

Appendix 1

Cardiff and Vale University Health Board Gender Pay Gap Report 2022

Introduction

Cardiff and Vale University Health Board aims to ensure that people are treated fairly and equitably at work. Our focus ensures that staff have the same access and opportunities to reward, recognition, and career development.

Gender pay gap legislation (developed by the Government Equalities Office), whilst a statutory responsibility for all employers of 250 or more, provides a useful mechanism with which we can measure our progress toward gender pay equality.

At 31st March 2022 we employed 16,687 staff as defined by the gender pay reporting guidelines ^[1], of which 76.27% were female and 23.73% male. These staff are engaged in a wide variety of activities, and cover a number of different grades and pay scales. Female employees make up the majority of staff on bands 1 to 8, with 1 more male employee in a band 9 role, and more male employees in Medical & Dental roles.

Pay Band	Female	%	Male	%	Total	%
Band 1	37	0.22%	34	0.20%	71	0.43%
Band 2	2395	14.35%	985	5.90%	3380	20.26%
Band 3	1393	8.35%	452	2.71%	1845	11.06%
Band 4	1041	6.24%	216	1.29%	1257	7.53%
Band 5	2620	15.70%	463	2.77%	3083	18.48%
Band 6	2574	15.43%	477	2.86%	3051	18.28%
Band 7	1382	8.28%	346	2.07%	1728	10.36%
Band 8a	403	2.42%	122	0.73%	525	3.15%
Band 8b	171	1.02%	67	0.40%	238	1.43%
Band 8c	71	0.43%	35	0.21%	106	0.64%
Band 8d	32	0.19%	23	0.14%	55	0.33%
Band 9	15	0.09%	16	0.10%	31	0.19%
Medical & Dental	550	3.30%	681	4.08%	1231	7.38%
Other	43	0.26%	43	0.26%	86	0.52%
Grand Total	12727	76.27%	3960	23.73%	16687	100.00%

^[1] We have decided to publish our numbers in line with the gender pay gap reporting guidelines. Although this is not a legal requirement in Wales, this is an important aspect of our commitment to transparency about pay. We are serious about, and committed to, identifying the causes of the pay gap and work to find solutions to address this.

What is the gender pay gap?

The Gender pay gap shows the difference in the average pay between men and women in the workforce.

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 came into force on 6th April 2017, which requires employers in England with 250 or more employees to publish statutory calculations every year showing the pay gap between their male and female employees.

What is our pay gap?

The Gender Pay Gap in Cardiff and Vale University Health Board can be found in this table.

Gender	Avg. Pay	Median Pay
Male	13,101.51	10,002.00
Female	8,824.34	6,668.02
Difference	4,277.17	3,333.98
Pay Gap %	17.49	-0.26

Yearly Comparison of our Mean Pay Gap

We first started reporting our Gender Pay Gap in 2017. In subsequent years, our pay gap has increased each year except 2021, where there was a decrease. Our pay gap has slightly increased in 2022 and we will continue to monitor and work on improving our pay gap over the coming year.

Year	Mean Pay Gap
2017	20.16%
2018	21.34%
2019	22.60%
2020	20.12%
2021	19.59%
2022	17.49%

What is the difference between the mean pay gap and the median pay gap?

The mean pay gap is the difference between the average hourly earnings of men and women. The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women.

Understanding the pay gap

In Cardiff and Vale University Health Board, one of the primary reasons the Gender Pay Gap exists is as a result of the makeup of our workforce; although there are more women than men in senior roles, there is also a higher proportion of women relative to men in the lower graded roles.

The proportion of men and women in each quartile of our pay structure is shown in this table:

Number of employees | Q1 = Low, Q4 = High

Quartile	Female	Male	Female %	Male %
1	2968.00	1055.00	73.78	26.22
2	3136.00	893.00	77.84	22.16
3	3327.00	702.00	82.58	17.42
4	2798.00	1231.00	69.45	30.55

The reasons behind the Gender Pay Gap are complex and overlapping. The Health Board will continue to review the available data to better understand the reasons behind the gap and to continue on our trajectory towards eliminating the Gender Pay Gap within the organisation.

Understanding the bonus pay gap

Bonus pay is defined as remuneration relating to profit sharing, productivity, performance, incentive or commission for the period 1st April 2021 to 31st March 2022.

All analysis taken with regards to bonus payments only includes Consultants in receipt of Clinical Excellence Awards of Commitment Awards. The figures given in table below show recipients of these awards as a percentage of the whole Health Board workforce. The gender split is 36% female and 64% male. This is an improvement on last year's split of 24% female and 76% male. Further work is needed to understand the implications of this and to continue these improvements.

Gender	Employees Paid Bonus	Total Relevant Employees	%
Female	136.00	14428.00	0.94%
Male	242.00	4692.00	5.16%

Working to close the gender pay gap in CAVUHB

Cardiff and Vale University Health Board is committed to addressing workplace barriers to equality, supporting diversity and creating an open and inclusive community. This is underpinned by our values of being kind, caring and respectful whilst demonstrating trust, integrity and personal responsibility.

Some of the work we have undertaken included the following:

- Continued discussions about agile working within the organisation
- Monitored job adverts for inclusive language through sampling
- Promoted our work in schools, avoiding the use of stereotypes

- Reducing the Gender Pay Gap is a Strategic Equality Plan Objective

The impact of these actions will not be seen immediately and a positive impact is likely to show in future Gender Pay Gap figures.

As our journey continues, we have identified the following actions:

- Executive Board sponsor for the gender 'protected characteristic' to work with the Equality Manager to plan further actions around the gender pay implications.
- To promote and encourage agile/flexible working
- Monitor the number of male and female applicants for jobs, including part time workers
- Continue to raise awareness through speakers, factsheets and staff training
- Develop an organisational action plan setting objectives and outlining steps as to how the organisation will reduce its Gender Pay Gap.

Declaration

This data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.