



North Central London
Integrated Care Board

Gender Pay Gap Report

31 March 2023

1. Introduction

In 2018, it became mandatory for all public sector employers with more than 250 employees to measure and publish their gender pay gap information on both the government and their own websites.

Following the establishment of North Central London Integrated Care Board (NCL ICB) on 1 July 2022, the ICB is required to publish the gender pay gap information. In turn, this report provides a breakdown of the ICB's gender pay gap information as of 31 March 2023 and the commitment to closing the gap in accordance with the ICB's equality, diversity and inclusion priorities.

In producing this report, it is recognised that as a newly established ICB which has seen a significant change in the composition and size of the workforce during 2022-2023, we have more to do to reduce the gender pay gap. As part of the ICB's commitment to a fair and equal work environment that respects and harnesses equality and diversity, the outcomes of this report will feed into the wider organisational development plan. The organisational development plan will build the skills and capabilities of the workforce and support new ways of working and incorporate areas of focus identified in the staff survey results, equality reports (e.g. WRES and WDES) and alignment to the ICS People Strategy.

2. Gender Pay Gap and Equal Pay

The gender pay gap is a measure that shows the difference in average earnings between men and women within an organisation and it should not be confused with equal pay. The gender pay gap is different from equal pay and not a measure of equal pay.

Equal pay is a measure of pay for men and women in the same employment who are performing equal work - they must receive equal pay, as set out in the Equality Act 2010. It is unlawful to pay people unequally because of their gender. The Equality Act 2010 gives women (and men) a right to equal pay for equal work. It replaces previous legislation on equal pay, including the Equal Pay Act 1970, the Sex Discrimination Act 1975, and the equality provisions in the Pensions Act 1995.

The gender pay gap is the difference between the hourly rate of pay of male employees and female employees. This is expressed as a percentage of the hourly pay rate of the male employees. The gender pay gap is reported as an average on both a mean, or average, and median, or mid-point,

basis. The reporting must include gender distribution by pay quartile. The legislation also requires disclosure on bonuses. NCL ICB does not pay bonuses and therefore the percentage of males and females receiving a bonus payment is reported as zero in this report.

3. Gender Pay Gap Reporting Requirements

The ICB is required to publish the following gender pay gap information in order to comply with the statutory requirements:

- Calculation of the hourly rate of ordinary pay as at 31 March 2023;
- Calculation of the difference between the mean hourly rate of ordinary pay of male and female employees;
- Calculation of the difference between the median hourly rate of ordinary pay of male and female employees;
- Calculation of the difference between the mean hourly rate of bonus pay of male and female employees;
- Calculation of the difference between the median hourly rate of bonus pay of male and female employees;
- Calculation of the proportion of male and female employees that have been paid bonus pay;
- Calculation of the proportion of male and female employees in the lower, lower middle upper-middle and upper pay quartile

4. Gender Pay Gap Data Definitions

Ordinary pay includes:

- basic pay;
- paid leave, including annual, sick, maternity, paternity, adoption and parental leave;
- shift pay allowances;

Payments such as overtime, redundancy payments, payment in lieu of notice/lieu are excluded from ordinary pay in line with the national guidance.

5. NCL ICB Gender Pay Gap Report Information

The following section details the gender pay gap information as of 31 March 2023 and in accordance with the reporting requirements.

a. Gender Profile Information

64.5% of the ICB's workforce are female (432 employees), with 35.5% being male (237 employees). The ICB's gender profile is shown in the chart below and the higher proportion of women in the NHS workforce is reflective and broadly comparable to the national NHS workforce demographics.

b. Difference between the mean hourly rate between male and female Employees

The **mean pay gap** is defined as the difference between the pay of all male and female employees when added up separately and divided respectively by the total number of males, and the total number of females in the workforce.

Gender	Mean Hourly Rate
Male	£33
Female	£30.70
Gender Pay Gap (£)	£2.30
Gender Pay Gap (%)	7.0%

The above table shows that the gender pay gap is £2.30 in monetary terms and 7.0% as a percentage. The office of national statistics reported the UK national gender pay gap in April 2022 as 8.3% [Gender pay gap in the UK - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peopleinwork/earningsandproductivity/genderpaygap/articles/genderpaygapintheuk). The ICB gender pay gap is 1.3% below the national gender pay gap.

c. Difference between the median hourly rate between male and female employees

The **median pay gap** is defined as the difference between the pay of the middle male and middle female, when all male employees and all female employees are listed from the highest to the lowest paid.

Gender	Median Hourly Rate
Male	£31.40
Female	£28.60
Gender Pay Gap (£)	£2.80
Gender Pay Gap (%)	8.9%

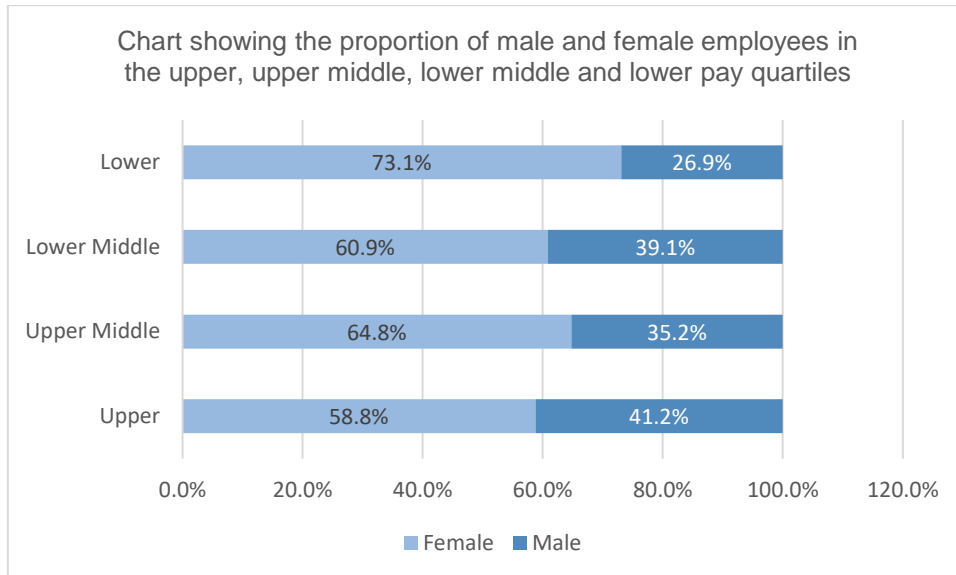
d. Difference between the mean and median hourly rate of bonus pay and proportion of bonus pay that has been paid to male and female employees

There have been no bonus payments paid to NCL ICB staff.

e. Proportion of male and female employees in the lower, lower middle, upper middle and upper pay quartile

The following table and chart show the number of male and female employees in each of the quartiles – the hourly pay range is also shown for each quartile. Please note that the gender distribution by pay quartiles is based on actual earnings, not by NHS bands. Quartile 1 represents the lowest 25% of earnings, whereas quartile 4 represents the highest 25% of earnings.

Pay Quartile	Hourly Pay Rate Range	Number of Female Employees	Number of Male Employees
Lower	£12.20 - £24.50	122 (73.1%)	45 (26.9%)
Lower Middle	£24.50 - £28.60	81 (60.9%)	52 (39.1%)
Upper Middle	£28.60- £38.10	129 (64.8%)	70 (35.2%)
Upper	£38.10 - £86.90	100 (58.8%)	70 (41.2%)



The information above shows that whilst there is a higher proportion of female employees in each quartile, the highest proportion of male employees per quartile is in the highest (upper) bracket and the lowest proportion of males are in the lowest (lower) quartile) which results in the gender pay gap of 7.0%.

6. Closing the Gender Pay Gap

The ICB is committed to taking action in order to close the gender pay issues identified in this report.

The ICB has a number of policies, strategies and initiatives aimed at developing and supporting staff and are committed to improving our overall approach to equality, diversity and inclusion; these include:

- All ICB vacancies will continue to be advertised internally in the first instance (unless there are exceptional circumstances) in order to enable internal career development opportunities
- Strengthening and de-biasing each stage of the recruitment and selection process in accordance with the a values and behaviours framework that will integrate our values into all that we do.

- Provide managers with recruitment and selection training sessions to ensure NHS terms and conditions of service are adhered to when setting starting salaries.
- Continue to invest in tailored leadership and management development that will include upskilling managers with HR and Finance policies, procedures and good practice in line with the values and behaviours framework.
- Continue to monitor mandatory equality and diversity training compliance that will be linked to the annual appraisals process and pay progression policy and framework
- Review, revising and promoting the ICB's flexible working and Agile Working policies to ensure they meet best practice guidelines and introducing other key national policies including the NHSE national Menopause and Baby Loss policies
- Support women on maternity/adoption leave and encourage line managers to support staff using keep in touch days effectively.
- Positively promote caring roles for both genders and promote Wellbeing Guardian role as a way for employees to receive support.
- Highlight the necessity for and availability of reasonable adjustments for those with health needs, promoting both the NCL Workplace Adjustment Passport and the guidance materials for managers.
- Annual equality reporting which analyses our employment and recruitment practices by different protected characteristics, including analysis by 'likelihood' of appointment.
- Organisational Development plan priorities that complement the ICB's diversity and inclusion priorities, including a plan to take positive action to address disparity in recruitment and career progression.
- Ensuring that the pay processes are fair and transparent; including advising managers on salary decisions on appointment to ensure they meet the requirements set out in the national agenda for change terms and conditions handbook and the ICB's policy on pay/banding on appointment.
- Consider the language, images, and branding that we use to promote and advertise roles and careers within our organisation
- Work with the communications team to highlight female role models at all levels of the organisation and celebrate their success, while also highlighting specific awareness days and events.

[END]