

NHS Greater Glasgow and Clyde **Equal Pay Statement** **April 2025**

NHS Greater Glasgow and Clyde (NHSGGC) is the largest health board in Scotland and we work alongside local authorities and voluntary sector organisations to provide and manage a range of health service across the region.

1. National Context

- 1.1 Equal pay is a legal requirement. Women and men performing work of the same value must be paid at the same rate. In contrast, the Gender Pay Gap is a comparison of the average rate of pay for all female staff compared to the average rate of pay for all male staff, regardless of their role.
- 1.2 [Close the Gap](#) produces information on the gender pay gap in Scotland. The purpose of this is to outline and analyse the key trends in the gender pay gap across various measures to show how it has changed over time.
- 1.3 Recent data from the ONS's Annual Survey of Hours and Earnings (ASHE) indicates that both the median and mean gender pay gaps have decreased between 2022 and 2023 across all measures.
- 1.4 The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 require listed authorities to publish information about the mean gender pay gap which is the percentage difference between men and women's average hourly pay (excluding overtime). Within NHSGGC, the mean gender pay gap has decreased by 5 percentage points since 2017, with the combined pay gap now sitting at 13%.
- 1.5 Given that the mean pay gap is calculated from the basic hourly rates of all individual employees, it therefore includes the highest and lowest rates and provides an overall indication of the size of the pay gap. The median basic hourly rate, on the other hand, is calculated by taking the mid-point from a list of all employees' basic hourly rates of pay and provides a more accurate

representation of the 'typical' difference in pay that is not skewed by the highest or lowest rates. It is possible however that the median pay gap can obscure pay differences that may be associated with gender, ethnicity or disability.

- 1.6 The gender pay gap is a key indicator of the inequalities and differences that still exist in men and women's working lives.
- 1.7 However, women are not all the same, and their experiences of the work are shaped by their different identities, and this contributes to the inequalities they may face. For example, disabled women and women from particular ethnic groups are more likely to be underemployed in terms of skills and face higher pay gaps.
- 1.8 There is a clear business case for organisations to consider gender equality key to enhancing profitability and corporate performance. Research data indicates that considering gender equality enabled organisations to:
 - Recruit from the widest talent pool
 - Improve staff retention
 - Improve decision making and governance

2. National Terms and Conditions

- 2.1 NHSGGC 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 NHS Agenda for Change (A4C) Contract and Terms & Conditions of employment, NHS Medical and Dental (including General Practitioners) and NHS Scotland Executive and Senior Managers contracts of employment.
- 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 implement pay systems which are transparent, based on objective criteria and free from unlawful discrimination.
- 2.3 NHS Scotland is a Living Wage employer and, as such, the lowest available salary of £24,518 translates into an hourly rate of £12.71

per hour, which is above the Scottish Living Wage rate of £12.60 per hour.

3. Legislative Framework

3.1 The Equality Act 2010 protects people from unlawful discrimination and harassment in employment, when seeking employment, or when engaged in occupations or activities related to work. It also gives women and men a right to equal pay for equal work. It requires that women and men are paid on equally favourable terms where they are employed in 'like work', 'work related as equivalent' or 'work of equal value'.

3.2 In line with the Public Sector Equality Duty of the Equality Act 2010, NHS GGC objectives are to ensure we have due regards to the need 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

4. Staff Governance Standard

4.1 NHS Boards work within a Staff Governance Standard which is underpinned by statute. The Staff Governance Standard sets out what each NHS Scotland employer must achieve in order to continuously improve in relation to the fair and effective management of staff.

4.2 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.
- 4.3 Delivering equal pay is integrally linked to the aims of the Staff Governance Standard.

5. Equal Pay Policy

- 5.1 This policy has been agreed in partnership and will be reviewed on a regular basis by the NHSGGC Area Partnership Forum and the Staff Governance Committee.
- 5.2 It is well recognised that the gender pay gap is caused by a range of societal and organisational factors which include:
- Occupational segregation
 - A lack of quality part-time and flexible working opportunities
 - The economic undervaluing of work which is stereotypically seen as female work such as care, retail, admin and cleaning
 - Women's disproportionate responsibility for unpaid care
 - Bias and a lack of transparency in recruitment, development and progression employment practices
 - Workplace cultures
 - Pay and grading systems
- 5.3 NHSGGC 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 and maternity, religion or belief, sex or sexual orientation.
- 5.4 NHSGGC understands that workers have a right to equal pay between women and men. In addition, the Equality Act 2010 (Specific Duties) (Scotland) Regulations require NHSGGC to take the following steps:

- Publish gender pay gap information by 30 April 2025, and every two years thereafter, using the specific calculation set out in the Regulations;
- Publish a statement on equal pay between men and women; people who are disabled and who are not; and people who fall into a minority racial group and who do not, to be updated every four years; and
- Publish information on occupational segregation among its employees, being the concentration of men and women; people who are disabled and who are not; and people who fall into a minority racial group and who do not, to be updated every four years.

5.5 NHSGGC also recognises underlying drivers of pay inequality, including occupational segregation, inequality of unpaid care between men and women, lack of flexible working opportunities, and traditional social attitudes. NHSGGC will take steps within its remit to address these factors in ways that achieve the aims of the NHS Scotland Staff Governance Standard and the Equality Duty.

6. Equal Pay Actions

6.1 It is good practice and reflects the values of NHSGGC that pay is awarded fairly and equitably.

6.2 We will:

- Review this policy, statement and action points with trade unions, staff networks and professional organisations as appropriate, every 2 years and provide a formal report within 4 years;
- Inform employees 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 to ensure fair, non-discriminatory and consistent practice;
- 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 our practices in line with the requirements of the Equality Act 2010; including carrying out and using the results of equality impact assessments.

- Consider, and where appropriate, contribute to equal pay reviews in line with guidance to be developed in partnership with the workforce and Trade Union representatives.

6.3 Below, we have set out actions which will be explored and progressed within NHSGGC. Many of these are aligned with key strategies and plans (such as the NHSGGC Workforce Equality Action Plan, and the NHSGGC Workforce Strategy), showing the integration of equalities activity within NHSGGC.

Theme	Action to Address	Outcome	Timescales
EDI knowledge	NHSGGC is putting in place a programme of Equality, Diversity and Inclusion (EDI) training for all current people managers in the organisation.	Ensure Equality, Diversity and Inclusion is reflected in all teams	December 2025
Gender: recruitment and promotion	We'll review the recruitment data in relation to senior posts (Band 7 and above), to review the gender split of applications , and their progress through the recruitment stages to consider any barriers to progression.	Identify any barriers to progression for particular gender, and take action to rectify	June 2025
	We'll also ensure our advertising of all posts, including senior posts, includes reference to the consideration of flexible working arrangements.	All opportunities are open to all, and support a positive work-life balance	March 2025, and then ongoing
Data gathering	We will take forward a targeted campaign across our Medical and Dental staffing to support increased completion of information regarding protected characteristics, within the electronic Employee Support System (eESS).	Improve the known data of our Medical and Dental staffing, to identify any further opportunities for improvement	March 2026
EDI activity	We will scope the possibility of creating an Equality Diversity and Inclusion Committee (EDIC) which would be responsible for monitoring compliance with the Board's responsibilities in line with legal duties	Provide strategic internal governance across key aspects of workforce Equality legislation	March 2025

Disabled staff and applicants	We'll work together in partnership, and collaboratively with our Staff Disability forum, to robustly self-assess against the Disability Confident standard	Through this we'll review a number of our processes and support available, ensuring improvement opportunities are progressed	September 2025
Pay gap review	We will produce annual pay gap reports covering gender, ethnicity and disability supporting "snapshot" and trend information	This will raise awareness, identify progress, generate discussion and identify opportunities for improvement	March 2026
Younger workforce	Regularly review EDI data in relation to our apprenticeship programme	Seeking to identify any further actions required in regard to our younger workforce	March 2025, and then ongoing
Equally Safe at Work	Continue our progress with the Equally Safe at Work accreditation , to address gender inequalities in the workplace	Equally Safe at Work accreditation through meaningful action and change	December 2025
Removing bias	We will review our guidance on writing job descriptions and person specifications, to advise the use of equality sensitive language	Support the reduction of unnecessary barriers to staff from any protected characteristic being attracted to, and being	March 2026

		able to fulfil, roles across the organisation	
Anti-Racism	Progress new areas under development within the NHSGGC Anti-Racism Plan during 2024/25	Ensuring we are an anti-racism organisation, embedding anti-racism as a healthcare provider, employer and anchor institution	December 2025
BME leadership	Review the BME leadership programme outcomes to review effectiveness of the programme in supporting promotion to leadership posts	Improve the number of BME staff into promoted posts in Agenda for Change job families	March 2026
Reviewing progress	Review outcomes and trends from appropriate iMatter (the NHS Scotland Staff Experience Continuous Improvement tool, which runs annually) questions	Monitor the progress of actions implemented, and their impact on staff experience & engagement	October 2025

- 6.4 Responsibility for implementing this policy is held by the NHSGGC Chief Executive, with the Director of Human Resources and Organisational Development having lead responsibility for the delivery of the policy.
- 6.5 If a member of staff wishes to raise a concern at a formal level within NHSGGC relating to equal pay, the NHS Scotland Grievance Policy is available for their use.