

# Gender Pay Gap Report as at 31 March 2019





# Gender Pay Gap Report

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## First Community Health and Care

First Community Health and Care delivers front-line NHS services, providing first-rate care, through our first-rate people, offering first-rate value to our local community. We offer a friendly face with highly-rated, well run services, delivered by our skilled people. We provide community and specialist rehabilitation therapies and nursing, therapies and nursing in clinics, and children and family health care services. At Caterham Dene Hospital we have a minor injuries walk in clinic, rapid assessment/treatment clinic and we provide bed-based care. Working with local health, care and other partners, we aim to create an integrated network of sustainable services to achieve the best possible outcomes for local people's health - based around the needs of individuals.

**Our vision** *Rejuvenating the wellbeing of our communities.*

## Our values

### ***First-rate care***

We are trained and knowledgeable professionals committed to providing seamless high quality, timely and safe care without boundaries. We are empathetic to the needs of service users, their families and carers, celebrating patient choice.

### ***First-rate value***

We are efficient and effective in our business, continually learning and improving, and are intellectually curious. We deliver value for money, bespoke care, focused on the health of the service user. We offer value back into the community, leaving a social impact locally.

### ***First-rate people***

We are caring, conscientious, compassionate and approachable people, supported to develop our potential. We are respectful and listen to understand what is important to others, and are effective at communicating with confidence and authenticity. We are flexible and adaptable to our community understanding their requirements of health care services.



# Reporting Requirements

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Legislation has made it a statutory obligation for organisations with 250 or more employees to report annually on their gender pay gap. NHS organisations are covered by the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 which came into force on 31 March 2017. These regulations require the relevant organisations to publish their gender pay gap data by 4 April 2018 (and then annually), including:

- mean and median gender pay gaps;
- the mean and median gender bonus gaps;
- the proportion of men and women who received bonuses; and
- the proportions of male and female employees in each pay quartile.

The gender pay gap shows the difference in the average pay between all men and women in a workforce.

It is important to stress that the Gender Pay Gap is different to Equal Pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.



# Reporting Requirements

## 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, organise 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.

### Bonus

The regulations also require us to report on the same measures as above on bonus payments. First Community Health and Care does not pay any bonuses as defined in the gender pay gap report requirements.



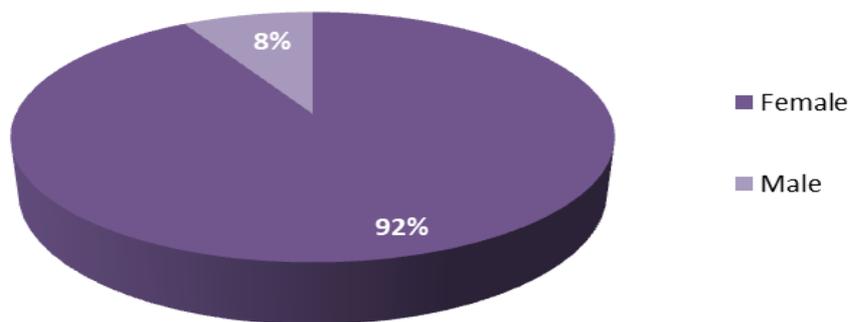
# Our gender profile

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## Snapshot date – 31 March 2019

Figure 1 details our gender profile which is exactly the same as last year. Of our relevant employees, our workforce consisted of 416 female and 38 male members of staff.

Figure 1 - Gender Profile  
31 March 2019



# Gender profile by band

## Pay structure

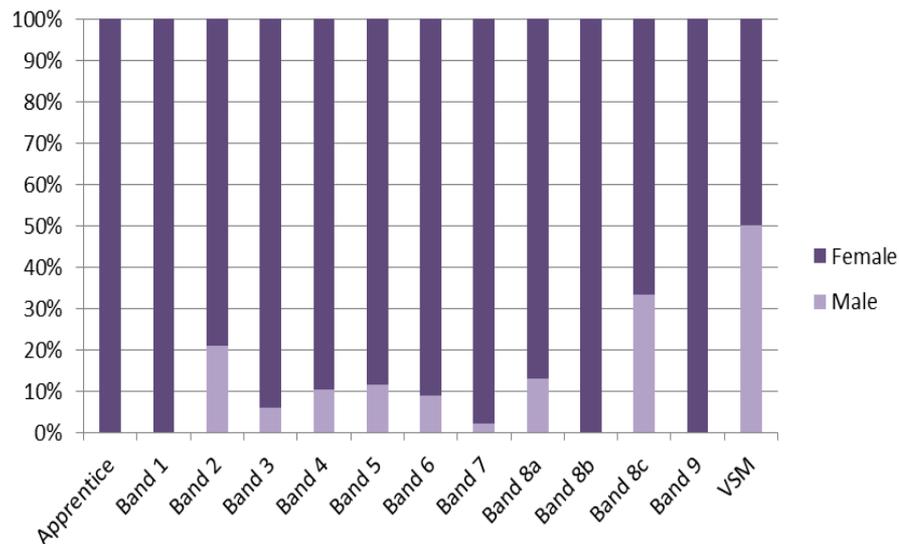
All First Community staff, except for the Chief Executive Officer and Director of Finance are paid on the National Agenda for Change (AfC) pay, terms and conditions system. The terms and conditions set out band structures and pay for all employees to ensure transparency, fairness and equal treatment for all.

## Profile across bands

Figure 2 shows the profile across all bands. It should be noted that the apprentice is reflective of one employee. Similarly pay Band 1 and 9 includes just 2 employees.

Figure 2 - Gender profile by pay band  
31 March 2019

Band	Male	Female	Total
Apprentice	0	1	1
Band 1	0	2	2
Band 2	5	19	24
Band 3	6	93	99
Band 4	3	26	29
Band 5	7	54	61
Band 6	9	93	102
Band 7	2	88	90
Band 8a	4	27	31
Band 8b	0	8	8
Band 8c	1	2	3
Band 9	0	2	2
VSM	1	1	2





# Our gender pay gap data

First Community’s gender pay gap data shows that women are paid more than men for both the mean and median pay. Our mean gender pay ‘gap’ is -1.6% and the median gender pay ‘gap’ is -10.2%.

The reason for the change from last year could be attributed to the fact that there are more female employees in higher bands in 2019 than there were in 2018 which gives us an higher mean & medium hourly rate.

Ordinary Pay	2019	2018
Mean gender pay gap	-1.6%	3.2%
Median gender pay gap	-10.2%	1.7%

Bonus Pay	2019
Mean gender pay gap	0%*
Median gender pay gap	0%*

## Hourly rates

In 2019 both the hourly mean and median rates of pay for female staff increased compared to equivalent hourly rates in 2018, where as for our male staff both these rates of pay decreased.

Hourly Rates	Male		Female	
	2019	2018	2019	2018
Mean hourly rate	£16.66	£17.07	£16.92	£16.52
Median hourly rate	£15.05	£15.42	£16.59	£15.68

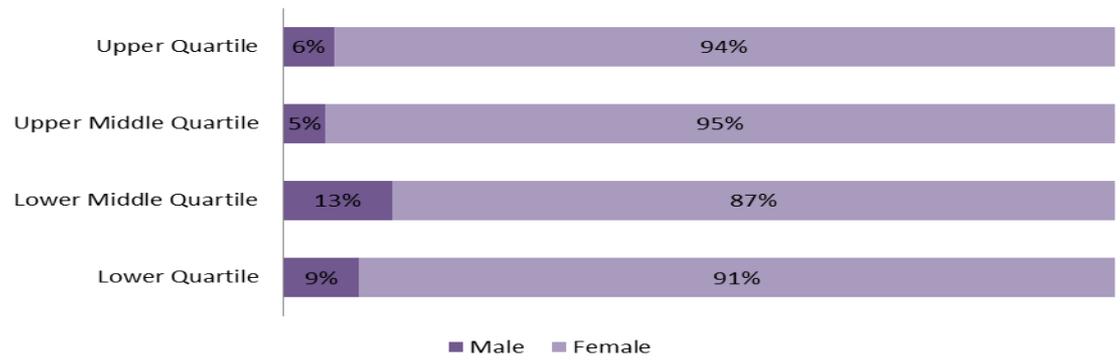
\*With regards to bonus pay, there were no employees who received a bonus pay in the 12 months ending 31 March, as a result the mean or median gender bonus pay gap is 0%.



# Our gender pay gap data

The information below details the number of staff and the percentage of staff within each salary quartile.

**Figure 3 - Percentage of staff in each quartile**



Percentage of staff in each quartile	2019 Rates		2018 Rates		Year on year change	
	Female	Male	Female	Male	Female	Male
<b>Lower Quartile</b>	91%	9%	90%	10%	1%	-1%
<b>Lower Middle Quartile</b>	87%	13%	93%	7%	-6%	6%
<b>Upper Middle Quartile</b>	95%	5%	92%	8%	3%	-3%
<b>Upper Quartile</b>	94%	6%	91%	9%	3%	-3%

We have seen an increase in the percentage of women within the upper two quartiles, which would explain the reasoning behind our positive mean and median pay in 2018/2019.



# Our commitment

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First Community's objective is to work towards not having a gender pay gap in any capacity.

At First Community Health and Care we have a strong commitment to equal opportunities and equal treatment for all employees regardless of gender, age, race, disability, religion or belief, sexual orientation, gender reassessment, marriage/civil partnership, pregnancy or maternity status.

All of our staff apart from our CEO and Director of Finance are paid on national Agenda for Change terms and conditions. These jobs are formally matched or evaluated to determine which Agenda for Change pay band a post should aligned to.

Where appropriate, locally agreed policies may supplement AfC arrangements, to ensure that these are supportive of our staff's health and wellbeing to ensure a positive work-life balance.

First Community is also focusing on our Equality, Diversity and Inclusion programme. We hope to focus on improving the diversity of our workforce; embedding equality, diversity and inclusion into our culture and behaviours; and ensuring that our policies, processes and systems support this.

## Further Information

If you would like to find out more about our services, please visit our website at

[www.firstcommunityhealthcare.co.uk](http://www.firstcommunityhealthcare.co.uk)

Telephone: **01737 775450**

Email: [fhccenquiries@firstcommunitysurrey-cic.nhs.uk](mailto:fhccenquiries@firstcommunitysurrey-cic.nhs.uk)

Twitter: [@1stchatter](https://twitter.com/1stchatter)

