



**Buckinghamshire, Oxfordshire
and Berkshire West**
Integrated Care Board

Gender Pay Gap Report

March 31 2023

December 2023

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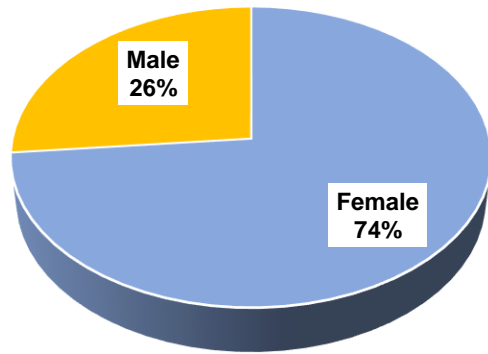
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Gender Pay Gap – Executive Summary

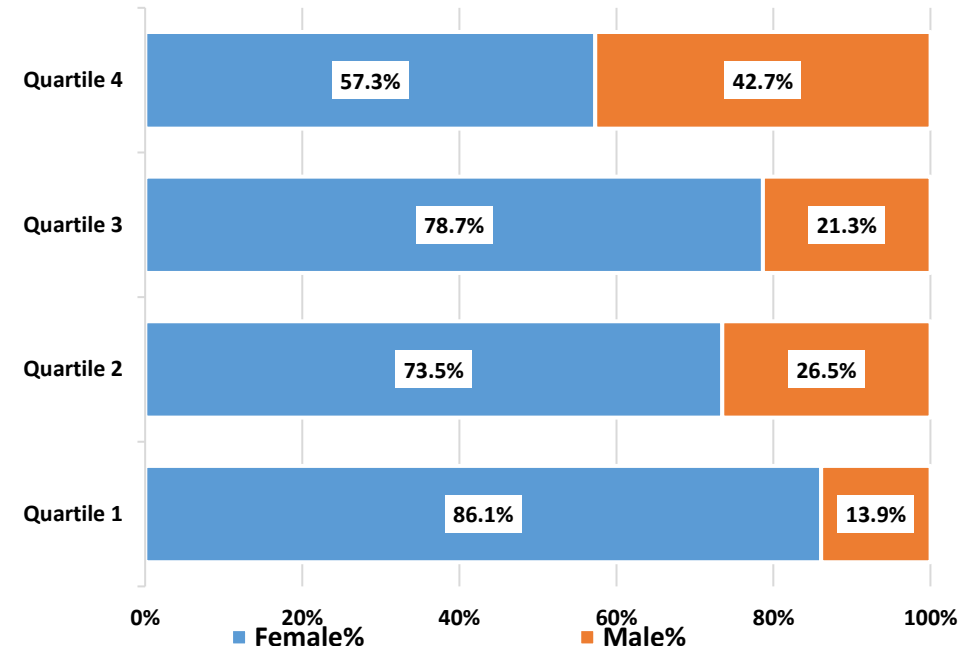
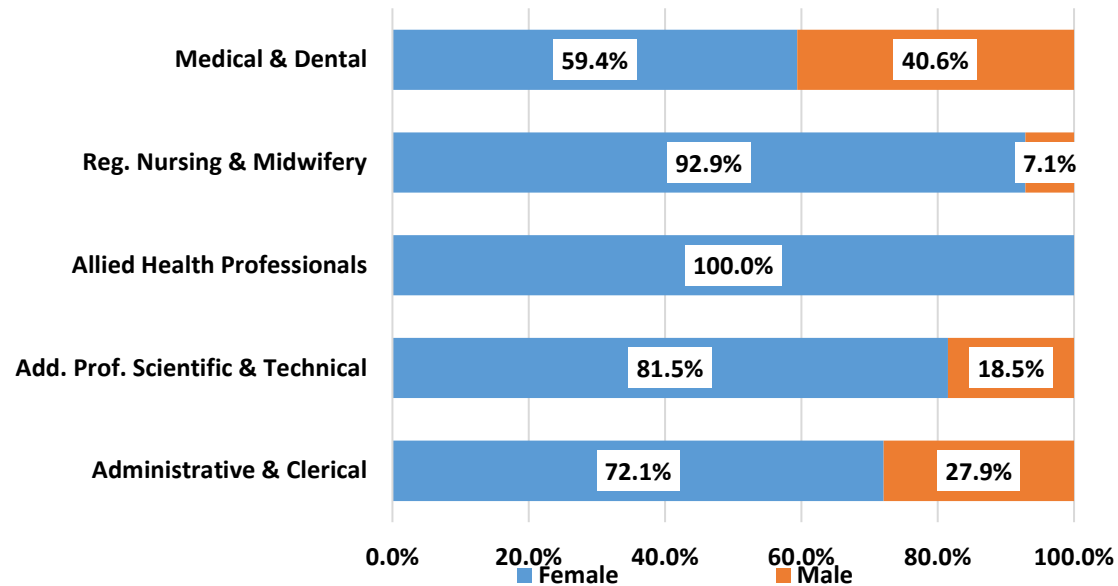


Mean Pay Gap: 24.92%

- Mean Male Hourly pay: £39.29
- Mean Female hourly pay: £29.90
- Difference: £9.79

Median Pay Gap: 13.6%.

- Median Male Hourly pay: £ 28.72
- Median Female hourly pay: £ 24.82
- Difference: £3.91



Quartile refers to pay quarter, where 1 is the lowest pay quarter and 4 is the highest

Gender Pay Gap – Executive Summary

Disclosure Metrics	BOB ICB Results
1. Percentage of men and women in pay quarter or quartile – where Quartile 1 is the lowest pay quarter and 4 the highest	Female staff were over-represented in Quartiles 1-3. Female staff have highest representation in Quartile 3 (78.65%). Male staff have the highest representation at Quartile 4 (42.7%) and lowest at Quartile 1 (13.92%).
2. Mean (average) gender pay gap for hourly pay	The mean (average) gender pay gap for hourly pay is 24.92%. This means the average hourly pay for women is 24.92% less than men.
3. Median Gender Pay Gap for hourly pay	The Median Gender Pay Gap for hourly pay is 13.6%. This means the hourly pay gap at the median or ‘middle’ of the salary bands is 13.6% less for women compared with men.
4. Bonus Pay	No bonus payments were declared through ESR.

Introduction

Legal Context: The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require public sector organisations employing 250 staff and over to publish their Gender Pay Gap Report by end of March annually, providing 'snapshot data' for 31 March of the previous year. This is part of their Public Sector Equality Duty. As Buckinghamshire Oxfordshire and Berkshire West Integrated Care Board (BOB ICB) formally came into existence on 1 July 2022, this is our first Gender Pay Gap Report, which we are required to publish by 30 March 2024. This report has been prepared in accordance with guidance published by the Government Equalities Office and the 'snapshot' information includes staff holding an employment contract as at 31 March 2023, based on our Employee Staff Records (ESR).

Why is Gender Pay Gap reporting important? Gender pay gap reporting highlights differences in the average (mean or median) earnings of men and women - expressed as a percentage of men's earnings. For example, women earn 15% less than men.

How does it help? It helps to understand equality gaps at the workplace, female and male participation at different levels and if talent is maximised and rewarded fairly and effectively. Gender Pay Gap reporting promotes accountability and transparency and informs actions to minimise equality gaps.

How is Gender Pay Gap different from Equal Pay: Equal pay deals with pay differences between men and women carrying out same jobs, similar jobs or work of equal value. Failure to ensure equal pay for roles of equal value between men and women is unlawful.

Gender Pay Gap reporting shows the average hourly pay differences between men and women and whether any one gender is disproportionately over-represented at a particular salary band. Individual component calculations (mean, median, bonus and by pay quarter) help identify what is causing the difference and inform action plans to minimise the gaps.

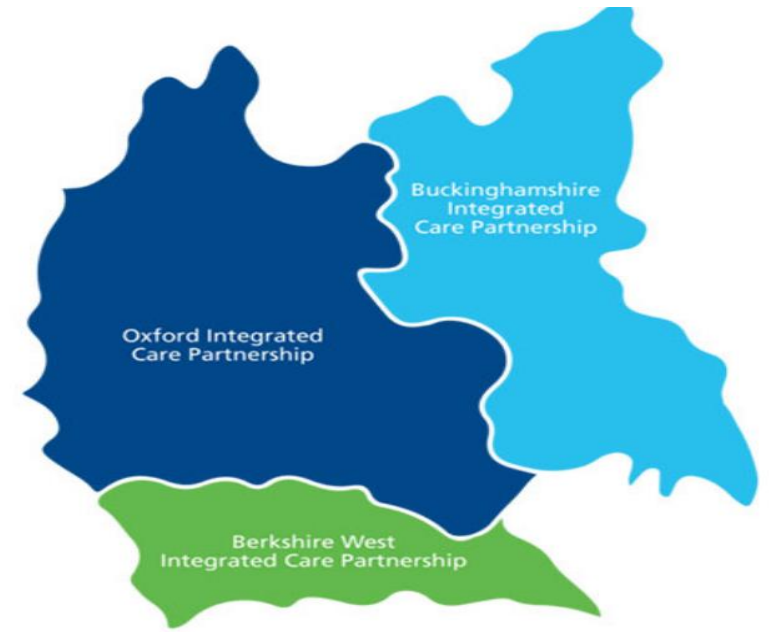
About BOB ICB

Buckinghamshire Oxfordshire and Berkshire West Integrated Care Board (BOB ICB) exists as a statutory organisation responsible for planning, arranging and meeting the health and care needs of close to two million people living in Buckinghamshire, Oxfordshire and Berkshire West.

BOB ICB replaced Buckinghamshire, Oxfordshire and Berkshire West Clinical Commissioning Groups (CCGs) on July 1st 2022, following the passage of the Health and Care Act 2022. It took over the commissioning responsibilities of the CCGs and established Integrated Care Partnerships to bring health and social care partners closer to form an Integrated Care System

The four main aims of the ICS are:

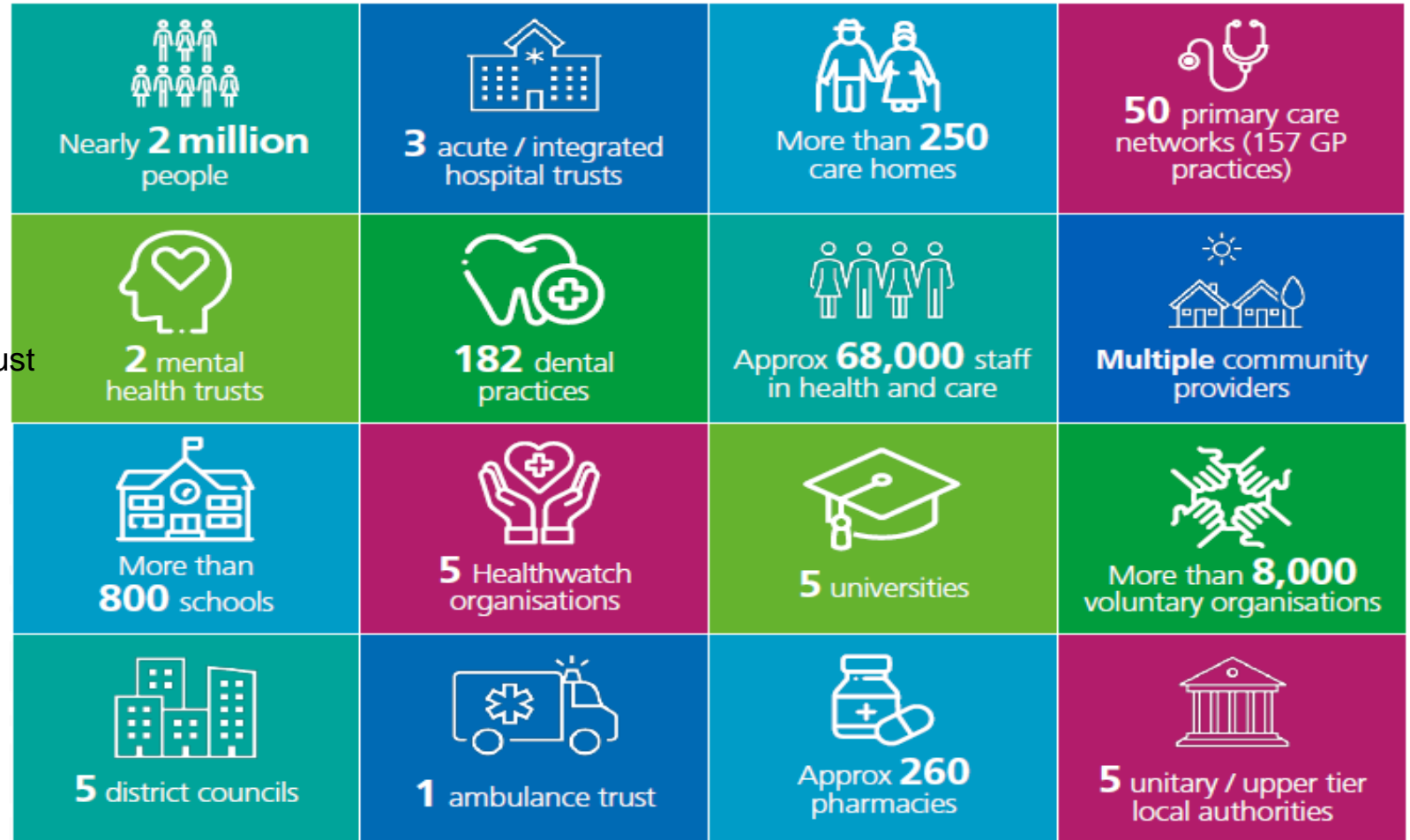
- improving outcomes in population health.
- tackling inequalities in health outcomes, experience and patient outcomes
- enhancing productivity and value for money, and
- supporting broader social and economic development.



BOB ICB partners

Our partners include:

- Berkshire Healthcare NHS Foundation Trust
- Buckinghamshire Healthcare NHS Trust
- Oxford Health Foundation Trust
- Oxford University Hospitals NHS Trust
- Royal Berkshire NHS Foundation Trust
- South Central Ambulance NHS Foundation Trust
- Buckinghamshire Council
- West Berkshire Council
- Oxfordshire County Council
- Reading Borough Council
- Wokingham Borough Council
- Universities and Education facilities
- VCSE Alliance
- Healthwatch



Scope of Gender Pay Gap Report

As part of Gender Pay Gap reporting requirements, the ICB is required to publish:

1. Percentage of men and women in each hourly pay quarter (or each quartile).
2. Mean (average) gender pay gap for hourly pay
3. Median gender pay gap for hourly pay
4. percentage of men and women receiving bonus pay
5. Mean (average) gender pay gap for bonus pay, and
6. Median gender pay gap for bonus pay.

Source: <https://www.gov.uk/government/publications/gender-pay-gap-reporting-guidance-for-employers/who-needs-to-report#:~:text=Include%20self%20employed%20people%20in,own%20staff%20to%20do%20it.>)

Data collection is required for two types of employees:

- ‘relevant employees’ or those with an employment contract, including Bank staff.
- ‘full-pay relevant employees’ or those who are paid their usual full basic pay (including full-time, part-time staff and Bank staff).

We are expected to use data on :

- ‘relevant employees’ to calculate gender pay gap in bonus pay
- ‘full-pay relevant employees’ for all other gender pay gap calculations.

All pay information for this report has been drawn from Employee Staff Records (ESR) and is based on guidance, calculations and parameters applied across NHS reporting for Gender Pay Gap.

The following are not included in our calculations:

- Agency workers and contractors employed by a service company (they are part of the headcount of that company).
- Contractors offering a service rather than employment (for e.g. Non Executive Directors).

Workforce Profile

Key Facts:

- As at March 31st 2023, BOB ICB employed 355 staff, of which 73.52% were women and 26.48% were men (See Chart 1).
- Women were over-represented at all Agenda for Change (AfC) salary bands – with the proportion being highest at Band 4 (95.24%) and lowest at VSM (50.91%).
- The proportion of men was highest at Very Senior Manager (VSM) posts (49%), followed by Band 9 (28.57%). 'Other' includes VSMs and anyone on a Medical and Dental pay scale (See Chart 2).

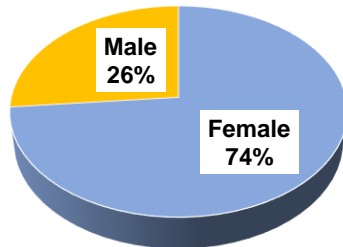


Chart 1: Overall workforce analysis by gender

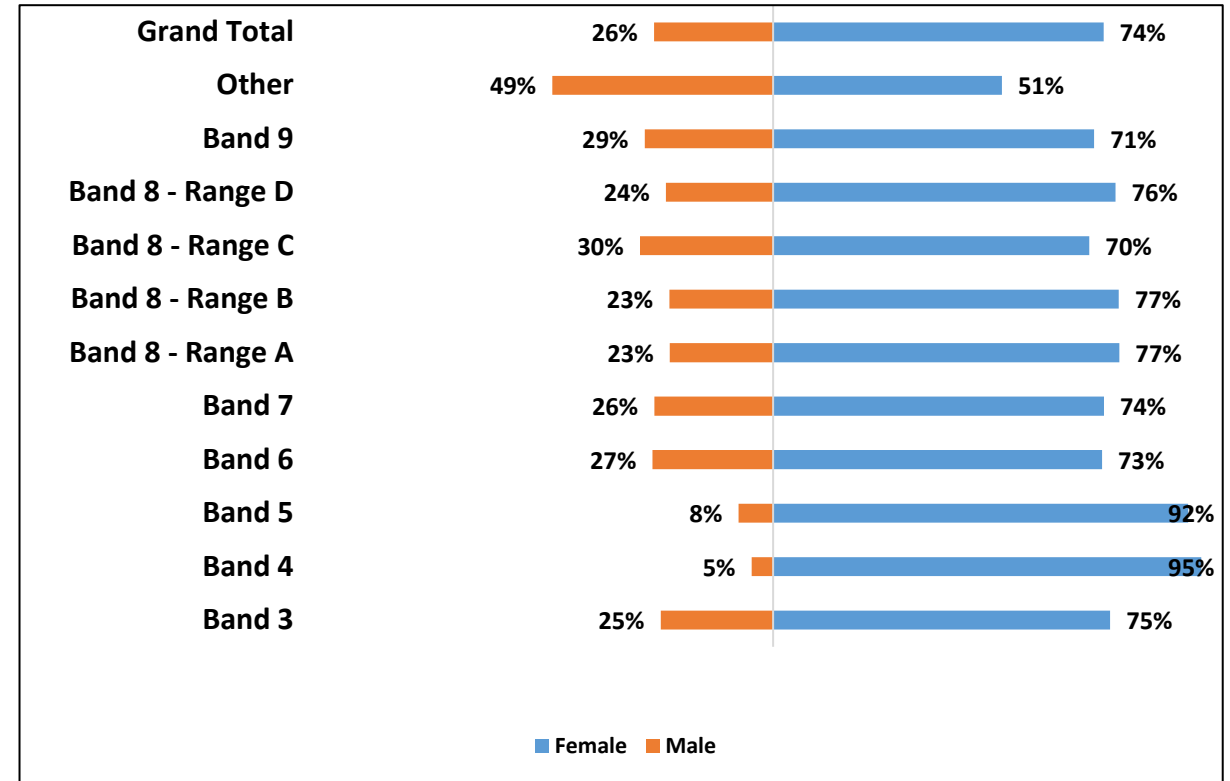


Chart 2: % representation of male and female staff across AfC bands



Gender analysis by professional group and working arrangements

Key highlights by professional group

- Women are over-represented in all professional groups within the ICB (see Chart 3).
- Women make up 100% of the AHP workforce, followed by Nursing and Midwifery (92.9%), Professional, Scientific and technical roles (81.5%).
- Male and female representation is closest to parity in medical and dental roles – with 59.4% women and 40.6% men.
- 81% of part-time workers were female, while 19% of part-time workers were male. See Table 1.

Chart 3: Gender analysis by professional group

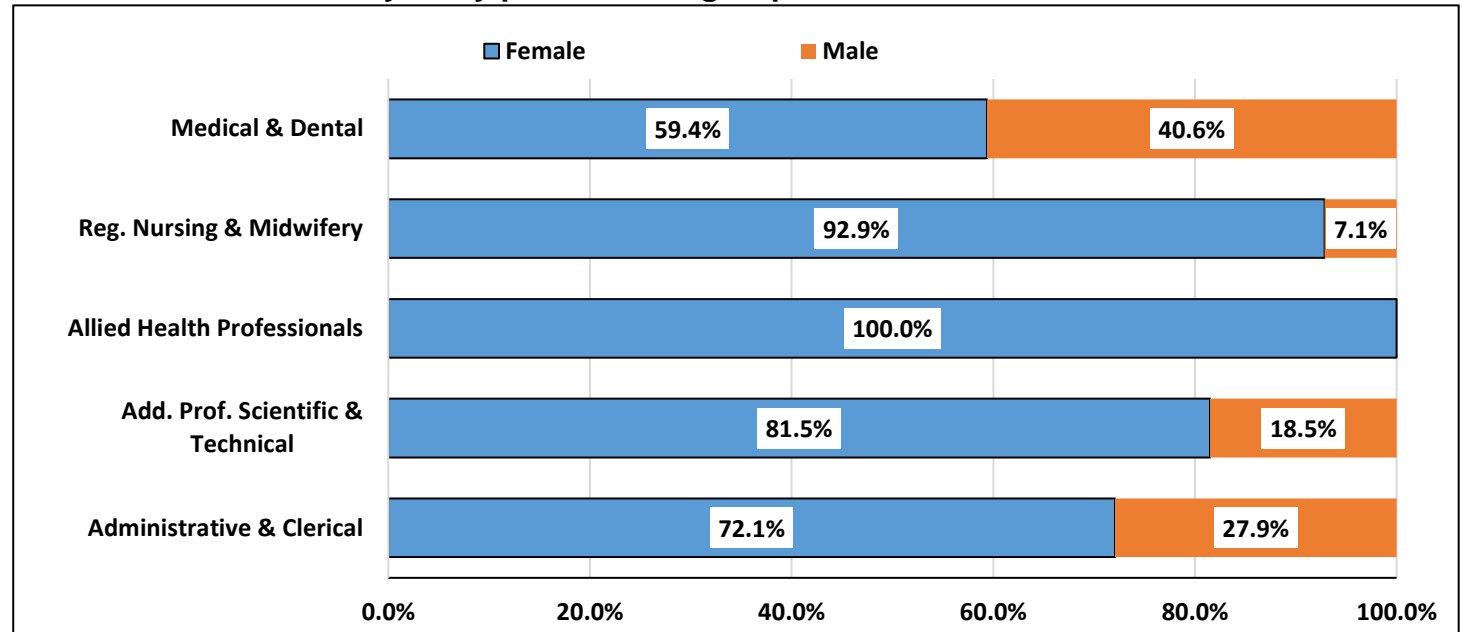


Table 1: Gender analysis by working arrangements

Gender	Full Time (% if of all full time workers)	Part Time (% shown is of all part-time workers)	Grand Total
Female	161 (69%)	100 (81%)	261
Male	71 (31%)	23 (19%)	94
Grand Total	232	123	355

Gender Pay Gap Disclosure: Key findings

1. Percentage of men and women in each hourly pay quarter or quartile: The data in Chart 4 suggests that female staff are over-represented in Quartiles 1-3. Female staff have highest representation in Quartile 3 (78.65%). Male staff have the highest representation at Quartile 4 (42.7%) and lowest at Quartile 1 (13.92%). The data suggests that female representation drops at Quartile 4.

Quartile refers to pay quarter – where 1 is the lowest pay quarter and 4 the highest.

2. The mean (average) gender pay gap for hourly pay is 24.92%: This means the average hourly pay for women is 24.92% less than men. When monetised, this means average pay gap is £24.92. For every £1 that the average male earns, the average female colleague earned 75.08p. (See Table 2).

3. Median Gender Pay Gap for hourly pay is 13.6%: This means the hourly pay gap at the median or 'middle' of the salary bands is 13.6% less for women compared with men. (See Table 2).

4. Bonus Pay: No bonus payments were declared through ESR.

Chart 4: % representation of male and female staff by pay quartile

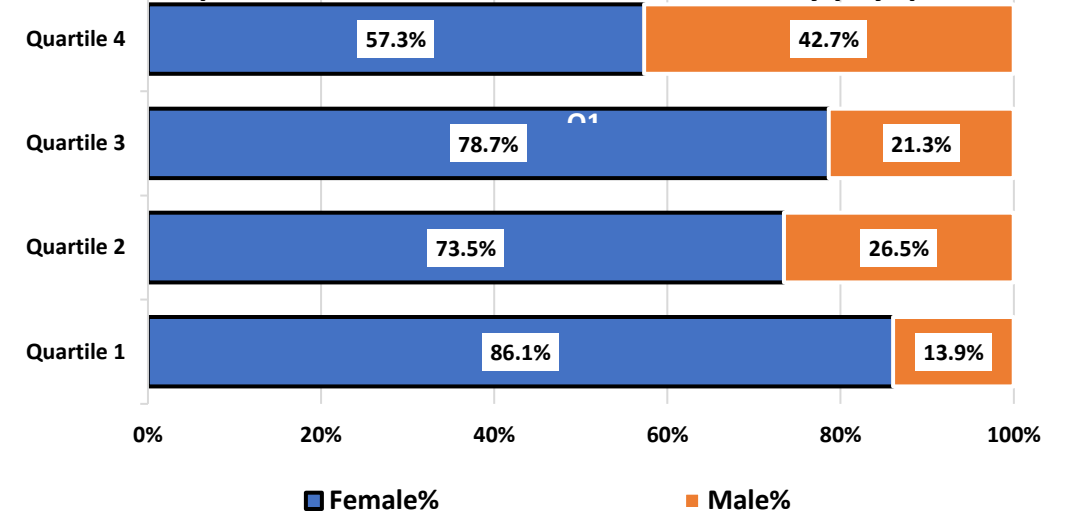


Table 2: Mean and Median Gender Pay Gap

Gender	Avg/Mean Hourly Pay	Median Hourly Pay
Male	£ 39.29	£ 28.72
Female	£ 29.50	£ 24.82
Difference	£ 9.79	£ 3.91
Pay Gap %	24.92%	13.6%

Possible reasons for Gender Pay Gap – national research and comparisons with BOB ICB

According to the Office of National Statistics 2023, the average gender pay gap has been declining over the last decade, falling by approximately a quarter among full-time employees. **In April 2023, the median gender pay gap was 7.7% for full time employees (those working 30 hours or over).**

- An analysis by age shows that for employees aged 40 and below, the gender pay gap is low, at 4.7% or below, whereas for full time employees aged 40-49 and above, the gender pay gap much higher, at 10.3% or higher.
- Compared with lower-paid employees, the gender pay gap among higher earners is much larger, however this difference has decreased in recent years.
- The gender pay gap fell for all major occupational groups between 2022 and 2023, with the largest fall being in skilled trade occupations.
- Fewer women in their 40s and 50s are in occupations such as managers, directors and senior officials, at an age when pay for these occupations typically increases
- The gender pay gap among full-time employees is higher in every English region.

file:///C:/Users/ym367/Downloads/Gender%20pay%20gap%20in%20the%20UK%202023.pdf

The Royal College of Nursing study, *Gender and Nursing as a Profession (2020)*, stated that the weekly gender pay gap of 17% was due to more women working part-time than men. The gendered nature of nursing was also found to suppress wages and downgrade working conditions.

Within the health sector, the *Mend the Gap Report (2020)* identified the following societal and structural factors contributing to the Gender Pay Gap among doctors:

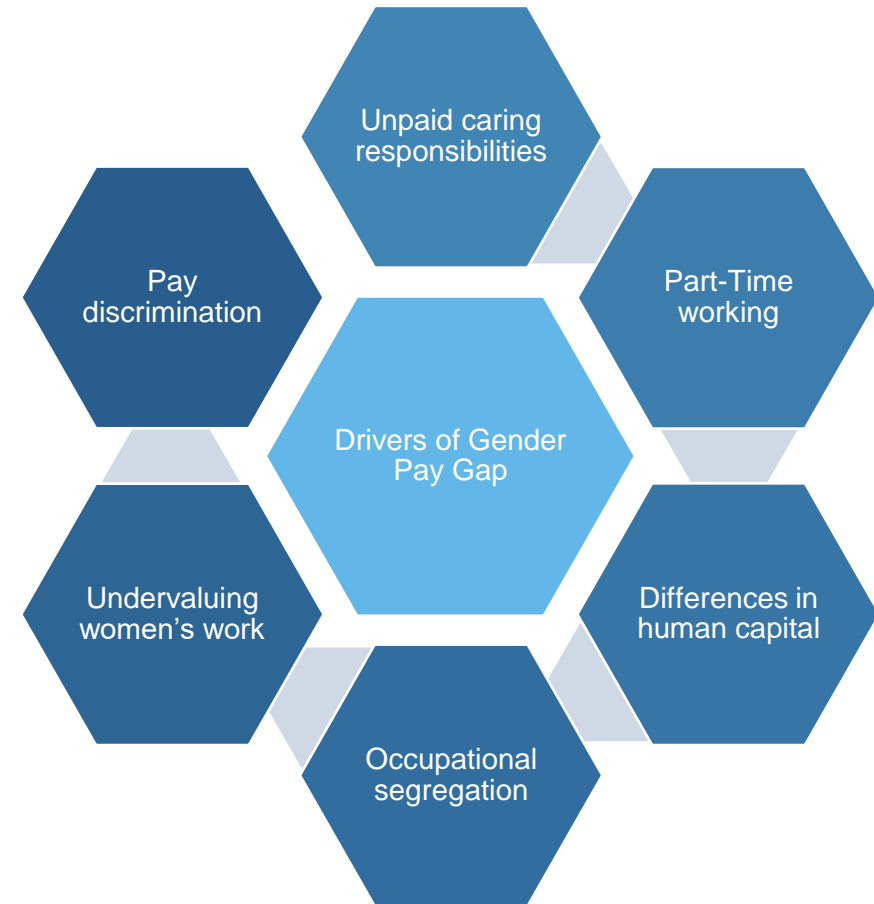
- Women being more likely to work less than full-time (LTFT), which lowers their pay.
- Male doctors being more likely to be older, more experienced and hold more senior positions – which leads to higher pay.
- Periods of LTFT working impact women's career and pay trajectories negatively as they reduce their experience and slows down their progression to senior positions.
- Among hospital doctors, gaps in total pay were largely due to Clinical Excellence Awards (CEAs), allowances and money from additional work – which are larger than gaps in basic pay alone.

In April 2023, the Office for National Statistics reported that the national median Gender Pay Gap was 7.7% for full time employees. The BOB ICB median Gender Pay Gap was % was 13.6% at March 31 2023.

Key drivers of Gender Pay Gap

According to the Chartered Institute of Personnel Development website dated 1 March 2023:

- Gender pay gaps are often the outcome of economic, cultural, societal and educational factors.
- Personal choices on working arrangements and careers are often influenced by matters outside of the individual's control, such as the availability and affordability of childcare.
- Choices available to women continue to be more constrained than those available to men.



<https://www.cipd.org/uk/knowledge/guides/gender-pay-gap-reporting-guide/>

Gender Pay Gap: Next Steps

As the first Gender Pay Gap for BOB ICB, this report provides us with a baseline to assess where we are in terms of pay parity and workforce representation across salary bands and professions.

To ensure we are continuously improving our employment practices and addressing barriers to progression and pay gaps, we are putting in place a range of measures which we will review and update at agreed intervals, based on staff insight and feedback.



Gender Pay Gap: Recommended Action Plan

Based on the evidence and guidance from the National Equality Diversity & Inclusion Improvement Plan, the following actions are recommended. The draft action plan overleaf will be updated following internal consultations, including ICB Directorates, staff networks and trade unions:

- Continue to promote flexible and agile/hybrid working policies – to enable staff to balance personal and professional lives in a manner that minimises pay gaps.
- Review the ICB's recruitment processes to ensure staff are recruited and appointed in a fair and equitable manner to attract a wider talent pool (male and female) in all roles and more women in upper pay quarters.
- Ensure job evaluations continue to be undertaken to ensure posts are benchmarked in a fair and equitable manner, using the Agenda for Change framework and national terms and conditions for medical and dental staff, Executive Directors and Very Senior Managers
- Review the appraisals process to ensure all staff have career conversations and a Personal Development Plan. Provide female staff opportunities to access mentoring and coaching to support career development.
- Continue to improve the quality of our workforce data to develop an intersectional picture of pay gap and encouraging staff to update their personal information on ESR to support an accurate analysis for Ethnicity and Disability Pay Gap reports for the March 31 2024 snapshot.
- Equip managers and staff with the skills and capabilities to work effectively within diverse teams, through the roll out of the cultural intelligence programme.
- Launch a women's network to promote gender equality within the workplace and in healthcare.
- Implement the NHS Sexual Safety in Healthcare Charter over 2024-25 – and work with partners to monitor and promote safer workplaces across the ICS through the BOB ICS Safer Workplaces Group.
- Work with our ICS healthcare providers to implement recommendations from the *Mend the Gap* report to reduce the gender pay gap in medicine – by promoting job evaluations, transparency around contracts, allowances and Clinical Excellence Awards and flexible working arrangements for all doctors (through Standard Conditions of Contract for 2024-25)..

Gender Pay Gap Draft Action Plan 2024-25 (To be finalised following consultations)

Evidence	Actions	By When	By Who
Benchmark Gender Pay Gap results	Compare the ICB's Gender Pay Gap results with ICB comparator groups.	Q1 2023-24	ED&I + Workforce analytics
Over representation of women in Part-Time roles – with possible implications on Pay Gap	Continue to promote ICB's hybrid and flexible working arrangements to support work life balance and reduce need for part-time hours resulting in pay gap.	TBC	Guidance from People Directorate for line managers
Over-representation of women in lower pay bands and in all roles, except VSM and Medical and Dental	Review ICB's recruitment practices to ensure staff are recruited and appointed in an equitable manner to attract a wider talent pool (male and female) in all roles and more women in upper pay quarters. Promote mentoring and coaching to increase female representation in Upper Quartile roles.	TBC	HR and OD Teams with CSU
Over-representation of women in lower pay bands and in all roles, except VSM and Medical/ Dental	Ensure job evaluations continue to be undertaken to ensure posts are benchmarked in a fair and equitable manner, using AfC framework and T&Cs for medical and dental staff, Executive Directors and VSMs.	TBC	HR+ OD support for line managers
As above plus feedback from staff survey and networks	Review appraisals process to ensure all staff have career conversations and are supported to develop their personal development plans.	TBC	HR and OD guidance for managers
<i>Mend the Gap</i> report – pay gap between Male and Female Doctors, National ED&I Plan	Work with ICS partners to implement recommendations of Mend the Gap report through Standard Conditions of Contract.	TBC	Contract leads (TBC)

Gender Pay Gap Draft Action Plan 2024-25 (To be finalised following consultations)

Evidence	Actions	By When	By Who
Gaps in ESR workforce data on protected characteristics	Encourage staff to update their personal information on ESR to support an accurate analysis for Ethnicity and Disability Pay Gap reports for March 31 2024 snapshot.	Ongoing, with quarterly comms, next in February 2024	People Directorate and comms
Support managers and staff to work effectively in diverse teams, improve workplace experiences (staff survey feedback, 2023)	Roll out of the cultural intelligence programme within ICB, along with related OD plans to ensure diverse teams to work effectively.	TBC	OD and ED&I Teams
National Programme on sexual safety at workplace	Launch a women's network to promote gender equality within the workplace and in healthcare (Q4 of 2023-24).	TBC	ED&I/OD with comms and nursing teams
National Sexual Safety at work programme	<p>Implement NHS Sexual Safety in Healthcare Charter over 2024-25 – offering training and support for managers.</p> <p>Work with partners to monitor progress of implementation of sexual safety charter BOB ICS Safer Workplaces Group.</p>	Ongoing	Nursing and People Directorate and ICS safer workplaces group.

Appendix 1 - Gender Pay Gap Calculations explained

Descriptor	Calculation
Mean Pay Gap%	Average Pay Gap = Difference between Male AVG hourly rate and female AVG hourly rate Mean pay gap % = Average Pay Gap/ Male AVG hourly rate * 100
Median Pay Gap %	Median Pay Gap = Difference between median hourly rates for male and females Median Pay Gap % = Median Pay Gap/Median Pay Gap for men *100
Bonus Pay Gap %	Mean Bonus Gap = Difference between mean bonus paid to men and women Median Bonus Gap = Difference between median bonus paid to men and women Mean bonus gap (%) = Mean Bonus Pay Gap/mean male bonus*100 Median bonus gap (%)= Median Bonus Pay Gap/median male bonus*100
Quartile Pay Bands	% of male and female staff in lower, lower middle, upper middle and upper pay quartile



References

<https://www.gov.uk/government/publications/gender-pay-gap-reporting-guidance-for-employers>

https://www.closeyourpaygap.org.uk/pay-gap-guide/#rslider_1

[https://www.gov.uk/government/publications/gender-pay-gap-reporting-guidance-for-employers/making-your-calculations#:~:text=Take%20the%20mean%20\(average\)%20hourly,Multiply%20the%20result%20by%20100.](https://www.gov.uk/government/publications/gender-pay-gap-reporting-guidance-for-employers/making-your-calculations#:~:text=Take%20the%20mean%20(average)%20hourly,Multiply%20the%20result%20by%20100.)



If you have any questions about this report or would like it in a different format, please contact us at: Bobicb.enquiries@nhs.net

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