



**North Central London**  
Integrated Care Board

# 23/24 Gender Pay Gap Report

[nclhealthandcare.org.uk](https://nclhealthandcare.org.uk)

31 March 2024

# 1. Introduction

As an organisation with over 250 employees, the North Central London Integrated Care Board (NCL 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 2024 and the commitment to closing the gap in accordance with the ICB's equality, diversity and inclusion priorities and 3-year OD Plan.

## 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 2024;
- 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 2024 and in accordance with the reporting requirements.

### a. Gender Profile Information

64.19% of the ICB's workforce are female (388 employees), with 35.81% being male (219 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	£35.99
Female	£33.52
Gender Pay Gap (£)	£2.48
Gender Pay Gap (%)	6.88%

The above table shows that the gender pay gap is £2.48 in monetary terms and 6.88% as a percentage. In comparison to the organisation's 2023 data, there has been a slight reduction in the annual pay gap of 0.12%. The office of national statistics reported the UK national gender pay gap in April 2022 as 7.7% [Gender pay gap in the UK - Office for National Statistics \(ons.gov.uk\)](#). The ICB gender pay gap is 0.82% 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	£33.29
Female	£30.02
Gender Pay Gap (£)	£3.27
Gender Pay Gap (%)	9.83%

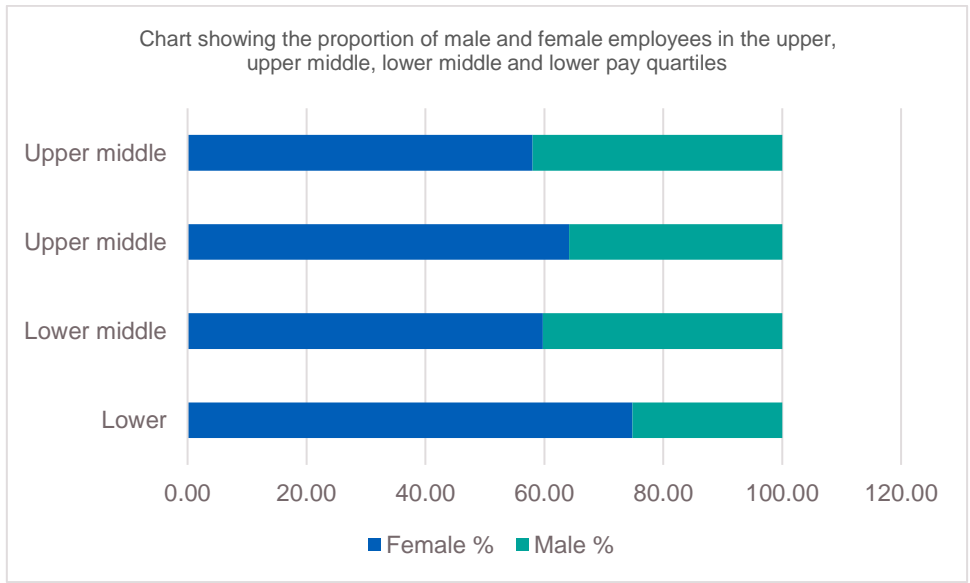
d. Difference between the mean and median hourly rate of bonus pay and proportion of bonus pay that has been paid to male and female employees

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	107 (74.83%)	36 (25.17%)
Lower Middle	£24.50 - £28.60	92 (59.74%)	62 (40.26%)
Upper Middle	£28.60- £38.10	95 (64.19%)	53 (35.81%)
Upper	£38.10 - £86.90	94 (58.02%)	68 (41.98%)



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 6.88%.

## 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 continue to be advertised internally in the first instance in order to enable internal career development opportunities. If there are exceptional circumstances where posts are advertised internally/externally, internal staff are considered first.
- Strengthening and de-biasing each stage of the recruitment and selection process.
- Holding our recruitment pathway to account through the continuation of our Inclusive Recruitment training programme and pool of Recruitment Inclusion Advisors sitting on and advising the process.
- Providing managers with recruitment and selection training sessions to ensure NHS terms and conditions of service are adhered to when setting starting salaries.
- Continuing to monitor mandatory equality and diversity training compliance that will be linked to the annual appraisals process and pay progression policy and framework
- Review, revise and promoting the ICB's Flexible Working and Agile Working policies to ensure they meet best practice guidelines and developing other key national policies including the NHSE national Menopause and Baby Loss policies
- Supporting staff on maternity/adoption leave and encouraging line managers and staff to use keep in touch days effectively.
- Highlight the necessity for and availability of reasonable adjustments for those with health/carer needs, promoting both the NCL Wellness Action Plan and the guidance materials for managers.
- Strengthen annual gender pay gap reporting by analysing the data broken down by gender, race and disability.
- 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.

With the formal launch of the Women's network, the key areas of focus will be issues that impact women in the workplace, including ways to address the gender pay gap.

Recognising the ICB needs to significantly improve the equality, diversity and inclusion performance in some key areas, the equity and inclusion part of the ICB's phase 2 action plan will now move beyond the scope of the initial 3-year OD plan in this area. The ICB will get more expert external support to improve practices in our approach to inclusive recruitment and further closing the gender gap, particularly at senior levels.

The ICB will look to develop an EDI programme with specific and tangible actions and set targets in line with the **NHS Equality, Diversity and Inclusion (EDI) improvement plan**<sup>1</sup> with engagement and input from the staff networks, People & Culture Oversight Group, Trade Unions and external expert support.

The EDI improvement plan sets out targeted actions to address the prejudice and discrimination (both direct and indirect) through behaviour, policies practices and cultures and will focus on the following key areas:

- Board and Executive Management Teams to have EDI objectives that must be assessed as part of the annual appraisal process.
- Embed fair and inclusive recruitment processes and talent management strategies that target under-representation and lack of diversity.
- Develop and implement an improvement plan to address gender, ethnicity and disability pay gaps
- Develop and implement an improvement plan to address health inequalities within the workforce.
- Create an environment that eliminates the conditions in which bullying, discrimination, harassment and physical violence at work occur.

The North London Partners Shared Service (NLPSS) provide a recruitment service to many of the NHS organisations across the North Central London. NLPSS recently undertook an inclusivity audit and will be taking forward recommendations to

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<sup>1</sup> [NHS equality, diversity, and inclusion improvement plan \(england.nhs.uk\)](https://www.england.nhs.uk/equality-diversity-and-inclusion-improvement-plan/)



strengthen inclusive recruitment. The ICB is planning to join NLPSS in early 2025 and will be able to take forward these recommendations as part of our EDI programme.

Please see the 23/24 Equality Information Report and People & Culture Annual Report for further information. The priorities and actions linked to EDI are set out in the People & Culture Annual Report.