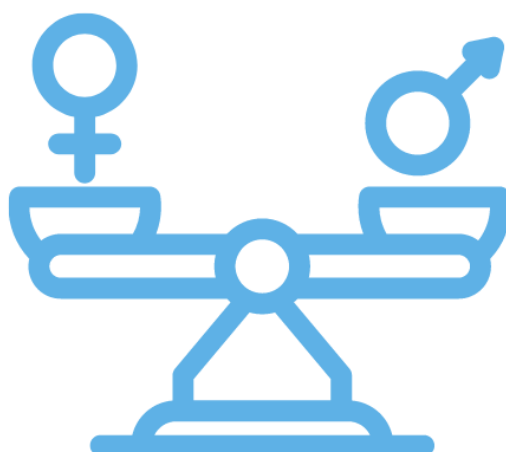




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Bwrdd Iechyd Prifysgol
Aneurin Bevan
University Health Board

Gender Pay Gap Report 2020



INDEX OF CONTENTS

1.0 INTRODUCTION	3
2.0 WHAT IS COVERED IN THIS REPORT?	3
3.0 ANEURIN BEVAN UNIVERSITY HEALTH BOARD GENDER PAY GAP DATA ON 31 MARCH 2020	4
4.0 QUARTILE DATA	5
5.0 PROGRESS CLOSING THE GENDER PAY GAP	7
6.0 NEXT STEPS	7
7.0 CONCLUSION	8

ANEURIN BEVAN UNIVERSITY HEALTH BOARD

GENDER PAY GAP REPORT 2020

1.0 INTRODUCTION

1.1 The gender pay gap reporting obligations are outlined in The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. As an organisation that employs more than 250 people Aneurin Bevan University Health Board (ABUHB) must publish and report specific information about our gender pay gap both on our own website and the Government's website.

1.2 The regulations state that the gender pay gap information should be provided as a snapshot on 31 March each year and published before the following March.

1.3 It is important to recognise and understand that the gender pay gap differs from equal pay. Equal pay means that men and women in the same employment performing 'equal work' must receive 'equal pay', as set out in the Equality Act 2010. It is unlawful to pay people unequally because of their gender. The NHS Agenda for Change job evaluation process evaluates the job and not the post holder. This job evaluation process looks at the job without reference to gender or any other protected characteristic so equal pay is assured.

Gender pay gap reporting is a valuable tool for the Health Board not only in terms of compliance, but also for the organisation to assess levels of equality in the workplace. Specifically, in respect of female and male participation, and how effectively talent is being maximised.

1.4 The Gender pay gap report focuses on comparing the pay of male and female employees and shows the difference in average earnings.

2.0 WHAT IS COVERED IN THIS REPORT?

2.1 This report provides the following information based on ordinary pay which includes basic pay and shift pay and allowances.

2.1.1 Mean gender pay gap in hourly pay - The mean hourly rate is the average hourly wage across the entire organisation so the mean gender pay gap is a measure of the difference between women's mean

hourly wage and men's mean hourly wage.

2.1.2 Median gender pay gap in hourly pay - The median hourly rate is calculated by arranging the hourly pay rates of all male or female employees from highest to lowest and finding the point that is in the middle of each range.

2.1.3 Proportion of males and females in each pay quartile - Pay quartiles are calculated by ranking all employees from highest to lowest paid and dividing this into four equal parts or 'quartiles' and working out the percentage of men and women in each of the four parts.

2.2 This report does not look at whether there are differences in pay for men and women in equivalent post, or at the size of the role. This means that the results will be impacted by differences in the gender composition across groups and job grades

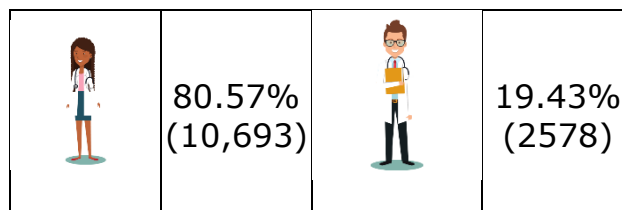
2.3.1 Gender pay reporting and gender identity

Current ACAS and government guidance suggests that if an individual does not identify with either gender they should be excluded from the report. We recognise that this excludes employees who do not identify as either 'male' or 'female' i.e. transgender or non-binary employees and are aware of the importance of being sensitive to how an employee chooses to self-identify in terms of their gender.

Regulations do not define the terms 'male' and 'female' and the requirement to report gender pay should not result in employees being singled out and questioned about their gender. We are therefore using the data provided by Electronic Staff Records (ESR) based on the gender identification the employee has provided as the means for determining male and female employees.

3.0 ANEURIN BEVAN UNIVERSITY HEALTH BOARD GENDER PAY GAP DATA ON 31 MARCH 2020

3.1 On 31 March 2020, the Health Board employed 10,693 women and 2,578 men, therefore 80.57% of the workforce was female.



3.2 Mean and Median Rates

	Mean Hourly Rate	Median Hourly Rate
Male	£19.36	£25.96
Female	£15.25	£23.15
Difference	£4.11	£2.81
Pay Gap %	21.23	10.83%

Mean gender pay gap = 21.23%

Median gender pay gap = 10.83%

The average is calculated over different numbers of employees, we employ 8,115 more female employees than male, therefore this will account for some of the variance.

3.3 Women's mean hourly rate is 21.33% lower than men's.

3.4 In other words when comparing mean hourly rates, women are paid 78p for every £1 that men get paid.

3.5 Women's median hourly rate is 10.83% lower than men's.

3.6 In other words when comparing median hourly rates, women are paid 89p for every £1 that men get paid.



3.7 No bonus payments were made, therefore, there is no mean or median bonus gender pay gap to report.

4.0 QUARTILE DATA

4.1 The quartile data ranks our employees from highest to lowest paid, this is divided into four equal parts or quartiles and then works out the percentage of men and women in each.



Quartile	Female	Male	Female %	Male %
1	7,538	1,500	83.40%	16.60%
2	2,646	629	80.79%	19.21%
3	260	137	65.49%	34.51%
4	243	309	44.02%	55.98%

4.2 Quartile 1: Lower quartile (lowest paid)

	83.40% (7,538)		16.60% (1,500)
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16.60% of the lower quartile are men

4.3 Quartile 2: Lower middle quartile

	80.79% (2,646)		19.21% (629)
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19.21% of the lower middle quartile are men

4.4 Quartile 3: Upper middle quartile

	65.49% (260)		34.51% (137)
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34.51% of the upper middle quartile are men

4.5 Quartile 4: Upper quartile (highest paid)



	44.02% (243)		55.98% (309)
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44.02% of the top quartile are women



The highest variances are in the upper middle and upper quartile.

82.71% (10,184) of females were in roles within the lower and lower middle quartiles and 53% (503) in the upper middle and upper pay quartiles. This compares with 17.29% (2,129) males in the lower and lower middle quartiles and 47% (446) in the upper middle and upper pay quartiles

Lower and Lower Middle Pay Quartiles

	82.71% (10184)		17.29% (2129)
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Upper Middle and Upper Pay Quartiles

	53% (503)		47% (446)
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4.6 The table below shows the ratios of male to female staff across the pay bands.

Pay Grade	Female %	Male %
Band 1	81.25%	18.75%
Band 2	81.66%	18.34%
Band 3	83.86%	16.14%
Band 4	85.62%	14.38%
Band 5	86.76%	13.24%
Band 6	86.26%	13.74%
Band 7	83.24%	16.76%
Band 8 - Range A	75.56%	24.44%
Band 8 - Range B	74.00%	26.00%
Band 8 - Range C	70.08%	29.92%
Band 8 - Range D	67.44%	32.56%
Band 9	60.00%	40.00%
Other	46.46%	53.54%

5.0 PROGRESS CLOSING THE GENDER PAY GAP

The Health Board recognises that there are factors outside of our control or influence which are impacting on pay. We have made a clear commitment in our Strategic Equality Plan to take action to understand our pay gaps, and address and minimise the impact within the constraints of the national pay systems for the NHS.

6.0 NEXT STEPS

6.1 Our Strategic Equality Plan 2020-2024 outlines plans for addressing our gender pay gap and pay differences.

We will consider how to improve and promote:

- Our attitudes to flexible working and part time working across a wider range of roles.
- Raising awareness of shared parental leave.
- Exploring options for improving recruitment training for managers.
- Explore how to increase recruitment of women and men in underrepresented areas.
- Explore gender data across pay bands and all the different roles within the organisation.
- Identify those areas where the offer of mentorship would support staff into leadership roles where there is under representation.
- Agile working to be continued within the Health Board.
- Work with external partners on initiatives like Kickstart, apprenticeships and mentoring programmes.

7.0 CONCLUSION

- 7.1** It is important as part of the report we recognise that on 23 March 2020, Wales went into its first national lockdown due to the Covid-19 pandemic. On 24 March 2020 the Government Equalities Office (GEO) and the Equality and Human Rights Commission (EHRC) announced the decision to postpone enforcement of the gender pay gap reporting deadlines from March 2021 to October 2021.

This has meant that many initiatives aimed to create a more inclusive workforce have been delayed and this might be reflected in future demographics and reporting.

- 7.2** Aneurin Bevan University Health Board remains committed to promoting equality, diversity and inclusion. We will use the lessons we are learning through our gender pay gap discussions to inform the work we undertake looking at other potential pay gaps within the organisation.