
Gender Pay Gap Report

2016-2017

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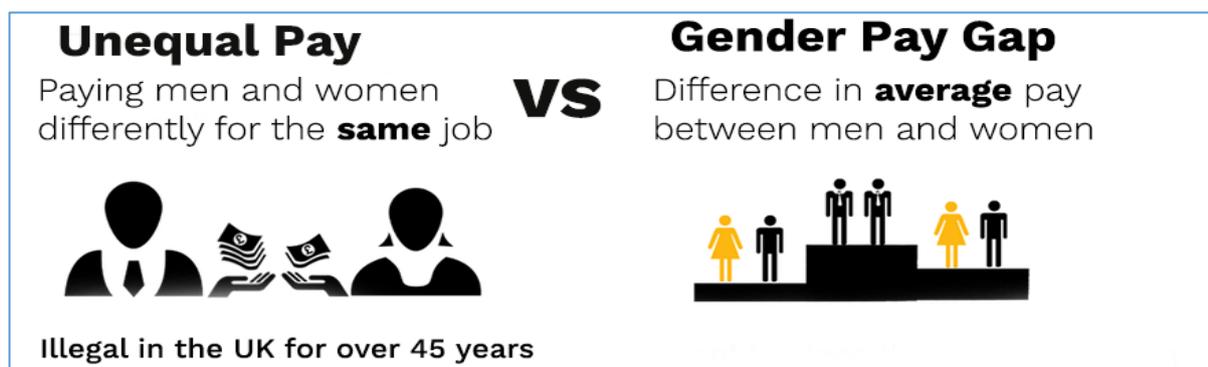
Introduction

Earlier this year, the government introduced world-leading legislation that made it statutory for organisations with 250 or more employees to report annually on their gender pay gap. Government departments are covered by the [Equality Act 2010 \(Specific Duties and Public Authorities\) Regulations 2017](#) which came into force on 31 March 2017. These regulations underpin the Public Sector Equality Duty and require relevant organisations to publish their gender pay gap by 4 April 2018. This includes information on:

- the mean and median gender gaps in hourly pay
- the mean and median gender gaps in bonus pay
- the proportion of men and women who received bonuses
- the proportions of male and female employees in each pay quartile

The gender pay gap shows the difference in the average pay between all men and women in a workforce. If a workforce has a particularly high gender pay gap, this can indicate that there may be a number of issues to deal with and the individual calculations may help to identify what those issues are.

The gender pay gap is different to *equal pay*. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

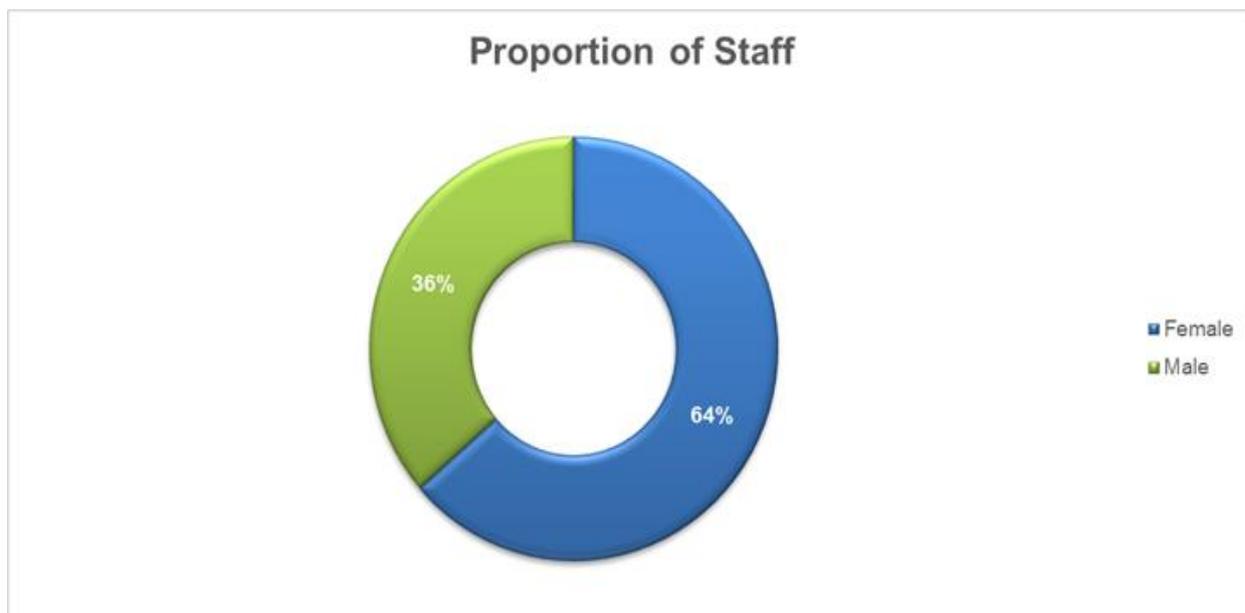


It is unlawful to pay people unequally because they are a man or a woman.

NTW Solutions limited is a wholly-owned subsidiary of Northumberland Tyne and Wear NHS Foundation Trust. NTW Solutions is formed of Estates, Facilities and Transactional Services (Finance, Workforce and Procurement). During the reporting period all staff were engaged on Agenda for Change Terms and Conditions following a TUPE transfer from the Trust on 1st April 2017. The snapshot data was taken at 5th April 2017.

The gender pay results were broadly as expected given the nature of the industry and the background of the NHS. The national average gender pay gap is 18.4% (ONS 2017).

Gender Profile



Female	391	64%
Male	224	36%
Total	615	100%

Key Points

- There are approximately two thirds female employees and one third male employees
- There are 5 times more female employees who work part time than males. The gender pay information is calculated on whole time equivalent salaries, however part time roles in the UK tend to be lower paid than full time posts*
- 58% of employees are aged 50 years and above, with 64% of female staff in this age category
- 67% of employees are in the lowest Agenda for Change band (band 2), with 75% of female staff in this pay band

*How do the jobs men and women do affect the gender pay gap? 6 October 2017, ONS Digital

Gender Pay Gap

The Mean Gender Pay Gap is **15.4%** and the median gender pay gap is **0%**.

Avg. Hourly Rate



■ Female ■ Difference ■ Male

Median Hourly Rate



■ Female ■ Difference ■ Male

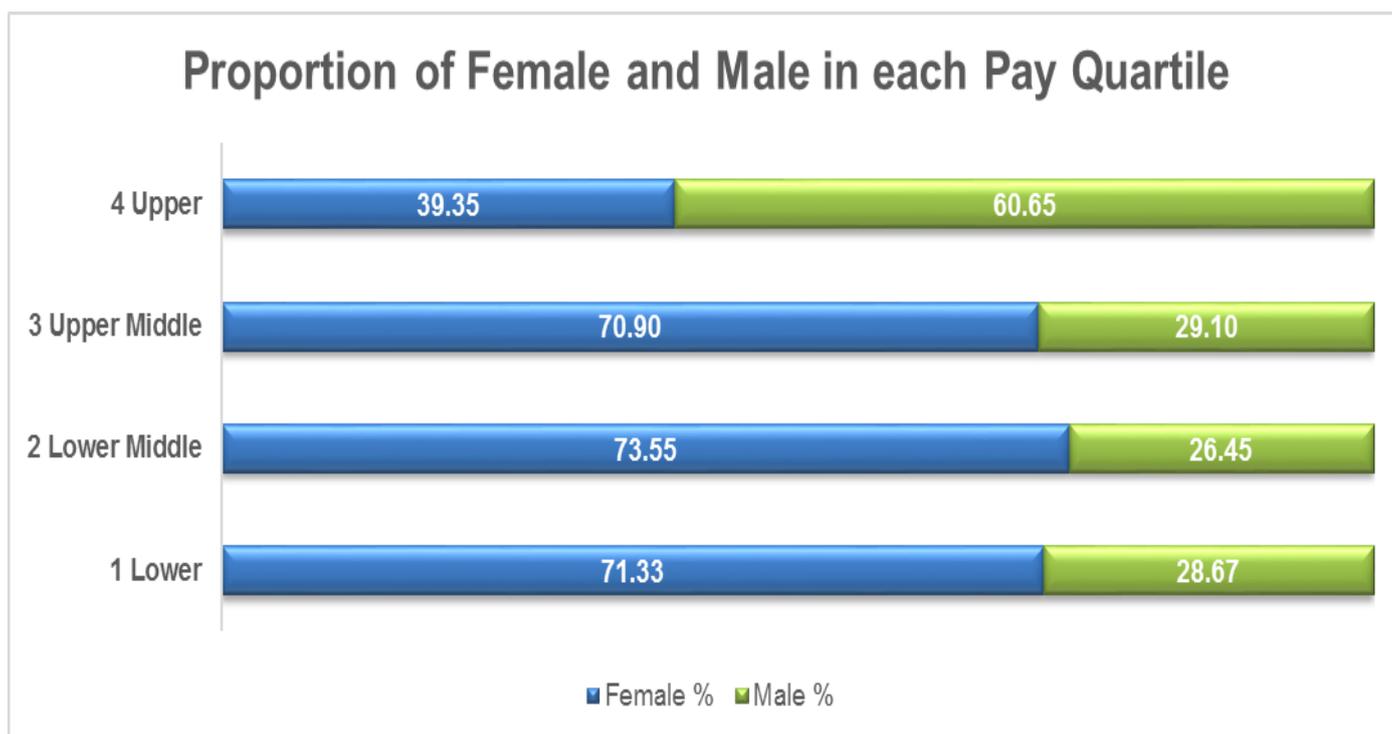
Key Points

- The data snapshot date is 5 April 2017
- Average pay gap is the difference between the average hourly rate of pay of men and women
- Median pay gap is the difference between the middle value of pay for all men and the middle value of pay for all women.
- The average gender pay gap is **15.4%** meaning men are paid 15.4% higher than women
- This is reflective of the workforce composition whereby there are a greater number of female staff in lower banded posts and a higher number of male staff in higher banded posts
- The median gender pay gap is **0%** and is typically more representative as it is not skewed by a few higher paid employees.

Bonus Pay Mean and Median Pay Gap

There were no bonus payments made within NTW Solutions within the reference period, so there is no gender pay to report in this area.

Proportions of males and females in each pay quartile



Key Points

- In order to create the quartile information all staff are sorted by their hourly rate of pay, this list is then split into 4 equal parts where possible
- 71.33% of staff in the lower quartile are female while 60.65% of staff in the upper quartile are male
- This demonstrates the over representation of female staff working in lower banded posts, primarily as domestic staff and the over representation of male staff working in higher banded posts primarily as professionally qualified estates and facilities managers
- The estates workforce in the UK generally is still heavily male dominated, from apprenticeship level right through to Director level whereas the facilities workforce in the UK generally is heavily female dominated
- Given the nature of the services provided by NTW Solutions these pay quartiles are representative of the sector

Actions to Remove the Gender Pay Gap

NTW Solutions is committed to addressing the gender pay gap and is undertaking a range of actions to reduce this including:

- Continue to review our recruitment processes to ensure recruitment through a variety of channels and non-traditional sources, ensuring equality issues are highlighted and addressed at every stage
- Continue to actively support women returning to work following maternity or adoption leave
- Continue to ensure that women have equal opportunity and support to develop their career
- Continue to design every job as flexible by default
- Engage with staff about gender issues, discussing this report and any actions which may arise
- The Trust has signed up to The Equality & Human Rights Commission 'Working Forward' campaign to support pregnant women and new parents. Under the SLA Solutions staff, as part of the Group will be able to access the support and resources provided by this campaign and the Group's commitment to it.

Declaration

We can confirm that our data has been calculated nationally via the NHS Employee Staff Record (ESR) system according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

We confirm that the gender pay calculations, data and assertions in this document have been assured by the Company Board

Name: Tracey Sopp
Title: Director of Finance

Name: Peter Studd
Title: Chair

