**Nottingham and Nottinghamshire ICB – 2024 Gender Pay Gap Report**

**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 2024, 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 616. 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** |
| 157 | 459 | 616 |

**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 | £43.29 | £26.05 |
| Female | £26.91 | 23.52 |
| Difference | £16.38 | 2.53 |
| Pay Gap Percentage | 37.84% | 9.72% |

**The Proportion of Females and Males in each Quartile**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Quartile** | **Female** | **Male** | **Female%** | **Male%** |
| **1** | 134 | 20 | 87% | 13% |
| **2** | 111 | 43 | 72% | 28% |
| **3** | 118 | 36 | 77% | 23% |
| **4** | 96 | 58 | 62% | 38% |

**Comparison to 2023 Gender Pay Gap Report**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Gender** | **Mean (Average) Hourly Rate 2023** | **Mean (Average) Hourly Rate 2024** | **Median Hourly Rate 2023** | **Median Hourly Rate 2024** |
| Male | £39.43 | £43.29 | £24.81 | £26.05 |
| Female | £25.25 | £26.91 | £22.40 | 23.52 |
| Difference | £14.17 | £16.38 | £2.41 | 2.53 |
| Pay Gap Percentage | 35.95% | 37.84% | 9.72% | 9.72% |