externally awarded Clinical Excellence Awards. This is what our Bonus Gender Pay Gap data is based on.

	Mean	Median
Bonus Gender Pay Gap	38.55%	30.65%
Proportion of men receiving a bonus	0.73%	
Proportion of women receiving a bonus	0.29%	

What the data tells us

Our mean Gender Pay Gap for 2020/21 is 16.83%. This represents a reduction of 0.42% from our 2019/20 figure. Obviously this is only small reduction, and in fact the actual average pay gap in monetary value has increased very marginally from £3.74 to £3.80; however, in the wider context our Gender Pay Gap continues to remain significantly lower than it was in the first two year of reporting.



As with previous years, analysis of our Gender Pay Gap data shows us that our gap stems from the proportional overrepresentation of men in the Upper quartile and conversely the proportional underrepresentation of men in the lower and lower middle quartiles. Whereas the proportion of women across the quartiles is fairly evenly split, 38% of men are in the Upper Quartile and only 18% in the Lower Quartile.

Again we also have a cohort of employees making deductions to their salaries through salary sacrifice arrangements, which increases our Gender Pay Gap. This year 84 employees had deductions made to their salary through salary sacrifice arrangements; however, 88% of these were female.

Our Median Gender Pay Gap has also reduced and for the first time is below 10%. We believe in many respects this is a more representative measure of the pay gap at Bromley Healthcare because it is not affected by outliers – a few individuals at the top or bottom of the range

No bonuses were paid to employees, with the exception of 4 doctors who received Clinical Excellence Awards, which are classed as a 'bonus' under the regulations. The mean and median gap are considerably lower this year; however, with such a small number of recipients for these awards, which are determined externally and not by Bromley Healthcare, any analysis is fairly meaningless and risks identifying the individual recipients of the awards.

Chief Executive's summary

As we look back on the past four years I am delighted that both our mean and median Gender Pay Gap figures have reduced considerably since our first published report in March 2018. During this time we have seen a small increase in the number of men working for Bromley Healthcare, but the organisation, like many others in the health and care sector, continues to be affected by the underrepresentation of males in the sector, particularly in lower banded roles.

We continue to be committed to ensuring equality of opportunity regardless of gender and to recruiting and developing our people based on merit. The last four years have seen us introduce apprenticeships across a number of departments and continue to support the training of student nurses and health visitors in particular. Whilst this has been extremely positive, the unintended consequence is that it continues to contribute towards our Gender Pay Gap, with more females in these lower banded student and apprentice roles.

At the other end of the spectrum, we have launched our own internal leadership development programmes in the last four years, with a commitment to developing our managers further. Despite the proportional overrepresentation of males in the Upper Quartile, I am immensely proud that over 75% of our Band 8A's and above (excluding Medical & Dental staff) are female. I genuinely believe, and hope that I personally embody the fact that Bromley Healthcare is committed to developing women as leaders and having females in our senior managerial and leadership roles.

Looking forward, recruitment continues to be a challenge across the sector, particularly in nursing, but we will continue to play our part in attempting to attract men into clinical apprenticeships and lower banded health and care roles, as well as invaluable administrative and support roles. We will do this first and foremost as we strive to continue to provide the best care possible to the people who need it within our community; however, we hope that in doing so it will also help us to reduce our Gender Pay Gap further.

Jacqui Scott
Chief Executive
28 September 2021