



## **NHSGGC EQUAL PAY STATEMENT: APRIL 2021**

### **1. Introduction**

1.1 The Equality Act 2010 requires all public sector organisations to audit the pay rates of all employees, to identify any gaps between men and women and to publish this information. In addition organisations should publish an action plan setting out how they intend to address these gaps. Since 2017 organisations are required to review the data for inequalities in the pay of both disabled and Black and Minority Ethnic employees and incorporate these groups into their action plan.

### **2. Background and context**

2.1 The pay gap is calculated as the gap in median hourly earnings (excluding overtime) between men and women working full-time in Scotland. In 2018, the gender pay gap was 5.7%, a decrease of 0.5 percentage points on the 2016 figure<sup>1</sup>. This pay discrimination is a contributory factor in women and children's higher levels of poverty, and women's pensioner poverty. It also impacts on household earnings and on men's earnings when they work in sectors or occupations with high levels of female workers<sup>2</sup>.

2.2 In respect of BAME employees, while many Black and Minority Ethnic graduates have successful careers, Pakistani, Bangladeshi and Chinese people are generally 10% to 15% less likely to be employed<sup>3</sup>. BAME employees are typically paid 10% less than their white counterparts in Scotland's public services.

2.3 Disabled people are more likely to experience unfair treatment at work than non-disabled people. In 2008, 19% of disabled people experienced unfair treatment at work compared to 13% of non-disabled people<sup>4</sup> and while the Office for National Statistics finds Scotland to have the narrowest pay gap between disabled and non-disabled employees, it remains conspicuously high at 8.3%<sup>5</sup>.

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<sup>1</sup> <http://www.gov.scot/About/Performance/scotPerforms/indicator/paygap>

<sup>2</sup> Close the Gap <https://www.closesthegap.org.uk/content/gap/> [accessed 04/03/17]

<sup>3</sup> Zwysen, W. and Longhi, S. (2016) Labour market disadvantage of ethnic minority British graduates: university choice, parental background or neighbourhood? University of Essex.

<sup>4</sup> Fevre at al (2008) The Fair Treatment at Work Report. Dept. for Business and Innovation

<sup>5</sup> <https://www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/disability/articles/disabilitypaygapsintheuk/2018>

### **3. NHSGGC EQUAL PAY STATEMENT: APRIL 2021**

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

#### **3.1 Equality Act (2010) Requirements**

NHSGGC understands that the right to equal pay between women and men is a legal right under both domestic and European Law. In addition, the Equality Act 2010 (Specific Duties) (Scotland) Regulations require NHSGGC to taking the following steps:

- Publish gender pay gap information by 30 April 2021;
- Publish a statement on equal pay between men and women, persons who are disabled and persons who are not, and persons who fall into a minority racial group and persons who do not, to be updated every four years;
- Publish information on occupational segregation among its employees, being the concentration of men and women, person who are disabled and persons who are not; and persons who fall into a minority racial group and person who do not, to be updated every four years.

#### **3.2 NHSGGC Commitment to Equal Pay**

3.2.1 NHSGGC is committed to 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, gender reassignment, marital or civil partnership status, pregnancy, political beliefs, race, religion or belief, sex or sexual orientation. It is good practice and reflects the values of NHSGGC that pay is awarded fairly and equitably.

3.2.2 NHSGGC 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.

### **4. Progress since 2017**

4.1 NHSGGC published its last equal pay statement in 2017. Progress has been made in the following areas:-

4.2 In August 2020, the NHSGGC equality report, 'A Fairer NHS Greater Glasgow & Clyde', was published. The Workforce Equality Action Plan 2020-2024 was included within the published equality report, alongside an overview of the activity of the Board Workforce Equality Group (WEG).

The WEG aims to further develop NHS Greater Glasgow and Clyde as an inclusive organisation that engages with staff across all aspects of

employment, in a way that reaches to the core of our organisational values and meets and exceeds our legal requirements as an equal opportunities employer.

The membership of the group includes the Chairs of the Staff Disability Forum, the Black and Minority Ethnic Staff Network and the LGBT+ Forum, along with colleagues from the NHSGGC Equalities and Human Rights team, Human Resources and Organisational Development, and Non-Executive Champions.

The group is responsible for progression of the NHSGGC Workforce Equality Plan, which covers the following overarching ambitions:

- Our staff are treated fairly and consistently, with dignity and respect, in an environment where diversity is valued
- Our data collection is legally compliant and is used to improve equality and diversity of our workforce
- We can demonstrate that we are an exemplar employer by participating in recognised equality frameworks and charters
- We have taken all the actions in our control to reduce equal pay gaps by sex, disability and ethnicity
- Staff from equality groups are fully engaged in contributing to the Workforce Equality Group.

4.3 The Black and Minority Ethnic (BAME) Network has been established, developed a terms of reference and appointed a chair and vice-chair. During the COVID-19, this network, along with the Staff Disability Forum, continued to meet virtually, utilising the Microsoft Teams which was implemented across the Board early on in the pandemic.

The BAME network, specifically, engaged with Human Resources colleagues to support and improve implementation of the COVID-19 risk assessment help managers and staff understand the risks of COVID-19 in the workplace.

The LGBT+ Forum continued to be a virtual group, as it has been since it was established, however has noted an increase in membership during 2020.

4.4 Since 2014 NHSGGC has continued to monitor workforce equality data, through review and reflection on quarterly workforce statistics reports which analyse workforce trends and presents a full set of equality data. Through this monitoring, we have identified a slight reduction in the amount of known equality data provided within the Board in the past year. This, therefore, has become a key area of focus within the Board, to increase the known data throughout 2021 which will, in turn, provide a more accurate picture of the workforce.

4.5 With the introduction of eESS – the NHS Scotland approach to HR systems intended to enable high quality standardised HR function – the WEG is

prioritising self-declaration by employees of protected characteristic information. Increased recording will be further supported by an ambitious 'One NHS Family' culture change programme.

4.6 NHSGGC has retained Level 2 of the Disability Confident Award (formerly the Double Tick Standard) following a self-assessment, carried out in October 2019, to maintain the award. NHSGGC has an active Staff Disability Forum who have advised the organisation on releasing the potential of disabled staff.

4.7 NHSGGC undertook 'A Fairer NHSGGC Staff Survey 2019' in November 2019, to monitor progress on the following areas:

- staff attitudes to and knowledge of inequalities
- progress in implementing key actions to tackle inequality
- patient and staff experience of discrimination.

4.8 The key workforce equality findings from this survey are outlined below:

- More than 78% of staff who considered themselves disabled said their manager knew – an increase of 14% from the previous survey in 2016.
- Approximately 80% of LGBT+ staff are out in the workplace – a rise of 22% from the previous survey in 2016.

The full results can be found [here](#)

## 5. Equal Pay Audit

5.1 To prepare an equal pay statement NHSGGC carried out an equal pay audit in January 2021, using the most recent workforce data. The audit looked at gender, race and disability across three main job families:

- Agenda for Change Staff
- Medical and Dental Staff
- Senior Managers

5.2 The audit also looked at any differences between job families and part time and full time staff.

5.3 From the audit NHSGGC identified the following:

### 5.3.1 Gender

- Agenda for change staff showed a small gender pay gap in favour of women (3%), an increase of 1% since 2017;
- Medical and dental staff showed a gender pay gap in favour of men of 10%, which is a reduction of 3% since 2017;
- Senior managers showed a gender pay gap in favour of men of 7%, which is a reduction of 5% since 2017;

- Within job families there were higher pay gaps between male and female staff in administrative services, medical support and dental support (all 15%), in favour of women.

(Previous evaluation of job families noted high pay gaps in healthcare sciences and support service, which, on 2021 analysis, are now well below the gaps identified in the 3 areas outlined above).

Further analysis may be warranted in these to understand the gaps and the influences on them, especially given the widest gaps are across Agenda for Change grade roles, where there is a higher proportion of women (82%).

- The overall gender pay gap for part time staff is lower than for full time staff (4%) however it varies significantly between the 3 main job families as follows:-

- An 18% gap in favour of women, working part-time in the Agenda for Change job family. This shows no change from previous analysis. When reviewing the full-time data, the gap is just 2% in favour of women.
- A 22% pay gap in favour of male Senior Managers, working part-time. This falls to 7% when reviewing full-time senior managers.
- A 16% pay gap in favour of men (full-time), in the Medical and Dental job family, dropping to 8% when reviewing the part-time data in this family.

### 5.3.2 Race

- Agenda for change staff showed a pay gap of 5% in favour of white ethnic groups which is in line with 2017 data; however the gap in Medical and Dental groups has increased by 4% to 6%.
- Two senior managers are identified as Black and Minority Ethnic, which is an increase of just 1 since 2017;
- Although the overall pay gap is 20% (up 2.3%) in favour of Black and Minority Ethnic employees, this is likely to be affected by the higher number of Medical and Dental staff who earn higher salaries.
- As the amount of known equality data within the workforce increases, this will allow for better monitoring of the changes to pay gaps alongside those already identified above, to determine if issues arise which warrant further review and analysis.

### 5.3.3 Disability

- Comparing all staff to staff who have declared a disability there is a pay gap in favour of non-disabled staff of 8%, which has reduced by 1.8% since the 2017 statement was published;
- Data from November 2020 shows 1% of staff have declared a disability, which is an increase of 0.6% since 2017, however work continues to encourage an increase to this figure.
- There are no senior managers who have declared a disability, a position which has not changed since 2017.
- As noted above, improvements in the amount of known equality data within the workforce will help support monitoring the pay gaps, along with any areas for concern at a Senior Management level, more robustly.

## 6. Objectives

6.1 In line with the General Duty of the Equality Act 2010, NHSGGC's 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;
- Promote good relations between people sharing different protected characteristics in the implementation of equal pay.

## 7. Next Steps

7.1 NHSGGC will develop an action plan based on the finding of the pay audit. The actions will cover the following areas:

### Next Steps 2021

#### Take action to promote the use of eESS to update equality data across the Board:

- To increase the amount of known data in the Board;
- Through identifying how and when this data will be used to build trust and confidence in staff providing this data;
- To support more accurate identification of potential pay gaps in the workforce.

#### Build on the training and development data to:

- Comprehensively map training provided to protected characteristics, and include job family, grade and part-time / full-time, to track any gaps;
- Map progress, by all protected characteristics, of staff undertaking succession

planning programmes;

- Review succession planning and leadership programme promotion, criteria and recruitment, to ensure this is available for *all* staff, and identify and take action on any perceived or real barriers to any staff groups accessing such programmes.

**Further analysis of the medical and dental pay progression and training opportunities:**

- Determine the impact of maternity leave on eligibility and onwards training / promotion in medical and dental posts;
- Identify and analyse the split of on-call supplements and unsocial hours payments by men / women to determine accessibility;
- Review the routes taken to GMC specialist register, by protected characteristics, to identify any gaps or opportunities for each route.

7.2 Responsibility for implementing this policy is held by the NHSGGC Chief Executive and the Corporate Management Team. If a member of staff wishes to raise a concern at a formal level within NHSGGC relating to equal pay, the Once for Scotland Grievance Policy is available for their use.

7.3 NHSGGC's equal pay data can be found [here](#).