

Occupational Segregation and Equal Pay Analysis

Overview

The following tables are presented:

- Table A – Summary of overall gender pay gap across NHS Ayrshire & Arran;
- Table B1 – Gender pay gap by Agenda for Change (AfC) job families (summary);
- Table B2 - Gender pay gap by Agenda for Change (AfC) job families and pay band;
- Table C – Gender pay gap by medical & dental grades;
- Table D – Occupational segregation by ethnicity; and
- Table E – Occupational segregation by disability.

Data Definitions

The data utilised is as at 31st December 2022 for all tables.

The data presented covers all substantively employed staff and the average hourly rate of basic pay i.e. excluding overtime.

Detail is provided of what the comparator is and the meaning of what relative positive or negative percentage values represent.

Note that where data relates to 5 or less individuals (or where a total could potentially identify 5 or less individuals) all detail has been replaced with an asterisk (*) in order to avoid potential identification.

Table A – Summary of overall gender pay gap across NHS Ayrshire & Arran

Note:

- Comparison is on the basis of average pay for males and females (excluding overtime) for the cohort detailed by row
- A positive percentage indicates a pay gap with males being paid more than females
- A negative (-) prefixed percentage indicates that there is a pay gap with females being paid more than males

Grade	Female			Male			Total headcount of cohort	Gender pay gap male to female %
	Headcount	% of workforce	Average Hourly Rate £	Headcount	% of workforce	Average Hourly Rate £		
Agenda for Change	9214	86.50%	16.99	1437	13.50%	17.26	10651	1.56
Medical and Dental	294	47.96%	38.15	319	52.04%	42.17	613	9.53
Senior Managers	9	*	*	*	*	*	*	*
Total	9512	84.42%	17.69	1756	15.58%	22.03	11268	19.70

Narrative

The overall organisational position, as illustrated in the table above, is of males being paid 19.70% more than women. It is important to note the skewing impact that both the medical & dental and senior manager cohorts have upon the organisational position. Whilst these cohorts are significantly smaller in size, than the Agenda for Change cohort, gender split (AfC = 13.5% males versus medical = 52.04%) coupled with the relatively higher pay, particularly in relation to senior medical staff, skews the overall organisational position. As Table B2 which follows illustrates the gender spread across grades, specifically clustering at higher grades, has a direct and significant impact on the overall organisational position.

Note that due to the size of the Senior Managers cohort, headcount of 13, there is no further drilldown as data by specific grades as this encompasses less than 5 individuals therefore all the data contained within the analysis would be redacted, as per data definition, to avoid potential identification of individuals.

Table B1 – Gender pay gap by Agenda for Change (AfC) job families (summary)

Note:

- The same notes as Table A are applicable

Job Family	Female			Male			Total headcount of cohort	Gender pay gap male to female %
	Headcount	% of workforce	Average Hourly Rate £	Headcount	% of workforce	Average Hourly Rate £		
ADMINISTRATIVE SERVICES Total	1522	87.00%	15.08	227	13.00%	18.75	1749	19.57
ALLIED HEALTH PROFESSION Total	879	90.70%	20.07	90	9.30%	19.96	969	-0.55
DENTAL SUPPORT Total	80	*	*	*	*	*	*	*
HEALTHCARE SCIENCES Total	270	75.80%	18.44	86	24.20%	20.2	356	8.71
MEDICAL SUPPORT Total	9	45.00%	18.07	11	55.00%	17.07	20	-5.86
NURSING/MIDWIFERY Total	4920	91.00%	17.47	485	9.00%	17.47	5405	0.00
OTHER THERAPEUTIC Total	390	84.60%	22.38	71	15.40%	24.03	461	6.87
PERSONAL AND SOCIAL CARE Total	141	88.10%	18.44	19	11.90%	20.73	160	11.05
SUPPORT SERVICES Total	1031	69.70%	12.35	448	30.30%	13.98	1479	11.66
Total	9214	86.50%	16.99	1437	13.50%	17.26	10651	1.56

Narrative

AfC staff constitute approximately 94.5% of the NHS Ayrshire & Arran workforce. AfC is based on the principle of equal pay for work of equal value. The tables below show the gender pay gap summary by job family and the gap by individual grades within each job family. The relative gender split across bands within job families is a critical component in interpreting why there is a differential in male and female pay. As with all staff groups the reasons for this are multi-factorial e.g. societal, educational, child care and breaks in career. A higher proportion of either gender in a specific band can significantly impact upon the overall average hourly rate.

Table B2 - Gender pay gap by Agenda for Change (AfC) job families and pay band

The table below breaks job families down by AfC band:

Job Family	Grade	Female			Male			Total headcount of cohort	Gender pay gap male to female %
		Headcount	% of workforce	Average Hourly Rate £	Headcount	% of workforce	Average Hourly Rate £		
ADMINISTRATIVE SERVICES	Band 2	471	91.10%	11.89	46	8.90%	11.74	517	-1.28
ADMINISTRATIVE SERVICES	Band 3	264	93.00%	12.97	20	7.00%	12.56	284	-3.26
ADMINISTRATIVE SERVICES	Band 4	470	94.60%	14.13	27	5.40%	13.93	497	-1.44
ADMINISTRATIVE SERVICES	Band 5	105	70.50%	16.78	44	29.50%	17.03	149	1.47
ADMINISTRATIVE SERVICES	Band 6	108	69.20%	20.68	48	30.80%	21.35	156	3.14
ADMINISTRATIVE SERVICES	Band 7	68	78.20%	24.15	19	21.80%	24.99	87	3.36
ADMINISTRATIVE SERVICES	Band 8A	30	76.90%	28.07	9	23.10%	28.07	39	0.00
ADMINISTRATIVE SERVICES	Band 8B	16	*	*	*	*	*	*	*
ADMINISTRATIVE SERVICES	Band 8C	10	*	*	*	*	*	*	*
ADMINISTRATIVE SERVICES	Band 8D	6	*	*	*	*	*	*	*
ADMINISTRATIVE SERVICES Total		1522	87.00%	15.08	227	13.00%	18.75	1749	19.57
ALLIED HEALTH PROFESSION	Band 2	25	*	*	*	*	*	*	*
ALLIED HEALTH PROFESSION	Band 3	99	93.40%	12.95	7	6.60%	12.91	106	-0.31
ALLIED HEALTH PROFESSION	Band 4	71	85.50%	13.93	12	14.50%	13.73	83	-1.46
ALLIED HEALTH PROFESSION	Band 5	81	87.10%	15.33	12	12.90%	14.97	93	-2.40
ALLIED HEALTH PROFESSION	Band 6	384	93.20%	21.16	28	6.80%	20.08	412	-5.38
ALLIED HEALTH PROFESSION	Band 7	186	91.20%	24.58	18	8.80%	24.04	204	-2.25
ALLIED HEALTH PROFESSION	Band 8A	27	75.00%	28.82	9	25.00%	28.31	36	-1.80
ALLIED HEALTH PROFESSION	Band 8B	13	*	*	*	*	*	*	*
ALLIED HEALTH PROFESSION	Band 8C	*	*	*	*	*	*	*	*
ALLIED HEALTH PROFESSION Total		879	90.70%	20.07	90	9.30%	19.96	969	-0.55
DENTAL SUPPORT	Band 2	*	*	*	*	*	*	*	*
DENTAL SUPPORT	Band 3	*	*	*					*
DENTAL SUPPORT	Band 4	44	100.00%	14.27				44	*
DENTAL SUPPORT	Band 5	24	*	*	*	*	*	*	*
DENTAL SUPPORT	Band 6	9	100.00%	20.45				9	*
DENTAL SUPPORT	Band 7	*	*	*				*	*
DENTAL SUPPORT Total		80	*	*	*	*	*	*	*
HEALTHCARE SCIENCES	Band 2	32	80.00%	11.72	8	20.00%	11.53	40	-1.65
HEALTHCARE SCIENCES	Band 3	77	82.80%	12.94	16	17.20%	12.89	93	-0.39
HEALTHCARE SCIENCES	Band 4	11	64.70%	13.98	6	35.30%	13.82	17	-1.16
HEALTHCARE SCIENCES	Band 5	20	74.10%	16.94	7	25.90%	15.3	27	-10.72
HEALTHCARE SCIENCES	Band 6	68	77.30%	21.19	20	22.70%	20.97	88	-1.05
HEALTHCARE SCIENCES	Band 7	45	72.60%	25.29	17	27.40%	25.01	62	-1.12
HEALTHCARE SCIENCES	Band 8A	11	64.70%	28.73	6	35.30%	29.52	17	2.68
HEALTHCARE SCIENCES	Band 8B	*	*	*	*	*	*	*	*
HEALTHCARE SCIENCES	Band 8C	*	*	*	*	*	*	*	*
HEALTHCARE SCIENCES	Band 8D	*	*	*	*	*	*	*	*
HEALTHCARE SCIENCES Total		270	75.80%	18.44	86	24.20%	20.2	356	8.71
MEDICAL SUPPORT	Band 2				*	*	*	*	*
MEDICAL SUPPORT	Band 4				*	*	*	*	*
MEDICAL SUPPORT	Band 5	9	*	*	*	*	*	*	*
MEDICAL SUPPORT	Band 6				*	*	*	*	*
MEDICAL SUPPORT Total		9	45.00%	18.07	11	55.00%	17.07	20	-5.86
NURSING/MIDWIFERY	Band 2	947	88.40%	11.92	124	11.60%	11.88	1071	-0.34
NURSING/MIDWIFERY	Band 3	462	92.20%	12.88	39	7.80%	13.02	501	1.08
NURSING/MIDWIFERY	Band 4	124	95.40%	13.91	6	4.60%	14.02	130	0.78
NURSING/MIDWIFERY	Band 5	1810	92.50%	17.17	146	7.50%	17.26	1956	0.52
NURSING/MIDWIFERY	Band 6	916	90.70%	20.78	94	9.30%	20.54	1010	-1.17
NURSING/MIDWIFERY	Band 7	578	90.70%	24.51	59	9.30%	24.22	637	-1.20
NURSING/MIDWIFERY	Band 8A	79	87.80%	28.37	11	12.20%	28.14	90	-0.82
NURSING/MIDWIFERY	Band 8B	20	76.90%	33.79	6	23.10%	33.67	26	-0.36
NURSING/MIDWIFERY	Band 8C	6	*	*	*	*	*	*	*
NURSING/MIDWIFERY Total		4920	91.00%	17.47	485	9.00%	17.47	5405	0.00

OTHER THERAPEUTIC	Band 2	25	*	*	*	*	*	*	*
OTHER THERAPEUTIC	Band 3	21	*	*	*	*	*	*	*
OTHER THERAPEUTIC	Band 4	29	76.30%	14	9	23.70%	13.89	38	-0.79
OTHER THERAPEUTIC	Band 5	72	88.90%	16.41	9	11.10%	15.41	81	-6.49
OTHER THERAPEUTIC	Band 6	38	86.40%	18.97	6	13.60%	18.15	44	-4.52
OTHER THERAPEUTIC	Band 7	101	85.60%	23.83	17	14.40%	24.52	118	2.81
OTHER THERAPEUTIC	Band 8A	67	83.80%	28.28	13	16.30%	27.85	80	-1.54
OTHER THERAPEUTIC	Band 8B	39	*	*	*	*	*	*	*
OTHER THERAPEUTIC	Band 8C	12	*	*	*	*	*	*	*
OTHER THERAPEUTIC	Band 8D				*	*	*	*	*
OTHER THERAPEUTIC	Band 9	*	*	*	*	*	*	*	*
OTHER THERAPEUTIC Total		390	84.60%	22.38	71	15.40%	24.03	461	6.87
PERSONAL AND SOCIAL CARE	Band 2	*	*	*				*	*
PERSONAL AND SOCIAL CARE	Band 3	18	100.00%	12.71				18	*
PERSONAL AND SOCIAL CARE	Band 4	21	*	*	*	*	*	*	-3.78
PERSONAL AND SOCIAL CARE	Band 5	41	*	*	*	*	*	*	-7.79
PERSONAL AND SOCIAL CARE	Band 6	30	81.10%	20.54	7	18.90%	21.55	37	4.69
PERSONAL AND SOCIAL CARE	Band 7	16	*	*	*	*	*	*	5.98
PERSONAL AND SOCIAL CARE	Band 8A	7	*	*	*	*	*	*	2.10
PERSONAL AND SOCIAL CARE	Band 8B	*	*	*				*	*
PERSONAL AND SOCIAL CARE	Band 8C	*	*	*				*	*
PERSONAL AND SOCIAL CARE	Band 8D	*	*	*				*	*
PERSONAL AND SOCIAL CARE Total		141	88.10%	18.44	19	11.90%	20.73	160	11.05
SUPPORT SERVICES	Band 1	*	*	*				*	*
SUPPORT SERVICES	Band 2	909	76.30%	12	282	23.70%	12.02	1191	0.17
SUPPORT SERVICES	Band 3	89	66.40%	13.07	45	33.60%	13.02	134	-0.38
SUPPORT SERVICES	Band 4	12	33.30%	14.31	24	66.70%	14.36	36	0.35
SUPPORT SERVICES	Band 5	*	*	*	66	*	*	*	12.55
SUPPORT SERVICES	Band 6	*	*	*	*	*	*	*	3.00
SUPPORT SERVICES	Band 7	6	25.00%	24.75	18	75.00%	24.69	24	-0.24
SUPPORT SERVICES	Band 8A	*	*	*	6	*	*	*	3.83
SUPPORT SERVICES	Band 8B	*	*	*	*	*	*	*	-0.71
SUPPORT SERVICES Total		1031	69.70%	12.35	448	30.30%	13.98	1479	11.66
	Total	9214	86.50%	16.99	1437	13.50%	17.26	10651	1.56

Table C – Gender pay gap by medical & dental grades

Notes:

- The same notes as Table A are applicable

Narrative:

Medical and dental grades constitute approximately 5.4% of the NHS Ayrshire & Arran workforce. There are 4% more men than women within this staff group and a significant proportion are consultants, including clinical directors, (62% of all men in this job family compared to 51% of women). This has a direct impact upon the overall gender pay gap for this staff group. The reasons for the gender pay gap within the medical and dental cohort are multi-factorial e.g. societal, educational, child care and breaks in career, in common with other staff groups however the impact upon the pay gap is significantly more pronounced. Pay in this cohort is highly dependent upon experience and men have more opportunity, taking into account the examples of factors highlighted, to build up sufficient experience to attain higher pay levels than women. Of note in the medical workforce is the significant shift in the gender profile of individuals entering medical training, more females, who will ultimately emerge as the future medical workforce and this will have a direct impact on the gender pay gap in the longer term.

Job Family	Medical Grade	Female			Male			Total headcount of cohort	Gender pay gap male to female %
		Headcount	% of workforce	Average Hourly Rate £	Headcount	% of workforce	Average Hourly Rate £		
MEDICAL AND DENTAL	Associate Specialist	6	50.00%	50.01	6	50.00%	50.89	12	1.73
MEDICAL AND DENTAL	Clinical Director	8	32.00%	53.67	17	68.00%	53.40	25	-0.51
MEDICAL AND DENTAL	Clinical Fellow	57	50.90%	18.48	55	49.10%	19.40	112	4.74
MEDICAL AND DENTAL	Consultant	143	44.10%	50.12	181	55.90%	52.34	324	4.24
MEDICAL AND DENTAL	Dental Officer	7	*	*	*	*	*	*	*
MEDICAL AND DENTAL	Foundation House Officer Year 2	*	*	*	*	*	*	*	*
MEDICAL AND DENTAL	Locum Appointment Service	*	*	*	*	*	*	*	*
MEDICAL AND DENTAL	Medical Director	*	*	*	*	*	*	*	*
MEDICAL AND DENTAL	Other	*	*	*	*	*	*	9	*
MEDICAL AND DENTAL	Salaried GDP	*	*	*	*	*	*	*	*
MEDICAL AND DENTAL	Salaried GP	6	50.00%	43.37	6	50.00%	40.95	12	-5.91
MEDICAL AND DENTAL	Senior Dental Officer	*	*	*	*	*	*	*	*
MEDICAL AND DENTAL	Specialty Doctor	47	58.00%	34.81	34	42.00%	33.78	81	-3.05
MEDICAL AND DENTAL	Other	*	*	*	10	*	*	*	*
	Total	294	47.96%	38.15	319	52.04%	42.17	613	9.53

Table D - Occupational segregation by ethnicity

Notes:

- Senior manager total includes Non-Executive Directors

There is clearly variation within and between job families however reasons for this will be multi-factorial. The size of cohorts within this analysis impedes the ability to undertake further vertical segregation analysis by grade within job families.

Ethnicity	Job family										
	ADMINISTRATIVE SERVICES	ALLIED HEALTH PROFESSION	DENTAL SUPPORT	HEALTHCARE SCIENCES	MEDICAL AND DENTAL	MEDICAL SUPPORT	NURSING/MIDWIFERY	OTHER THERAPEUTIC	PERSONAL AND SOCIAL CARE	SENIOR MANAGERS	SUPPORT SERVICES
African - African, African Scottish or African British				*	14		*	*			*
African - Other					2			*			
Asian - Chinese, Chinese Scottish or Chinese British	*	*		*	13		6	*			*
Asian - Indian, Indian Scottish or Indian British	*	*		*	64		*	*	*		*
Asian - Other	*			*	21		13				*
Asian - Pakistani, Pakistani Scottish or Pakistani British	*	*		*	18		*	8			
Caribbean or Black - Black, Black Scottish or Black British					*		*				
Caribbean or Black - Caribbean, Caribbean Scottish or Caribbean British					*		*	*			
Caribbean or Black - Other	*				*		*				
Don't Know	343	150	11	77	91	6	852	39	17	*	379
Mixed or Multiple Ethnic Group		*			17		6	7	*		*
Other Ethnic Group - Arab, Arab Scottish or Arab British					2						
Other Ethnic Group - Other	*			*	15		*	*			*
Prefer not to say	*	*		*	5		7	*			*
White - Irish	14	25		*	21		32	9	*		*
White - Other	14	11	*	8	42		36	13			9
White - Other British	101	63		20	87	*	234	31	7	*	45
White - Polish	*	*					*				*
White - Scottish	1284	700	64	229	212	13	3907	336	126	19	1007

Table E – Occupational segregation by disability

Notes:

- As per table D

Employees identifying as having a disability are 0.86% of the entire workforce. It is recognised in the Equality & Diversity Mainstreaming Report that this is grossly under the expected rate of disability we would expect to have if taking cognisance of the health status of our local population, of which a significant proportion of our employees will be. Data on employee disability is self-reported and as such there is a need to engage with staff to improve understanding e.g. understanding that having a long term conditions in relation to disability, and encourage reporting. On this basis it is difficult to draw any meaningful conclusion from the data and the ability to undertake further vertical segregation analysis is impossible as the associated numbers would be rendered unreportable.

Disability	Job family										
	ADMINISTRATIVE SERVICES	ALLIED HEALTH PROFESSION	DENTAL SUPPORT	HEALTHCARE SCIENCES	MEDICAL AND DENTAL	MEDICAL SUPPORT	NURSING/MIDWIFERY	OTHER THERAPEUTIC	PERSONAL AND SOCIAL CARE	SENIOR MANAGERS	SUPPORT SERVICES
Don't Know	914	446	53	186	236	13	2428	132	79	*	780
No	833	498	23	161	378	7	2644	320	72	20	669
Prefer not to say	*	*			*		*	*			
Yes	23	12	*	*	9		32	*	*		10

Annex B – Equal Pay Statement

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

NHS Ayrshire & Arran is committed to the principles of 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, ethnicity or race, gender reassignment, marital or civil partnership status, pregnancy, political beliefs, religion or belief, sex or sexual orientation.

NHS Ayrshire & Arran understands that the right to equal pay between women and men is a legal right and there are duties, as laid out in the Equality Act 2010 (Specific Duties)(Scotland) Regulations with which we need to comply:

- Publish pay gap information on a two yearly basis; and
- Publish a statement on equal pay;

It is good practice and reflects the values of NHS Ayrshire & Arran that pay is awarded fairly and equitably. NHS Ayrshire & Arran employs staff on nationally negotiated and agreed NHS contracts of employment which includes provisions on pay, pay progression and terms and conditions of employment. These include National Health Service Agenda for Change (A4C) Contract and Terms & Conditions of employment, NHS Consultant and General Practice (GP) and General Dental Practice (GDP) contracts of employment and, for a very small cohort, Executive contracts of employment (Executive Cohort) which are evaluated using national grading policies with prescribed pay.

NHS Ayrshire & Arran 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.

In line with the General Duty of the Equality Act 2010, our 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; and
- Promote good relations between people sharing different protected characteristics in the implementation of equal pay

We will:

- Review this policy, statement and action points with trade unions and professional organisations as appropriate, every 2 years and provide a formal report within 4 years;
- Inform employees as to how pay practices work and how their own pay is determined;
- Provide training and guidance for managers and for those involved in making decisions about pay and benefits and grading decisions;
- Examine our existing and future pay practices for all our employees, including part-time workers, those on fixed term contracts or contracts of unspecified duration, and those on pregnancy, maternity or other authorised leave;
- Undertake regular monitoring of the impact of our practices in line with the requirements of the Equality Act 2010; and
- Consider, and where appropriate, undertake a planned programme of equal pay reviews in line with guidance to be developed in partnership with the workforce.

Responsibility for implementing this policy is held by the NHS Ayrshire & Arran Chief Executive. NHS Boards work within a Staff Governance Standard which is underpinned by statute. The Staff Governance Standard sets out what each NHSS employer must achieve in order to continuously improve in relation to the fair and effective management of staff.

The Standard requires all NHS Boards to demonstrate that staff are:

- well informed;
- appropriately trained and developed;
- involved in decisions;
- treated fairly and consistently, with dignity and respect, in an environment where
- diversity is valued; and
- provided with a continuously improving and safe working environment, promoting the health and wellbeing of staff, patients and the wider community.

Delivering equal pay is integrally linked to the aims of the Staff Governance Standard.

If a member of staff wishes to raise a concern at a formal level within NHS Ayrshire & Arran relating to equal pay, the Grievance Procedure is available for their use.