

Gender pay gap

What is the gender pay gap?

The gender pay gap measures the difference between average (median) hourly earnings of men and women, usually shown by the percentage men earn more than women (1)

Who needs to report?

It is now mandatory for organisations with 250 or more employees to report annually on their gender pay gap. NHS organisations are covered by the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

Reporting is on the basis of information captured on a snapshot date each year. For NHS organisations this is 31 March, with organisations required to publish their gender pay gap information by 30 March of the following year.

What needs to be reported?

The ICB needs to report the difference between the average earnings of men and women who are directly employed, engaged by, either via agency or contracts for service the ICB.

1. The Organisations MEAN gender pay gap
2. The organisations MEDIAN gender pay gap
3. The organisations proportion of male and females in each quartile pay band
4. A written statement, authorised by an appropriate senior person, which confirms the accuracy of their calculations (this is only relevant to employers subject to the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017)

Gender pay gap

In accordance with reporting requirements as of 31 March 2023, below are the details for the breakdown of Nottingham and Nottinghamshire ICB's workforce.

The established number of employees for the purposes of this report is 549. This includes all employed, engaged and self-employed individuals where appropriate.

Number of eligible male employees	Number of eligible female employees	Total eligible employee number
127	422	549

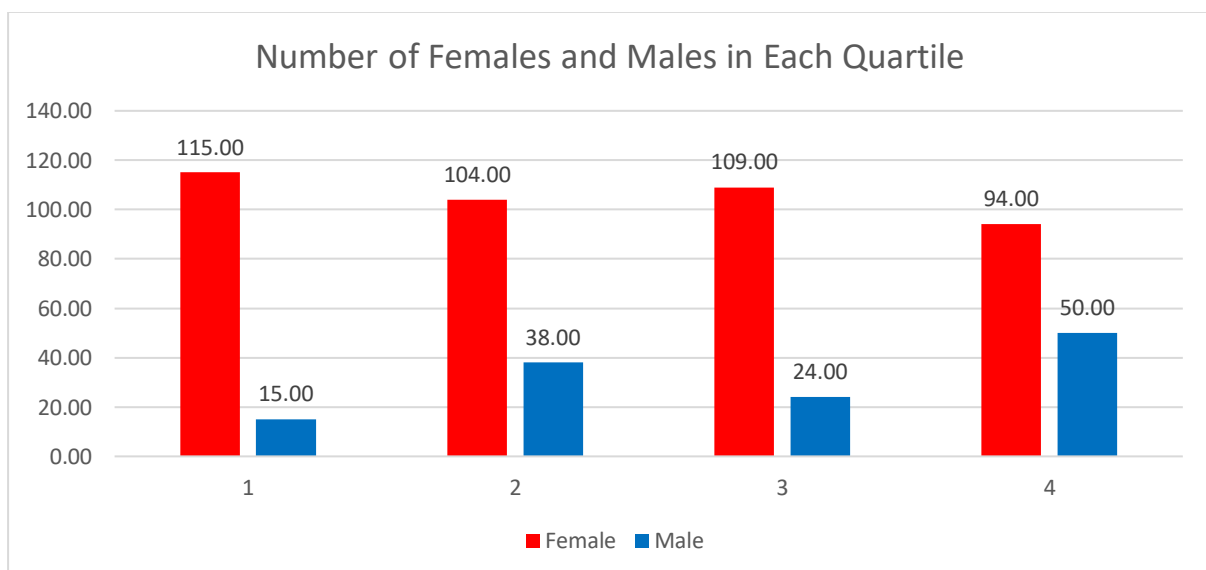
(1) <https://researchbriefings.files.parliament.uk/documents/SN07068/SN07068.pdf>

The mean (average) and median gender pay gap

The table below details Nottingham and Nottinghamshire ICB's Mean (Average) and Median Pay Gaps.

Gender	Mean (average) hourly rate	Median hourly rate
Male	£39.43	£24.81
Female	£25.25	£22.40
Difference	£14.17	£2.41
Pay Gap Percentage	35.95%	9.72%

The proportion of females and males in each quartile



Quartile	Female	Male	Female%	Male%
1	115	15	88.46%	11.54%
2	104	38	73.24%	26.76%
3	109	24	81.95%	18.05%
4	94	50	65.28%	34.72%

Declaration

I confirm that the gender pay gap information published in this written statement and submitted to the Gender pay gap service is accurate and has been calculated according to the requirements and methodology set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in grey ink, appearing to read 'Rosa Waddingham', with a long horizontal flourish extending to the right.

Rosa Waddingham
Chief Nurse