



# **Cardiff and Vale University Health Board**

## **Gender Pay Gap Report 2021**

## 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 31<sup>st</sup> March 2021 we employed 16,525 staff as defined by the gender pay reporting guidelines<sup>1</sup>, of which 76.07% were female and 23.93% 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 grades 1 to 9.

Age Band	Female	%	Male	%	Total	%
Band 1	62	0.38%	45	0.27%	107	0.65%
Band 2	2341	14.17%	956	5.79%	3297	19.95%
Band 3	1537	9.30%	488	2.95%	2025	12.25%
Band 4	989	5.98%	231	1.40%	1220	7.38%
Band 5	2494	15.09%	433	2.62%	2927	17.71%
Band 6	2544	15.39%	468	2.83%	3012	18.23%
Band 7	1298	7.85%	323	1.95%	1621	9.81%
Band 8a	373	2.26%	123	0.74%	496	3.00%
Band 8b	137	0.83%	58	0.35%	195	1.18%
Band 8c	74	0.45%	30	0.18%	104	0.63%
Band 8d	29	0.18%	25	0.15%	54	0.33%
Band 9	12	0.07%	14	0.08%	26	0.16%
Medical & Dental	660	3.99%	742	4.49%	1402	8.48%
Other	20	0.12%	19	0.11%	39	0.24%
<b>Grand Total</b>	<b>12570</b>	<b>76.07%</b>	<b>3955</b>	<b>23.93%</b>	<b>16525</b>	<b>100.00%</b>

<sup>1</sup> 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 pay gap in Cardiff and Vale University Health Board is shown in this table.

Gender	Avg. Pay	Median Pay
Male	12,859.95	10,002.00
Female	8,740.01	6,668.04
Difference	4,119.95	3,333.96
Pay Gap %	32.04	33.33

## Yearly Comparison of our Mean Pay Gap

We first started reporting our Gender Pay Gap in 2017 and saw a reduction in 2018. In 2019 there was a small increase. In the year to 2020 we saw another increase. However, this year we have seen a decrease in the gap. We hope that this is a trend that will continue. It is something that we will be monitoring in the coming year.

Year	Mean Pay Gap
2017	20.16 %
2018	21.34%
2019	22.60%
2020	36.23%
2021	32.04%

## 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

We recognise that gender pay gap is disappointing and needs to be addressed.

In Cardiff and Vale University Health Board, the gender pay gap exists 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 grades.

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	2958.00	1032.00	74.14	25.86
2	3098.00	901.00	77.47	22.53
3	3313.00	684.00	82.89	17.11
4	2717.00	1283.00	67.93	32.08

## Understanding the bonus pay gap

Bonus pay is defined as remuneration relating to profit sharing, productivity, performance, incentive or commission for the period 01 April 2018 to 31 March 2019.

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 (e) show recipients of these awards as a percentage of the whole UHB workforce. In reality only approximately 331 staff are eligible to receive these bonuses, and the gender split is 24% female and 76% male. Further work is needed to understand the implications of this.

Gender	Employees Paid Bonus	Total Relevant Employees	%
Female	117.00	13550.00	0.86
Male	242.00	4432.00	5.46

## Working to close the gender pay gap in Cardiff and Vale University Health Board

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:

- Began 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 are unlikely to show a positive impact until we publish future Gender Pay Gap figures in another year or so.

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

- Executive 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

## **Declaration**

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