

# Gender Pay Gap Report as at 31 March 2022





# Introduction

First Community are reporting on our gender pay gap for the fourth year running and 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.

In line with the legislative requirements, the report will be published on the First Community website and also on the government's online reporting service [www.gov.uk/report-gender-pay-gap-data](http://www.gov.uk/report-gender-pay-gap-data)

## **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.

## **Our pay structure**

First Community is governed by the NHS terms and conditions of employment – Agenda for Change (AfC). These terms contain national agreements on pay and conditions of service and set out band structures and pay for all employees to ensure transparency, fairness and equal treatment for all.

All First Community staff, except for the Chief Executive Officer and Director of Finance are paid on AfC pay, terms and conditions.

Similarly, we have adopted the national NHS Job Evaluation (JE) process which enables jobs to be matched to the national job profiles and allows First Community to evaluate jobs locally, to determine the appropriate pay band as outlined within AfC.



# 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.

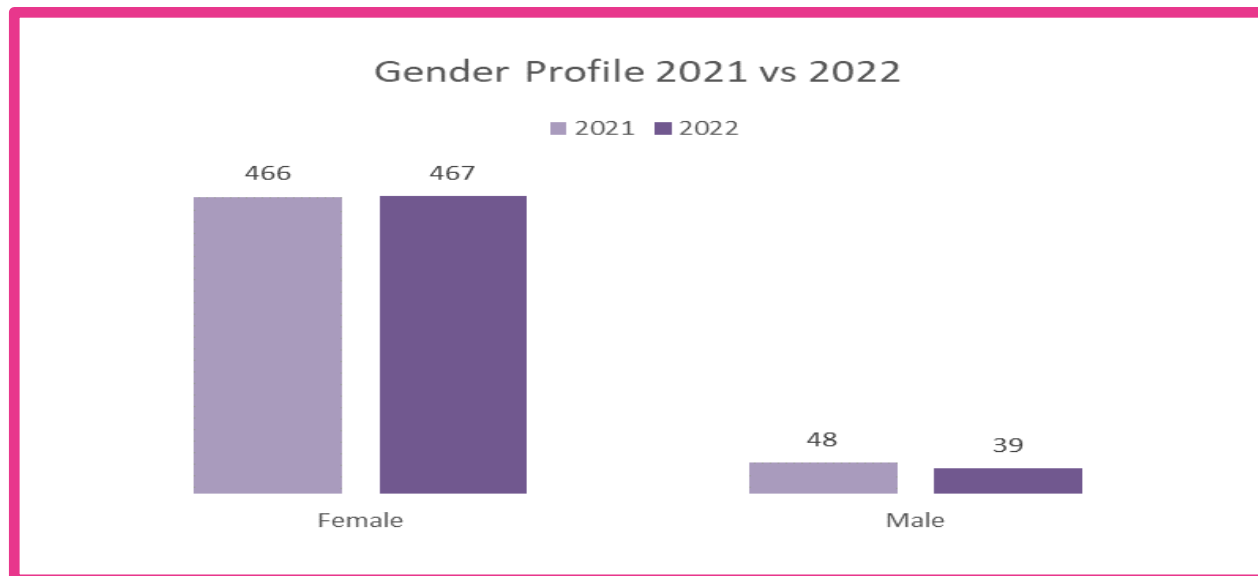




# Gender profile

Snapshot date – 31 March 2022

Of our relevant employees, our workforce consisted of 467 female and 39 male members of staff

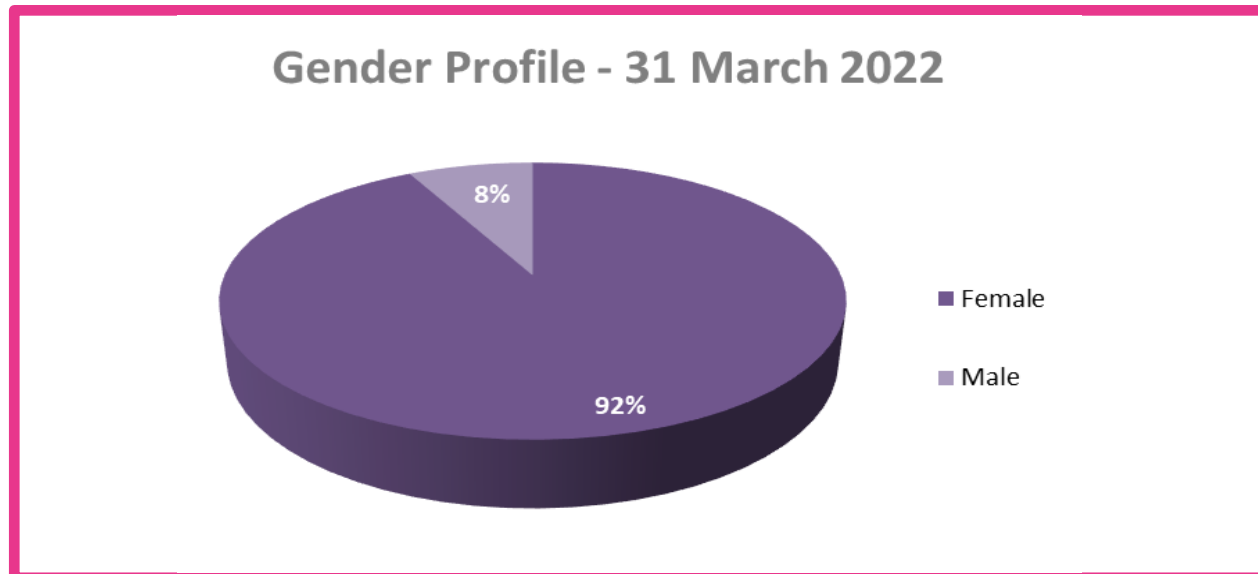




# Gender profile

Snapshot date – 31 March 2022

Our gender split for 2022 within the overall workforce was 92% female and 8% male.

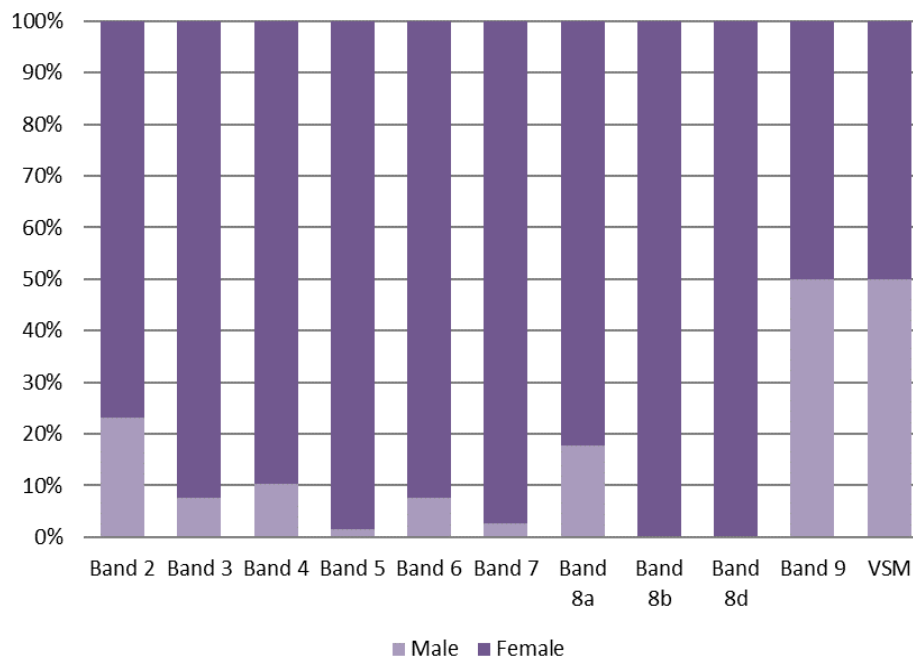




# Gender profile by band

Band	Male	Female
Band 2	6	20
Band 3	8	97
Band 4	4	35
Band 5	1	60
Band 6	8	97
Band 7	3	114
Band 8a	6	28
Band 8b	0	12
Band 8d	1	2
Band 9	1	1
VSM	1	1
Band 2 - 4	18	152
Band 5 - 7	12	271
Band 8a and above	9	44

Gender profile by pay band  
31 March 2022





# Gender Pay Gap Data



First-rate people.

First-rate care.

First-rate value.





# Mean and Median pay data

First Community's gender pay gap data shows that male staff earned more on average per hour in relation to our mean gender pay gap for 2022.

In terms of our median pay, the data shows that female staff's hourly rate was higher than that of our male staff in 2022.

Ordinary Pay 2022	
Mean gender pay gap	5.4%
Median gender pay gap	-13.8%

Ordinary Pay	2022	2021
Mean gender pay gap	5.4%	4.4%
Median gender pay gap	-13.8%	-3.8%

Bonus Pay	2022	2021
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%.



# Hourly Rates of Pay

In 2022 both the hourly mean and median rates of pay for female staff increased compared to equivalent hourly rates in 2021.

In 2022 the mean hourly rate increased for male staff but the median hourly rate decreased slightly compared to 2021.

	2022	
Hourly Rates	Male	Female
Mean hourly rate	£20.42	£19.32
Median hourly rate	£16.27	£18.51

	Male	
Hourly Rates	2022	2021
Mean hourly rate	£20.42	£18.83
Median hourly rate	£16.27	£16.84

	Female	
Hourly Rates	2022	2021
Mean hourly rate	£19.32	£18.00
Median hourly rate	£18.51	£17.48

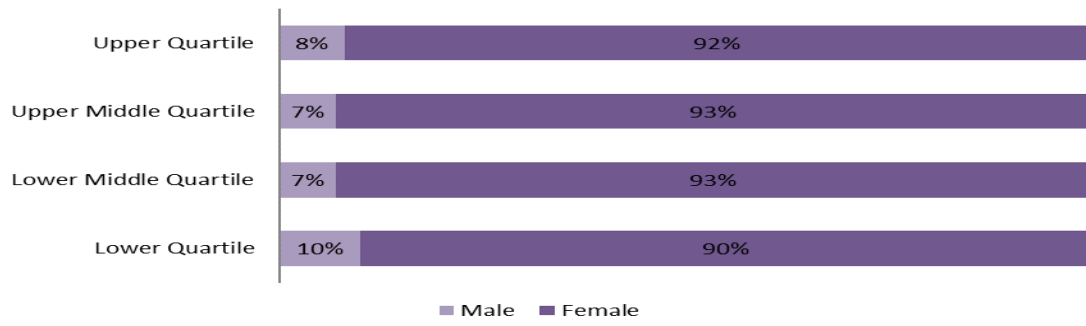


# Quartile Data

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

The middle pay quartiles have stayed broadly the same as last year. The lower quartile has seen an increase in female representation of approximately 2%, whereas there has been a decrease in the upper quartile of female representation of 2%.

Percentage of staff in each quartile 2022



Percentage of staff in each quartile	2021 Rates		2022 Rates		Year on year change
	Female	Male	Female	Male	
Lower Quartile	88%	12%	90%	10%	2%
Lower Middle Quartile	93%	7%	93%	7%	0%
Upper Middle Quartile	92%	8%	93%	7%	1%
Upper Quartile	90%	10%	92%	8%	2%



# Our commitment



First-rate people.

First-rate care.

First-rate value.



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

Telephone: **01737 775450**

Email: [fhc.enquiries@nhs.net](mailto:fhc.enquiries@nhs.net)

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

Facebook: [@firstcommunityhcNHS](https://www.facebook.com/firstcommunityhcNHS)

Instagram: [firstcommunityhealthandcare](https://www.instagram.com/firstcommunityhealthandcare)

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