



## **NHSGGC EQUAL PAY STATEMENT: APRIL 2017**

### **Introduction**

The Equality Act 2010 requires all public sector organisations to audit the pay rates of all employees, to identify any gaps between men and women and to publish this information. In addition organisations should publish an action plan setting out how they intend to address these gaps. From 2017 organisations are required to review the data for inequalities in the pay of both disabled and Black and Minority Ethnic employees and incorporate these groups into their action plan. NHSGGC have just completed an audit (February 2017) to enable us to meet these requirements.

### **Background and context**

The pay gap is calculated as the gap in median hourly earnings (excluding overtime) between men and women working full-time in Scotland. In 2016, the gender pay gap was 6.2%, a decrease of 1.48 percentage points on the previous year (when rounded to 2 decimal places)<sup>1</sup>. This pay discrimination is a contributory factor in women and children's higher levels of poverty, and women's pensioner poverty. It also impacts on household earnings and on men's earnings when they work in sectors or occupations with high levels of female workers<sup>2</sup>.

In respect of BME employees while many Black and Minority Ethnic graduates have successful careers Pakistani, Bangladeshi and Chinese people are generally 10% to 15% less likely to be employed<sup>3</sup>.

In addition disabled people are more likely to experience unfair treatment at work than non-disabled people. In 2008, 19% of disabled people experienced unfair treatment at work compared to 13% of non-disabled people<sup>4</sup>.

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<sup>1</sup> <http://www.gov.scot/About/Performance/scotPerforms/indicator/paygap>

<sup>2</sup> Close the Gap <https://www.closesthegap.org.uk/content/gap/> [accessed 04/03/17]

<sup>3</sup> Zwysen, W. and Longhi, S. (2016) Labour market disadvantage of ethnic minority British graduates: university choice, parental background or neighbourhood? University of Essex.

<sup>4</sup> Fevre et al (2008) The Fair Treatment at Work Report. Dept. for Business and Innovation

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**This statement has been agreed in partnership and will be reviewed on a regular basis by the NHSGGC Area Partnership Forum and the Staff Governance Committee.**

### **1. Equality Act (2010) Requirements**

1.1 NHSGGC understands that the right to equal pay between women and men is a legal right under both domestic and European Law. In addition, the Equality Act 2010 (Specific Duties) (Scotland) Regulations require NHSGGC to taking the following steps:

- Publish gender pay gap information in April 2017
- Publish a statement on equal pay between men and women in April 2017, and to include the protected characteristics of race and disability in the second and subsequent statements from 2017 onwards.

1.2 In 2017 the new or amended requirements require the inclusion of race and disability in the equal pay statement.

### **2. NHSGGC Commitment to Equal Pay**

2.1 NHSGGC is committed equality of opportunity in employment and believes that staff should receive equal pay for the same or broadly similar work, or work rated as equivalent and for work of equal value, regardless of their age, disability, gender reassignment, marital or civil partnership status, pregnancy, political beliefs, race, religion or belief, sex or sexual orientation. It is good practice and reflects the values of NHSGGC that pay is awarded fairly and equitably.

2.2 NHSGGC recognises that in order to achieve equal pay for employees doing the same or broadly similar work, work rated as equivalent, or work of equal value, it should operate pay systems which are transparent, based on objective criteria and free from unlawful bias.

### **3. Progress since 2013**

3.1 NHSGGC published its last equal pay statement in 2013. Progress has been made in the following areas:-

3.1.1 In April 2016 NHSGGC's Board adopted the HR Equality Action Plan as part of NHSGGC's equality scheme – "A Fairer NHS- meeting the requirements of equality legislation 2016-20". The action plan covers workforce monitoring, staff governance, learning and development, culture change and recruitment.

3.1.2 Since 2014 NHSGGC has been working to improve workforce monitoring data in order to provide a more accurate picture of NHSGGC workforce demographics. The output of this work is a quarterly report on NHSGGC workforce statistics which analyses numbers and workforce trends and presents a full set of equalities data for analysis and review. This has facilitated the identification of areas of concern or which warrant further investigation as described in the paragraph below

3.1.3 The NHSGGC Workforce statistics in late 2015 gave rise to concerns about the success rates of candidates declaring a disability in the recruitment and selection process. In response NHSGGC carried out an audit of the recruitment data and the job application pathway in April 2016. The outcomes from these audits confirmed that there was no evidence of an underlying bias within recruitment and selection towards candidates declaring a disability. NHSGGC continues to monitor the position through the quarterly workforce statistics.

3.1.4 NHSGGC has achieved Level 2 of the Disability Confident Award (formerly the Double Tick Standard) and is working towards Level 3. NHSGGC has an active Staff Disability Forum who have advised the organisation on releasing the potential of disabled staff.

## 4. Equal Pay Audit

4.1 To prepare an equal pay statement NHSGG carried out an equal pay audit in February 2017. The audit looked at gender, race and disability across three main job families:

- Agenda for Change Staff
- Medical and Dental Staff
- Senior Managers

4.2 The audit also looked at any differences between job families and part time and full time staff.

4.3 From the audit NHSGGC identified the following:

### 4.3.1 Gender

- Agenda for change staff showed a small gender gap in favour of women (2%);
- Medical and dental staff showed a gender pay gap in favour of men of 13%;
- Senior managers showed a gender pay gap in favour of men of 12%;
- Within job families there were higher pay gaps in administrative services, healthcare sciences and support services which warrant further analysis;
- The overall gender pay gap for part time staff is lower than for full time staff however it varies significantly between the 3 main job families as follows:-
  - An 18% gap in favour of women in Agenda for Change.
  - A 33% pay gap in favour of male Senior Managers.

### 4.3.2 Race

- Agenda for change staff showed a pay gap of 4.8% in favour of white ethnic groups and Medical and Dental of 3%;
- Only 1 senior manager identified as Black and Minority Ethnic;
- Although the overall pay gap is 17.7% in favour of Black and Minority Ethnic employees this is affected by the higher number of Medical and Dental staff who earn higher salaries.

### 4.3.3 Disability

- Comparing all staff to staff who have declared a disability there is a pay gap in favour of non-disabled staff of 9.8%;
- There is an on-going issue with applicants for jobs and staff generally choosing not to disclose a disability.

## 5. Objectives

5.1 In line with the General Duty of the Equality Act 2010, NHSGGC's objectives are to:

- Eliminate unfair, unjust or unlawful practices and other discrimination that impact on pay equality;
- Promote equality of opportunity and the principles of equal pay throughout the workforce;
- Promote good relations between people sharing different protected characteristics in the implementation of equal pay.

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## 7. Next Steps

6.1 NHSGGC will develop an action plan based on the finding of the pay audit. The actions will cover the following areas:

<b>Next Steps</b>
Review equal pay audit data at Staff Governance Committee, HR and OD Executive and Human Resources Equality Group annually and implement actions where required.
Develop actions to reduce the gender pay gap between medical and dental staff through participation in regional and national diversity programmes.
Raise awareness of equal pay gaps through the staff governance standard monitoring process at Board and service level.
Analyse pay gaps within job families and develop appropriate actions, for example:  Monitoring the uptake of training and development opportunities for men and women;  Developing mentoring schemes to encourage women to apply for promoted posts.
Carry out further analysis of ethnic pay gaps to understand and act on pay gaps and progression.
Continue and improve recording of disability so that we can more effectively monitor pay gaps.
Provide training and guidance for managers and for those involved in making decisions about recruitment, training and development and progression.

6.2 Responsibility for implementing this policy is held by the NHSGGC Chief Executive and the Senior Management Team. If a member of staff wishes to raise a concern at a formal level within NHSGGC relating to equal pay, the Grievance Procedure is available for their use.

## **8. Data**

NHSGGC's equal pay data can be found [here](#)