

Gender Pay Report

6 April 2019

Our Gender Pay Gap data is also published on the website:
www.gender-pay-gap.service.gov.uk

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Foreword

Sirona care & health is a not-for-profit social enterprise that provides a range of NHS and Local Authority funded specialist community health and care services across South Gloucestershire, Bristol, Bath and North East Somerset and surrounding areas.

We are required under the Equality Act 2010 to report on our gender pay gap each year to show how large the pay gap is between our male and female employees.

The gender pay gap is the difference in average (or mean) hourly earnings between men and women. This is different to pay inequality, which compares the wages of men and women doing the same job.

A particularly high gender pay gap can indicate there may be a number of issues to deal with, and the individual calculations may help to identify what those issues are or there may be reasons why the gap exists. All roles across the organisation are included in calculating the average earnings figure and the "gap" is expressed as a percentage of men's earnings.

There are two different measures for the gender pay gap – mean and median and these are explained in more detail in the following pages; our results are different under the two measures. Our gender pay gap is 10.5% (mean) or 0.6% (median). Further analysis has identified the mean gender pay gap is largely because Sirona's highest paid employees are doctors, and this is a trend across the NHS. The data indicates our male doctors have slightly longer length of service, and length of service is linked to their pay. If doctors are removed from the figures, our mean gender pay gap is 3.2%.

Overall these results compare favourably with the national data. The median pay gap from national data is 17.9% [ONS¹]

The gender pay gap at Sirona has narrowed over the last 12 months, from 15.2% to 10.5%. This is because we now have fewer highly paid male doctors and there are now more women in our highest pay quartile. The gap is also maintained by the large proportion of women in the middle pay ranges, who are primarily working in nursing and occupational therapy roles.

Sirona is committed to treating all our staff fairly. We have robust recruitment processes and a job evaluation scheme in place which helps us to ensure pay equality.

I confirm that the information used is accurate and that the calculations have been made appropriately in line with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Janet Rowse
Chief Executive

¹ Office of National Statistics Gender pay gap in the UK: 2018

Gender pay gap requirements

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires organisations to carry out six calculations each year to show the difference between the average earnings of men and women. The results are used to assess:-

- The levels of gender equality in our workplace
- The balance of male and female employees at different levels
- How effectively talent is being maximised and rewarded

This helps us to identify issues to address the reasons for a gender pay gap and what actions we intend to take to close it. We need to show:

- Mean and median gender pay gaps
- Mean and median gender bonus gaps
- Proportion of men and women who received bonuses
- Proportion of male and female employees in each pay section known as quartiles

Gender pay gap data

A Guide to the Figures

Mean

The mean is the average of all numbers - to calculate mean, add together all of the numbers in a set and then divide the sum by the total count of numbers.

We are required by the regulations to calculate the mean hourly rate of men compared to the mean hourly rate of women, expressed as a percentage of the men's figure

Median

The statistical median is the middle number in a sequence of numbers. To find the median, organize all the numbers in order by size; the number in the middle is the median.

We are required by the regulations to calculate the median hourly rate of men compared to the median hourly rate of women, expressed as a percentage of the men's figure.

Pay Quartiles

The hourly rates are sorted in order from highest to lowest. This is then split into 4 equal sections (quartiles).

We are required by the regulations to report the number of men and women are in each pay quartile, expressed as a percentage within each quartile.

We have also worked out the mean and median pay gap by quartile as additional calculations.

Bonus

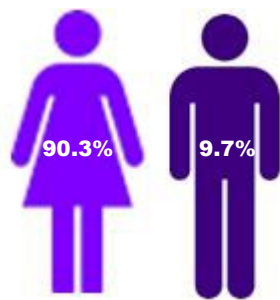
The regulations also require us to report on the same measures as above on bonus payments. The national Clinical Distinction/Excellence Awards applicable to doctors are regarded as bonus payments. These are the only bonus schemes in place in Sirona care & health.

Profile of Sirona care & health

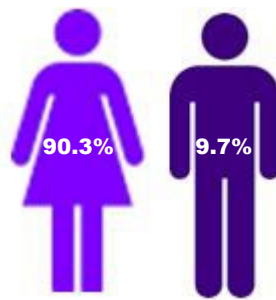
Statistics

Within Sirona care & health, the gender of 'Relevant Employees'² workforce (which includes substantive and Bank Workers) is predominately female with almost 10% of our workforce being male.

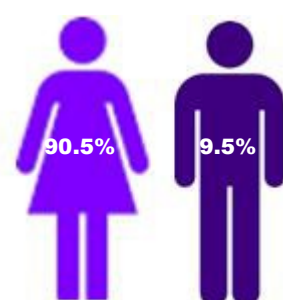
Almost one third of the workforce is full-time (31%) of whom 82% are female and 18% male. 94% of the part-time workforce is female and 6% male.



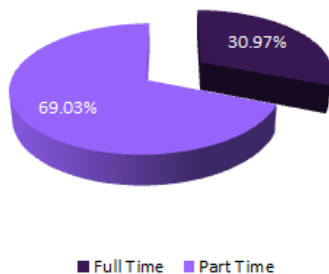
All Employees



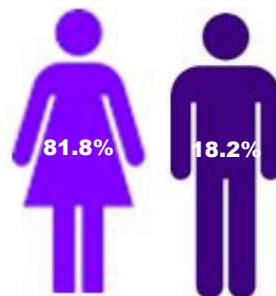
Substantive Employees



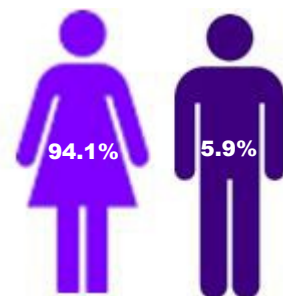
Bank Workers



Full Time / Part Time



Full Time



Part Time

Within our organisation, many roles are filled predominantly by females (eg. nurses, Health Care Assistants, Support Workers). Our male workers are represented across a variety of roles including Ancillary, Medical, Nursing, Physiotherapy, Psychology and Support Workers. The membership of our Board/Senior Leadership Team is 27% male.

² Relevant Employees definition: all employees employed by the Sirona care & health on the "snapshot" date of analysis for gender pay gap reporting 6 April 2019. This includes full-pay relevant employees and also other employees employed on the "snapshot" date but on less than full pay because of leave. Each employee is counted as 'one employee' regardless of whether they are full or part-time.

Analysis

Mean and Median Gender Pay Gap

Our overall gender pay gap, by mean (average) is 10.5% which highlights the difference between the average pay of females and males based on our 'Full Pay Relevant Employee'³. Overall the average pay for (full-time and part-time) female employees is 10.5% lower than for (full-time and part-time) male employees. This percentage is lower than the Office of National Statistics (ONS)⁴ of 17.9%. The ONS produces an annual report on pay and working hours giving the national picture.

However, our median pay gap is 0.6%. There is a higher percentage of males (36%) compared to females (31%) within the upper quartile than the other quartiles.

The table below shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (i.e. 6 April 2019).

Difference between male and female		
	Mean	Median
Hourly fixed pay	10.5%	0.6%

Our mean gender pay gap is influenced by our medical staff (doctors). If we calculate the figure to exclude this group, the mean gender pay gap is 3.2%.

Gender Pay Gap Quartile Statistics

The table below shows our percentage of employees by hourly-rate quartile.

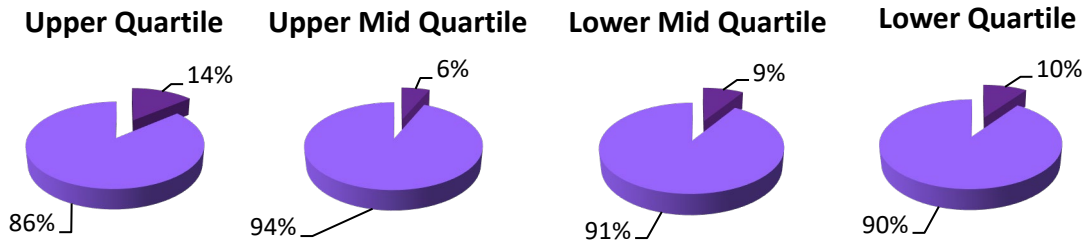
	Mean*	Median*
Upper Quartile	9.21%	1.56%
Upper Mid Quartile	-5.58%	-9.09%
Lower Mid Quartile	0.09%	-1.83%
Lower Quartile	-2.39%	-5.07%

* based on hourly rates of pay as at the snapshot date (i.e. 6 April 2019)

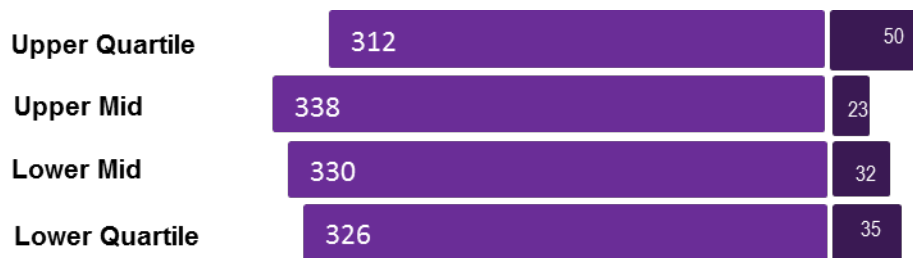
³ Full Time Relevant Employees definition: Any employee who is employed on the snapshot date (6th April 2019) and who is paid their usual full basic pay (or pay for piecework) during the relevant pay period will be a full-pay relevant employee.

⁴ <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2018>

Proportion of men and women in each pay quartile (%)

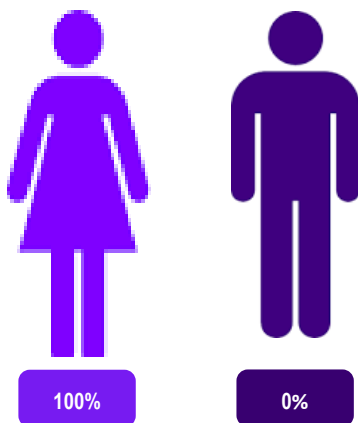


Number of men and women in each pay quartile (%)



Bonuses Statistics

There were 9 employees who received a bonus during the 12 months up to 6 April 2019. All of these employees are female. The bonus payments⁵ are awarded under the National Doctor's Clinical Distinction/Excellence Awards scheme, which recognises an exceptional contribution to clinical care.



Difference between male and female		
	Mean	Median
Gender bonus pay gap	-100%	-100%

⁵ The Clinical Excellence Awards (CEA) scheme is intended to recognise and reward those consultants (after one years' service in a substantive consultant role) who contribute most towards the delivery of safe and high quality care to patients and to the continuous improvement of local health services. This includes those consultants and senior academic GPs who do so through their contribution to academic medicine.

Workforce composition and mean pay gap

In addition, this year we have undertaken some detailed analysis to show our mean (average) hourly pay gap by profession, along with the percentage of males in each of our professional roles (minus figures show a pay gap in favour of women):

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	Mean hourly pay gap	Percentage male
Pharmacist	All female	0.00%
Psychology	All female	0.00%
Speech and Language Therapy	All female	0.00%
Dietetics	All female	0.00%
Administration/support	21.54%	8.77%
Medical	13.32%	22.58%
Nursing	7.77%	4.10%
Podiatry	1.24%	44.44%
Ancillary	-3.33%	28.30%
Support Worker	-3.44%	6.95%
Manager	-6.42%	23.91%
Physiotherapy	-12.41%	20.00%
Occupational Therapy	-28.56%	3.33%

Future Plans

Sirona care & health is committed to ensuring equality at all levels. Our narrowing gender pay gap demonstrates that work we undertook during the previous year had a positive impact. This includes ensuring as part of our recruitment we offer flexible working and we support people's career pathways.

However, we are not complacent and we are committed to ensuring the implications of the gender pay gap are fully considered at Board level.

We will carry out further analysis of the figures and identify any additional actions which need to be implemented over the next financial year. In addition, we will consider ways to attract more job applications from male candidates, whilst acknowledging that men are under-represented in the health and care sector.

We are immensely proud of every single member of staff at Sirona and our commitment to the communities we serve is always to find the best person possible to provide care for those who need us.