

# Gender Pay Gap Report 2021/22



## 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 employees 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 31<sup>st</sup> 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 4<sup>th</sup> April and is a snapshot of pay taken on the 5<sup>th</sup> April in the preceding year. This is our fifth Gender Pay Gap report and relates to the year 2021/2022, with a snapshot date of 5<sup>th</sup> April 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.

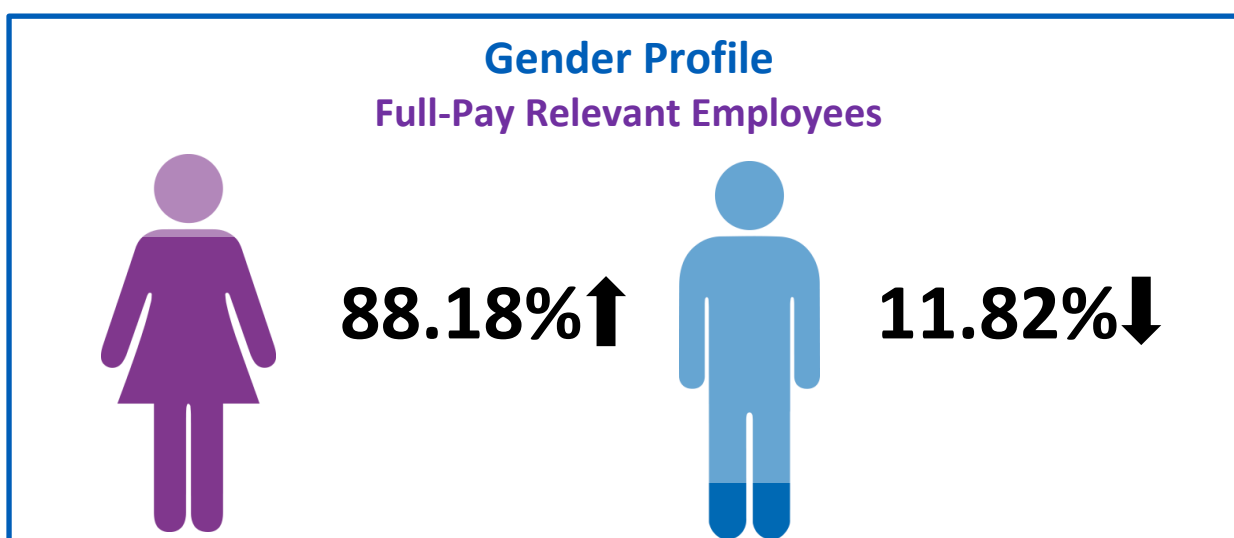
The Gender Pay Gap measures the difference between the average pay of female and male employees irrespective of job role or seniority. The regulations require the following metrics to be reported:

- 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

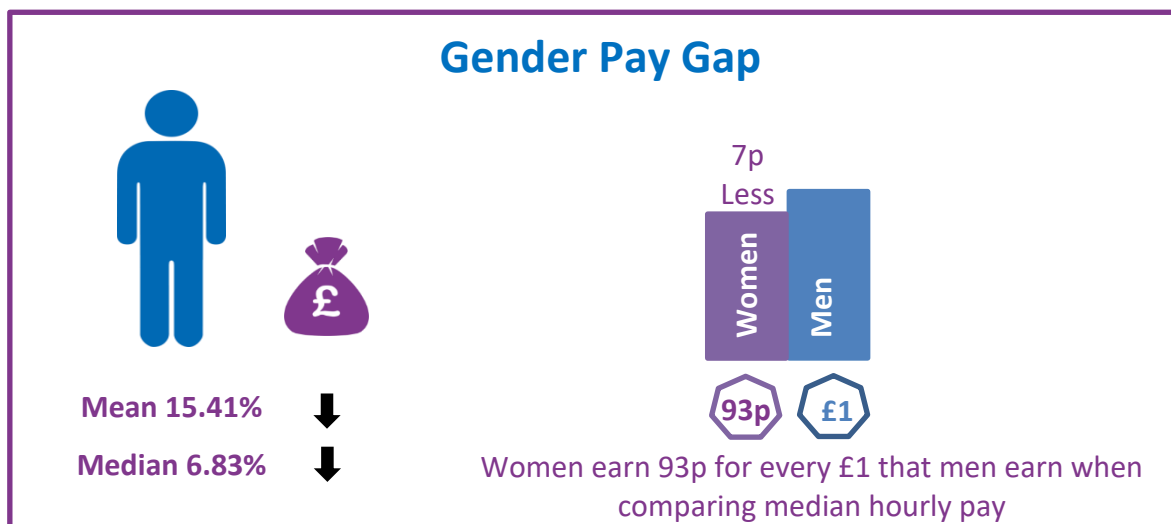
Our Gender Pay Gap Data has been calculated using the data held in our HR and Payroll system – the Electronic Staff Record (ESR); the national HR and Payroll system for the NHS. Within this system we have used the specific Gender Pay Gap reporting tool, developed by the national ESR team, to calculate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

The ‘snapshot date’ is 5 April 2021, with pay data based on April 2021 (‘Relevant Pay Period’) for ordinary pay calculations and the 12 months to 5 April 2021 (‘Pay Period’) for bonus pay calculations. This encompasses 956 ‘Full-Pay Relevant Employees’ (an increase of just over 100 from 2020) and 1,159 ‘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.

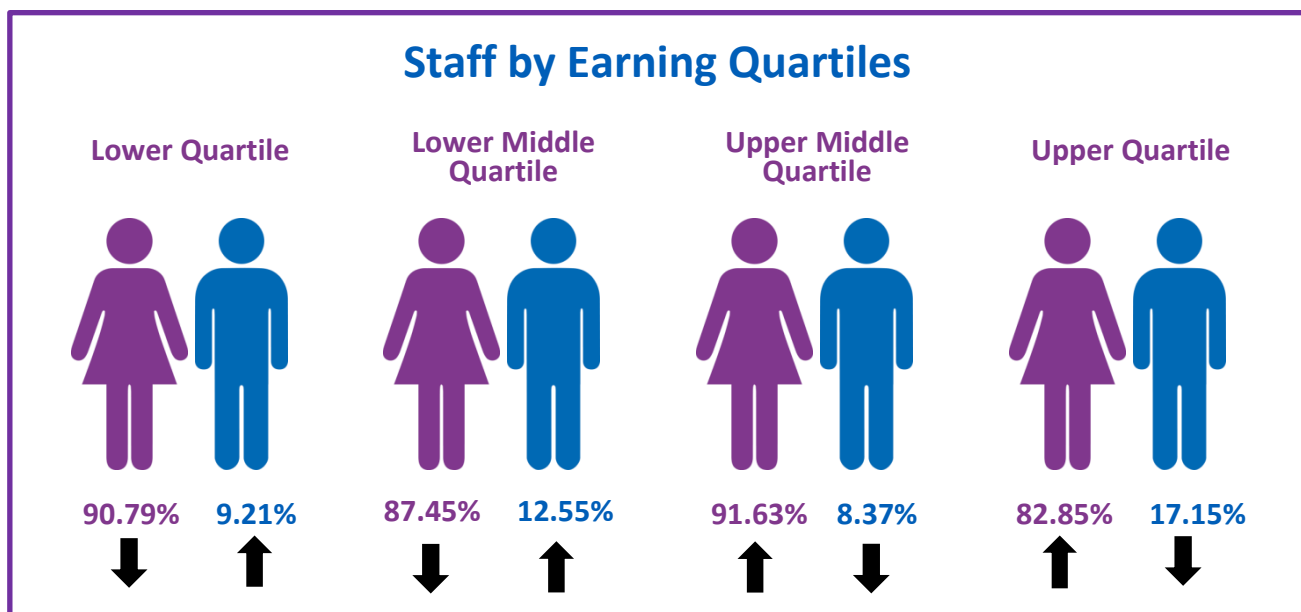


## Our Gender Pay Gap data for 2021

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.

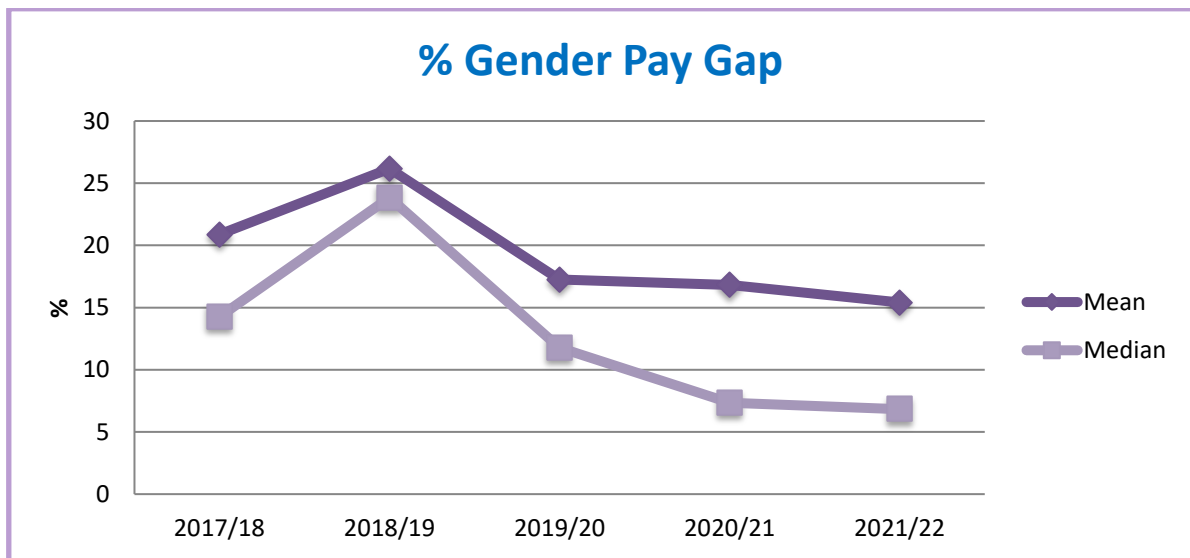


No bonuses were awarded to employees; however, three doctors were in receipt of externally awarded Clinical Excellence Awards. This is what our Bonus Gender Pay Gap data is based on.

	Mean	Median
Bonus Gender Pay Gap	47.82%	47.82%
Proportion of men receiving a bonus	0.73%	
Proportion of women receiving a bonus	0.20%	

## What the data tells us

Our mean Gender Pay Gap for 2021/22 is 15.41%. This represents a reduction of 1.42% from our 2020/21 figure, which itself was 0.42% reduction from our 2019/20.



Our quartile data shows a small increase in the percentage of females in the upper and upper middle quartiles, which helps account for the reduction in our Gender Pay Gap. As with previous years, however, our analysis shows that our gap stems from the proportional overrepresentation of men in the upper quartile and conversely the proportional underrepresentation of men in the lower quartile. 36% of our male employees are in the upper quartile, whilst only 19.5% are in the lower quartile. This compares with a fairly evenly split of female employees across the quartiles.

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 76 employees had deductions made to their salary through salary sacrifice arrangements; however, 84% of these were female.

Our Median Gender Pay Gap has also reduced again. In a sector where females continue fill the majority of lower banded clinical roles, we believe that 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 3 doctors who received Clinical Excellence Awards. These are determined externally and not by Bromley Healthcare. With such a small number any analysis is fairly meaningless and risks identifying the individual recipients of the awards.

Jacqui Scott, Chief Executive  
28 March 2022