

# **Health Education England**

## **Gender Pay Gap Report 2017/18**

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# Introduction

In 2017, the Government introduced new legislation that made it a statutory responsibility for organisations with 250 or more employees to report annually on their gender pay gap. These regulations underpin the Public Sector Equality Duty and require relevant organisations to publish their gender pay gap report by 30 March 2018 (and then annually thereafter). There are six pieces of information that must be published in the gender pay gap report, and these are:

The difference between the:

- mean hourly rate of male and female employees
- median hourly rate of male and female employees
- mean bonus paid to male and female employees
- median bonus paid to male and female employees, *and*;

The proportions of:

- male and female employees who were paid a bonus
- male and female employees in the 1st (lower) quartile, 2nd quartile, 3rd quartile and 4th (upper) quartile pay bands.

The gender pay gap report is intended to show the difference in the average pay between all men and women in a workforce. The gender pay gap is different to equal pay. **Equal pay** deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

The Equalities and Human Rights Commission explains the difference as follows:

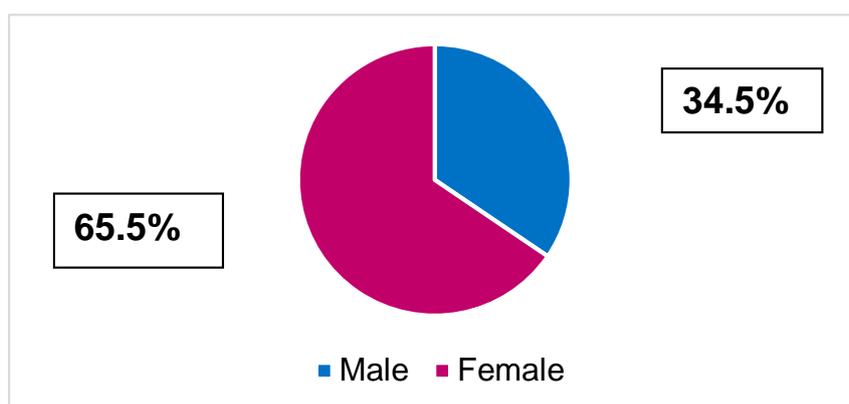
*“Whilst both equal pay and the gender pay gap deal with the disparity of pay women receive in the workplace, they are two different issues: Equal pay means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010. The gender pay gap is a measure of the difference between men’s and women’s average earnings across an organisation or the labour market. It is expressed as a percentage of men’s earnings.”*

Health Education England (HEE) unequivocally supports the fair treatment and reward of all staff, irrespective of their gender. Our approach to pay, in common with the wider NHS, is based on the principles of consistency, fairness and transparency, supporting the fair treatment and reward of all staff, irrespective of their gender.

This report fulfils HEE's statutory reporting requirements, analyses the figures in more detail and sets out what we are doing to close the gender pay gap in the organisation. The information set out in this report – as required by the current legislation – is as at **31 March 2017**.

## Gender Profile

The majority of HEE's staff are female. The gender profile of HEE as at 31 March 2017 was as follows;



The balance between male and female staff has remained constant since HEE was first established in 2013. In July 2013, HEE's Board received a report on staff who had transferred in to HEE, which highlighted:

*Gender ratios within HEE are significantly better than those reported across the NHS as a whole (women 65.8%, men 34.2%). There are more female employees in every pay band, with the exception of Medical and Dental staffing. There are significantly more female employees in pay bands 4 to 8a. A good ratio of male to female employees is evident within senior management levels (Female 53% Male 47%).*

In 2014/15, the balance remained very similar, with women making up 64.8% of the workforce and men 35.2%. The balance of men and women in senior management roles (excluding medical and dental staff) stood at 50% for both. In 2015/16 these figures had moved slightly to 65.3% women and 34.7% men, and the balance in senior management had moved to 52% being women, with 48% men.

Although the full figures for the 2017/18 year (as at 31 March 2018) will feature in the *next* HEE Gender Pay Gap report, which will not be published until later in 2018, there has been some movement. At the end of December 2017, the split was 63.5% women compared with 36.5% men. In non-medical roles, 73% are women and 27% are men, whereas in medical and dental roles, 57% are men and only 43% are women. The balance in senior management roles remains at 52% women, with 48% men.

## Pay

HEE uses nationally negotiated NHS terms and conditions of service for all of its staff. The majority of HEE's staff are on standard NHS terms and conditions (known as Agenda for Change): the remainder are on Medical and Dental terms and conditions or ESM (Executive and Senior Manager) terms and conditions.

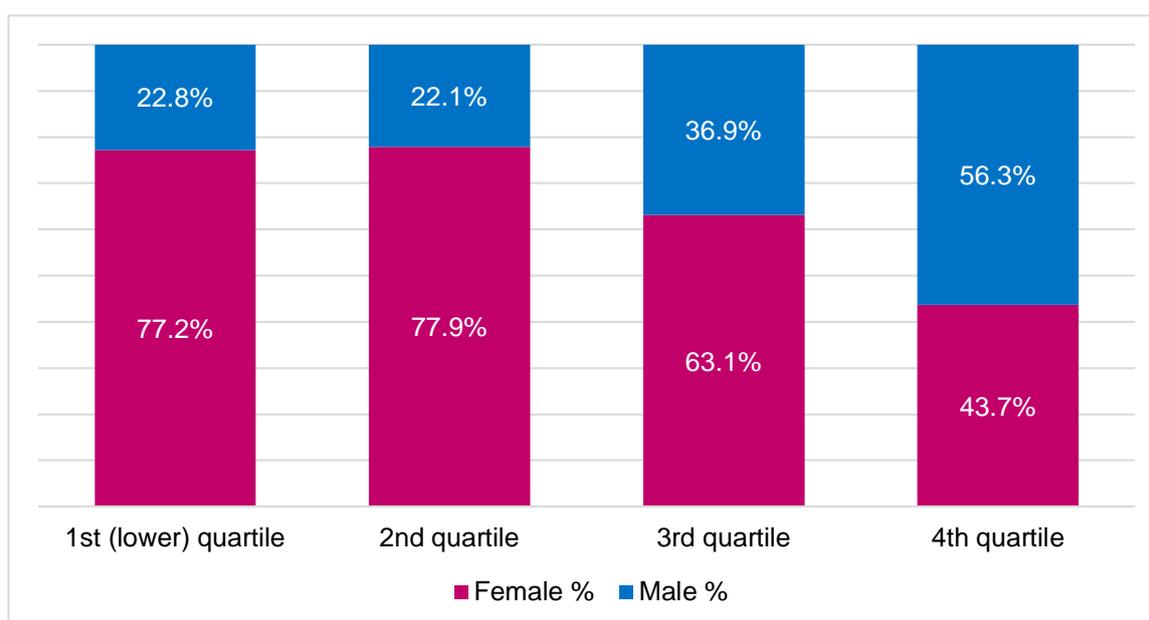
Generally, those staff who have spent longer in the same grade would be expected to earn more, through incremental progression, regardless of their gender. For this report, hourly pay is calculated from base pay, allowances, and bonuses.

### Proportion of Males and Females in each Pay Quartile

The reporting requirements for the gender pay gap report require employers to split the organisation into 4 'quartiles', essentially splitting the organisation's staff into 4 groups, from the lowest paid to the highest. 77.2% of HEE staff in the lower quartile are women, compared with only 43.7% in the upper quartile. As 65.5% of HEE's workforce is female, the current pay gap is a consequence of the higher proportion of women in more junior roles. The overall difference in hourly pay is primarily driven by the greater proportion of men in the upper quartile compared to the overall population.

The most significant aspect in HEE's gender pay gap is the higher number of men than women within Medical and Dental roles, which is the group of highest paid roles within HEE overall.

We will continue to do further work to better understand this data.



# Gender Pay Gap in Hourly Pay

## Mean & median

The "mean" is a simple average of hourly rates of pay, whereas the "median" is the middle value in the complete list of all hourly rates of pay of HEE's staff.

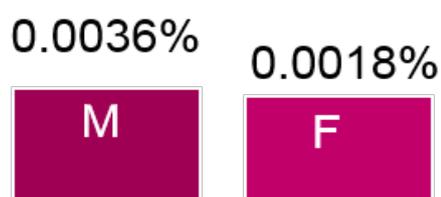
The difference between the mean hourly rate of men/women was 27.12%, and the difference between the median hourly rate of men/women was 52.50%.

## Bonus Gender Pay Gap

### Proportion of Men and Women Receiving a Bonus Payment

Performance awards are paid as a common percentage payment, regardless of gender. The cohort of eligible staff is very small, and the awards were paid to three men and to three women, all of whom were employed on ESM contracts, which is the only group of staff eligible to receive performance bonuses.

The difference between the MEAN bonus of men/women was 17.28%. The difference between the MEDIAN bonus of men/women was 20.85%. Statistically, the numbers of men and women receiving these payments are very small as an overall percentage of HEE's staff:



## Actions to Remove the Gender Pay Gap

HEE is committed to addressing the gender pay gap and is undertaking a range of actions to reduce this including:

- Continuing to review our recruitment policies and processes, focusing on attracting women into more senior roles – including identifying and removing barriers for entry, anonymising the application process to reduce unconscious bias and ensuring interviewers have undergone unconscious

bias training. We operate a no single gender recruitment panel policy.

- Actively supporting women returning to work following maternity or adoption leave. We offer shared parental leave and flexible working opportunities, for example, job share or part time working patterns, and are committed to ensuring those returning from maternity/adoption leave feel supported and welcomed.
- Ensuring that women have the opportunity and support to develop their careers in the department. We support development for those from all protected characteristic groups through talent management schemes offered by the Leadership Academy.
- Ensuring that gender equality is an integral element of our Diversity and Inclusion Strategy.

HEE's national Equality, Diversity & Inclusion (EDI) Committee has the lead role in identifying and supporting further initiatives to improve HEE's position with regard to Gender Pay.

**Health Education England**  
**March 2018**