

# Gender Pay Gap Report

Data as of 31<sup>st</sup> March 2023



# Introduction

First Community are reporting on our gender pay gap for the fifth 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. 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 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.



# A guide to the figures

## Mean

The mean is the average of all numbers. To calculate mean, add together all 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

## 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.

## 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.

## Median

This 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.





# Gender Profile

Snapshot date- 31<sup>st</sup> March 2023

- Of our relevant employees, our workforce consisted of 458 female and 45 male members of staff

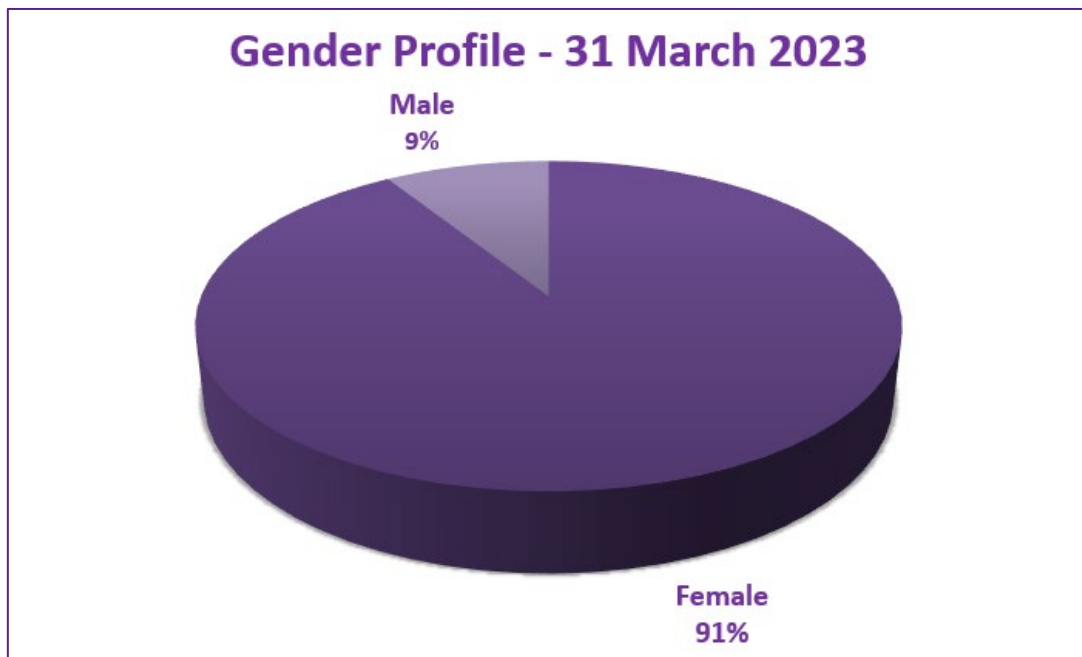




# Gender Profile

Snapshot date- 31<sup>st</sup> March 2023

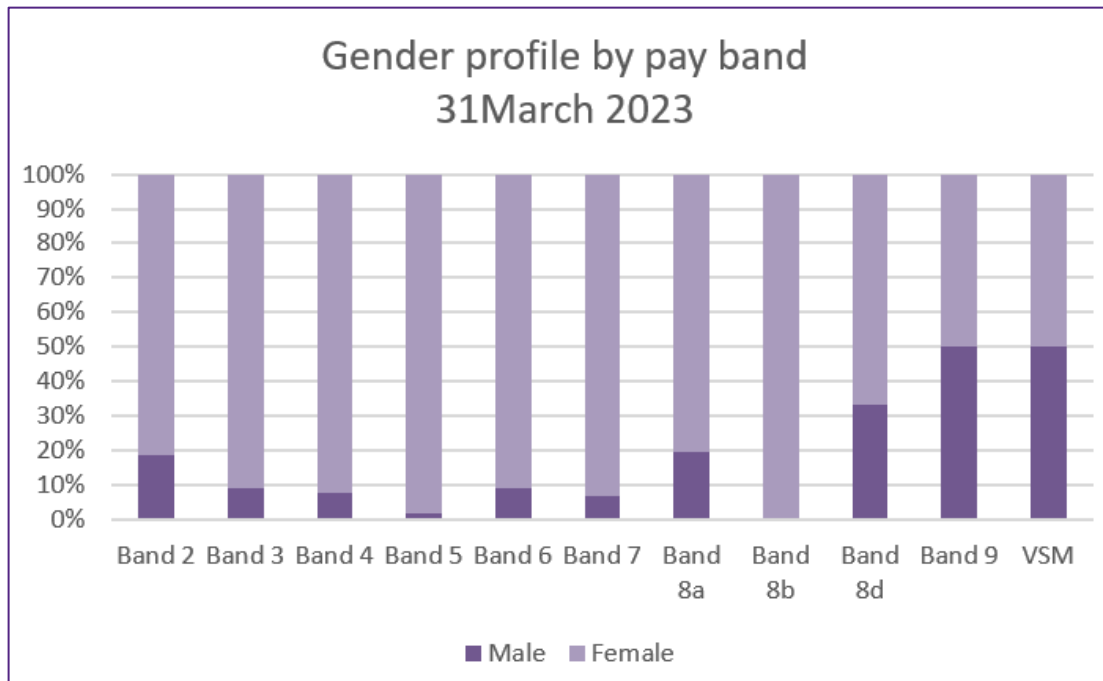
- Our gender split for 2023 within the overall workforce was 91% female and 9% male





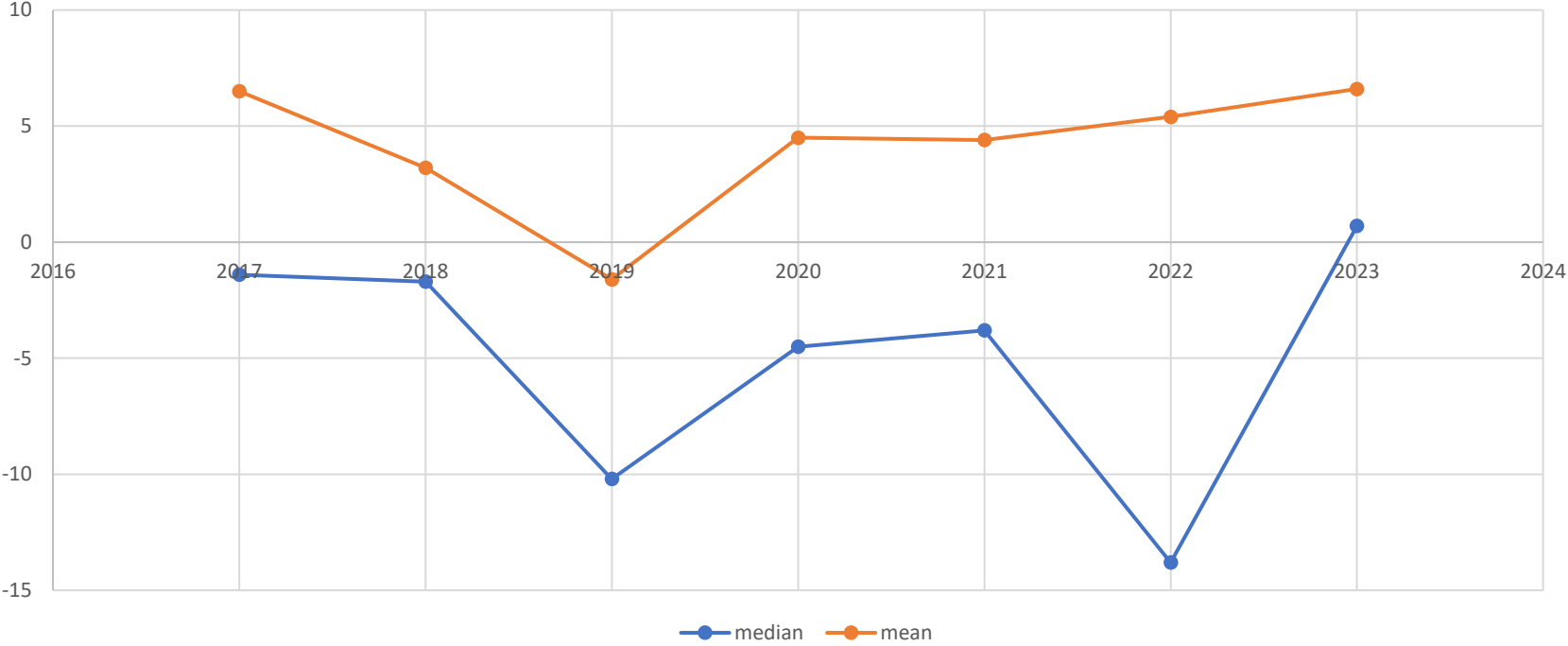
# Gender profile by band

Band	Male	Female
Band 2	5	22
Band 3	10	100
Band 4	3	37
Band 5	1	60
Band 6	9	94
Band 7	7	100
Band 8a	7	29
Band 8b	0	12
Band 8d	1	2
Band 9	1	1
VSM	1	1
Band 2 - 4	18	159
Band 5 - 7	17	254
Band 8a and above	10	45





# Gender pay gap (2017-2023)





# Gender Pay Gap Data





# Mean and Median Pay Data

First Community’s gender pay gap data shows that there was a 6.6% mean gender pay gap. A 6.6% gender pay gap means that women earned an average of 6.6% less per hour (excluding overtime) than men.

In terms of our median pay, the data shows that female staff earned an average of 0.1% less than men per hour. This has changed from 2022, where the median pay for females was 13.8% higher than for males.

Ordinary Pay 2023	
Mean gender pay gap	6.6%
Median gender pay gap	0.1%

Ordinary Pay	2023	2022
Mean gender pay gap	6.6%	5.4%
Median gender pay gap	0.1%	-13.8%

Bonus Pay	2023	2022
Mean gender pay gap	0%*	0%*
Median gender pay gap	0%*	0%*

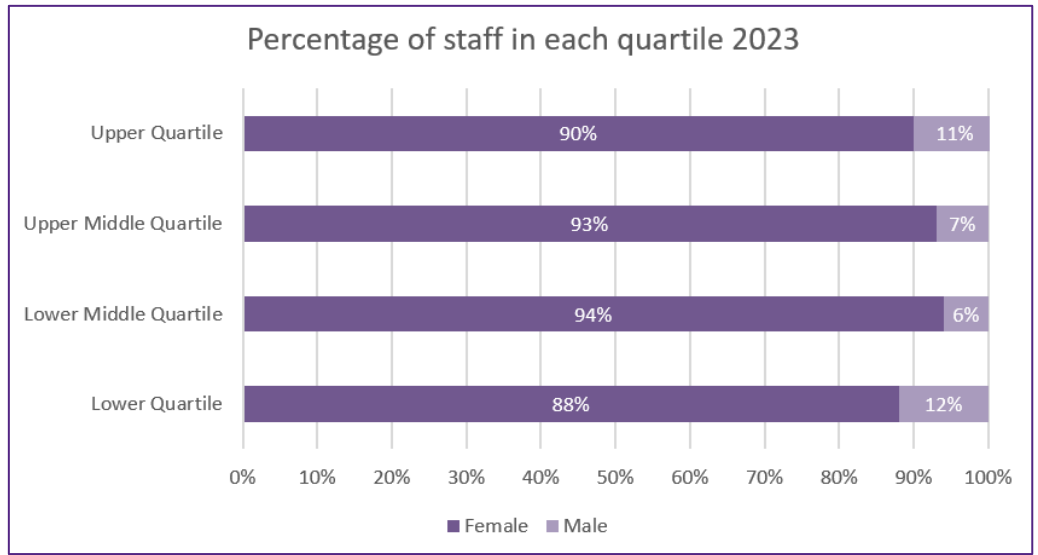
\*With regards to bonus pay, there were no employees who received a bonus pay in the 12 months ending 31 March, as a result the mean or median gender bonus pay gap is 0%.



# 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. However, both the lower and upper quartile have seen a decrease in female representation. There has been a decrease of approximately 2% in the lower quartile versus around 3% decrease in the upper quartile.




Percentage of staff in each quartile	2022 Rates		2023 Rates		Year on year change
	Female	Male	Female	Male	
Lower Quartile	90%	10%	88%	12%	-2%
Lower Middle Quartile	93%	7%	94%	6%	1%
Upper Middle Quartile	93%	7%	93%	7%	0%
Upper Quartile	92%	8%	90%	11%	-3%





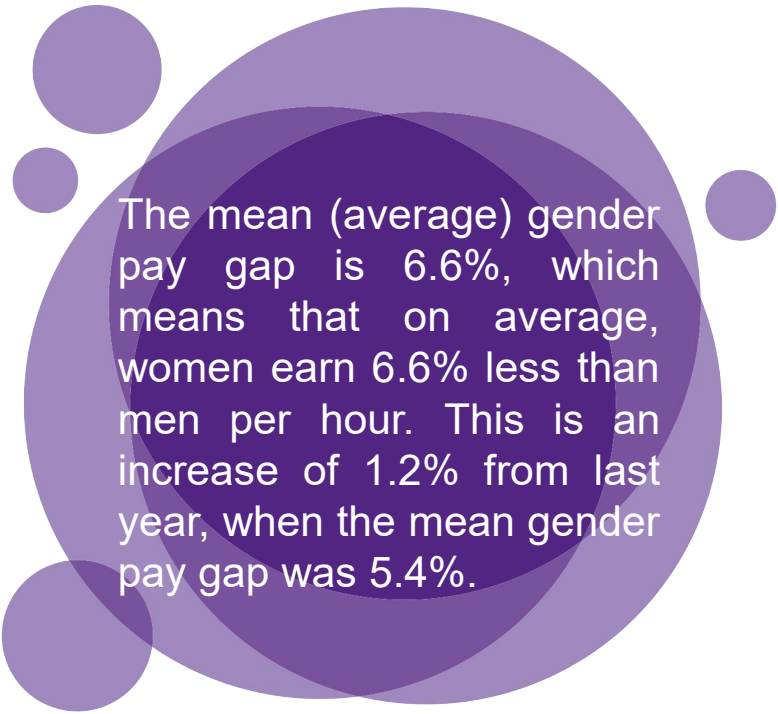
# Our commitment

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.

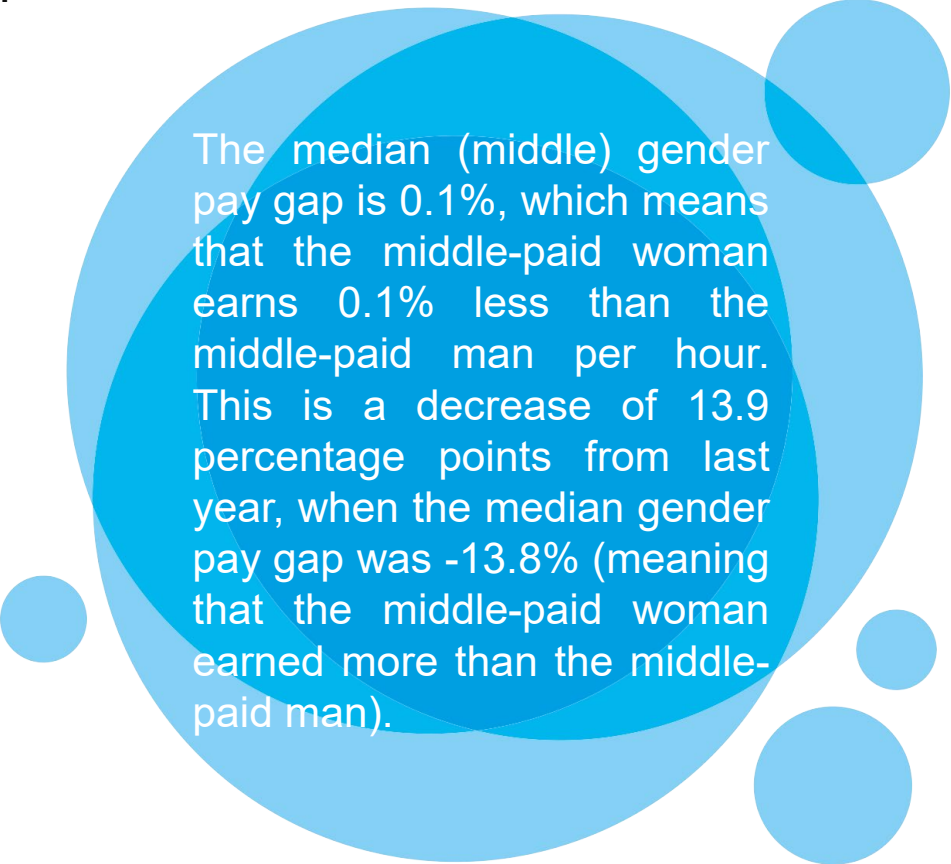


Our organisation is committed to promoting equality and diversity in the workplace, and to closing the gender pay gap. We have published our gender pay gap data for the year 22/23, as required by the Equality Act 2010.

Our gender pay gap data shows that:



The mean (average) gender pay gap is 6.6%, which means that on average, women earn 6.6% less than men per hour. This is an increase of 1.2% from last year, when the mean gender pay gap was 5.4%.



The median (middle) gender pay gap is 0.1%, which means that the middle-paid woman earns 0.1% less than the middle-paid man per hour. This is a decrease of 13.9 percentage points from last year, when the median gender pay gap was -13.8% (meaning that the middle-paid woman earned more than the middle-paid man).



# Our pay gap

As a small organisation, with just over 500 staff, we understand that our pay gap data can change significantly year on year, but also recognise that nationally and within the healthcare sector there is a gender pay gap in favour of men. We are committed to take steps, at an organisation level, to understand and address any barriers that may contribute to this within First Community.





# Areas of development

These are the areas of work in development which we believe can support women in the workplace and may help reduce the gender pay gap.

## 1. Menopause support

Menopause support is likely to increase retention and help support women to stay in roles who could then be promoted to higher bands. We recognise that menopause can have a significant impact on women's health and wellbeing, and that they may need additional support and adjustments in the workplace. We will provide training and guidance for managers and staff on how to create a menopause-friendly work environment, and we will offer flexible working arrangements, health and wellbeing initiatives, and peer support networks for women who are experiencing menopause. This could help increase retention and support women to stay in roles.

[NHS England » NHS England signs Menopause Workplace Pledge](#)



# Areas of development

2. Increase the provision and support of flexible and agile working options for all staff

Flexible and agile working can enable staff to work in a way that suits their needs and preferences, as well as the needs of the service and the clients. This can improve staff wellbeing, engagement and productivity, as well as reduce stress, absenteeism and turnover. Flexible and agile working can also help to attract and retain more female staff, especially in senior roles, by offering more autonomy, flexibility and control over work-life balance. We will review our policies, promote flexible and agile working (where possible) and promote areas of good practice.

[Review of the gender pay gap in medicine \(bma.org.uk\)](https://www.bma.org.uk)

## 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)

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