

Gender Pay Gap Report as at 31 March 2020 & 2021





Gender Pay Gap Report

This is the third Gender Pay Gap Report for First Community Health and Care. We see this as a valuable complement to the range of employment data which the organisation collects and analyses to monitor diversity of all kinds, and address inequalities. As with any data, its value is in the awareness it raises, the questions it prompts, and the action we take.

In accordance with the Equality Act 2010 we are committed to providing services and employment opportunities which are inclusive across all strands of equality – age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

For the purposes of this report, our gender pay gap is calculated using the approach as required by The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, this report compares the pay of female employees to that of male employees.

What is the gender pay gap report?

Gender pay reporting is different to equal pay which deals with pay difference between men and women who carry out the same jobs, similar jobs or work of equal value.

The gender pay gap shows the difference in the average pay between all men and women in the workforce. If the pay gap is higher, it can indicate that there may be issues to deal with, and the various calculations may help to identify what those issues are.



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

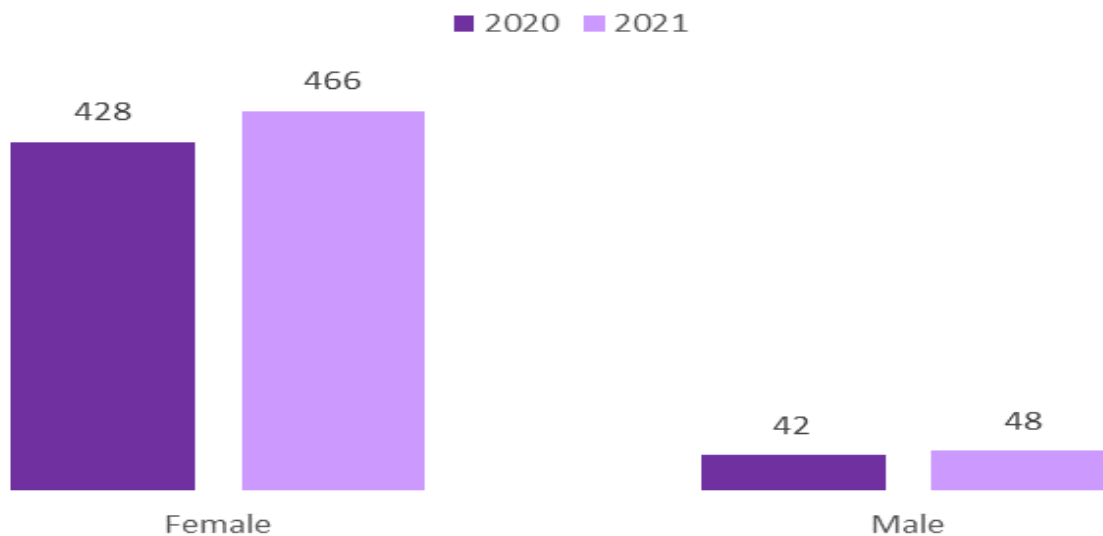
Snapshot date – 31 March 2020

Of our relevant employees, our workforce consisted of 428 female and 42 male members of staff

Snapshot date - 31 March 2021

Of our relevant employees, our workforce consisted of 466 female and 48 male members of staff

Gender Profile 2020 vs 2021



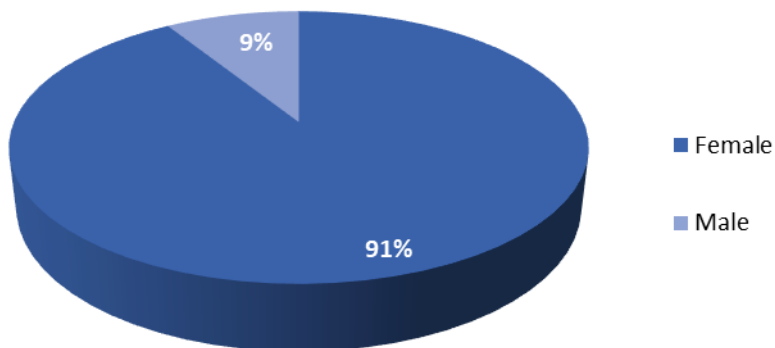


Our gender profile

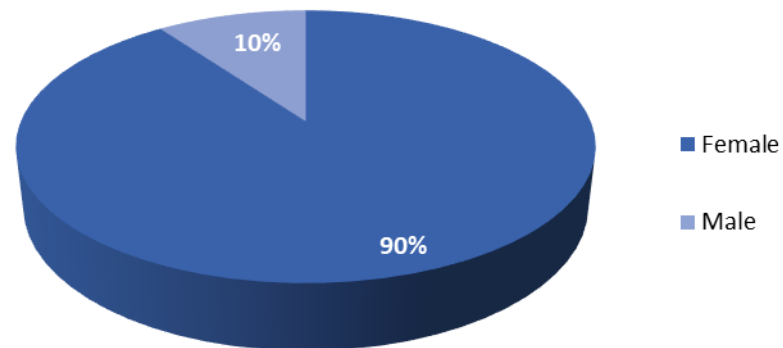
Our gender split for 2020 within the overall workforce was 91% female and 9% male.

In 2021 our gender split is 90% female and 10% male.

Gender Profile - 31 March 2020



Gender Profile - 31 March 2021



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.

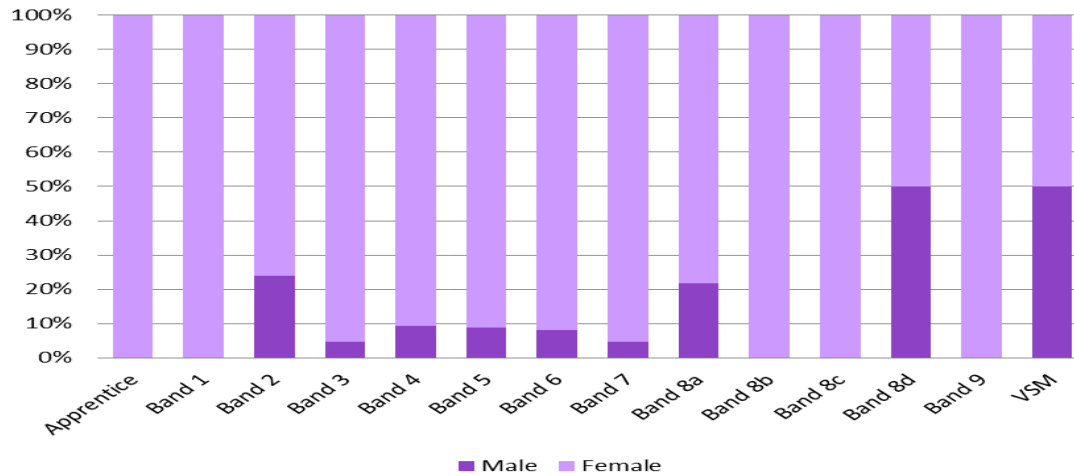
Profile across bands

The table below shows the profile across all bands by headcount.

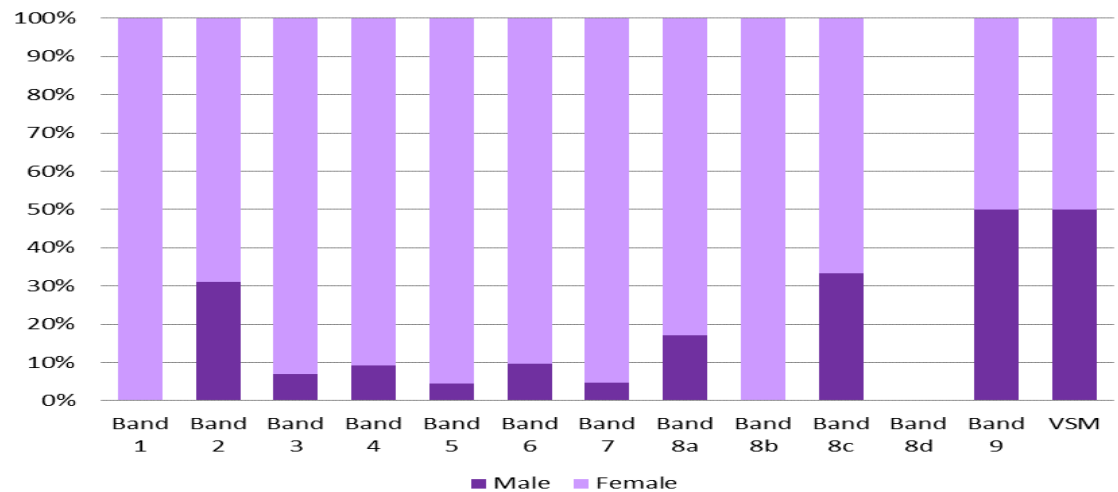
	2019		2020		2021	
Band	Female	Male	Female	Male	Female	Male
Apprentice	1	0	1	0	0	0
Band 1	2	0	1	0	1	0
Band 2	19	5	19	6	20	9
Band 3	93	6	100	5	106	8
Band 4	26	3	29	3	30	3
Band 5	54	7	62	6	65	3
Band 6	93	9	92	8	93	10
Band 7	88	2	83	4	100	5
Band 8a	27	4	29	8	34	7
Band 8b	8	0	8	0	12	0
Band 8c	2	1	1	0	2	1
Band 8d	0	0	1	1	0	0
Band 9	2	0	1	0	1	1
VSM	1	1	1	1	1	1
	2019		2020		2021	
Band 1 - 4	141	14	150	14	157	20
Band 5 - 7	235	18	237	18	259	18
Band 8a and above	40	6	41	10	50	10

Gender profile by band

Gender profile by pay band
31 March 2020



Gender profile by pay band
31 March 2021





Our gender pay gap data

First Community’s gender pay gap data shows that male staff earn more on average per hour in relation to our mean gender pay gap in both 2020 and 2021.

In terms of our median pay, the data shows that female staff’s hourly rate is higher than that of our male staff in both 2020 and 2021.

Ordinary Pay	2021	2020	2019
Mean gender pay gap	4.4%	4.5%	-1.6%
Median gender pay gap	-3.8%	-4.5%	-10.2%

Bonus Pay	2021	2020
Mean gender pay gap	0%*	0%*
Median gender pay gap	0%*	0%*

*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 – hourly rates of pay

Hourly rates

In 2021 both the hourly mean and median rates of pay for female and male staff increased compared to equivalent hourly rates in 2020.

	Male		
Hourly Rates	2021	2020	2019
Mean hourly rate	£18.83	£18.34	£16.66
Median hourly rate	£16.84	£16.31	£15.05

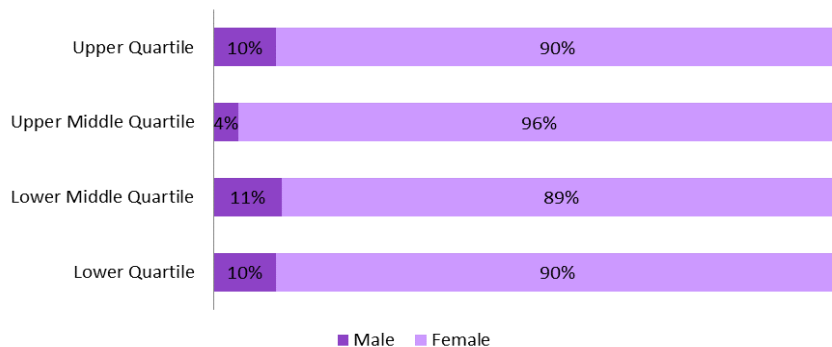
	Female		
Hourly Rates	2021	2020	2019
Mean hourly rate	£18.00	£17.52	£16.92
Median hourly rate	£17.48	£17.04	£16.59



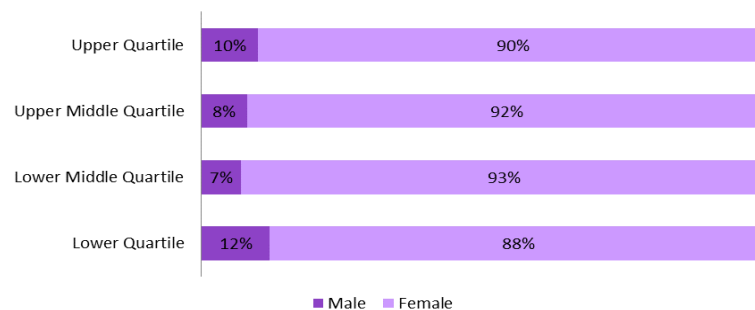
Our gender pay gap data – quartile data

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

Percentage of staff in each quartile 2020



Percentage of staff in each quartile 2021



Percentage of staff in each quartile	2020 Rates		2021 Rates		Year on year change
	Female	Male	Female	Male	
Lower Quartile	90%	10%	88%	12%	-2%
Lower Middle Quartile	89%	11%	93%	7%	4%
Upper Middle Quartile	96%	4%	92%	8%	-4%
Upper Quartile	90%	10%	90%	10%	0%

The upper and lower pay quartiles have stayed broadly the same as last year. The lower middle quartile has seen an increase in female representation of approximately 4%, whereas there has been a decrease in the upper middle quartile of female representation of 4%.



Our commitment

As a healthcare provider, an employer and a social enterprise, First Community is committed to ensuring equality and inclusion are at the heart of what we do and the way we work. This means that we undertake to act equitably and fairly at all times, towards our patients and service users and our staff. We take serious our obligations under the Equality Act. Our diversity is one of our greatest strengths and we continue to strive to build an inclusive culture.

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

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Email: fchcenquiries@firstcommunitysurrey-cic.nhs.uk

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

