



Gender Pay Gap Report

2017-2018

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Introduction

Legislation has been introduced which makes it statutory for organisations with 250 or more employees to report annually on their gender pay gap.

These regulations underpin the Public Sector Equality Duty and require relevant organisations to publish their gender pay gap by 4 April 2019 (and annually thereafter), including: the mean and median gender hourly pay; the mean and median gender gaps in bonus pay; the proportion of men and women who receive bonuses; and the proportion 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 the workplace. If there is a high gender pay gap, this indicates that there may be a number of issues to deal with.

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.

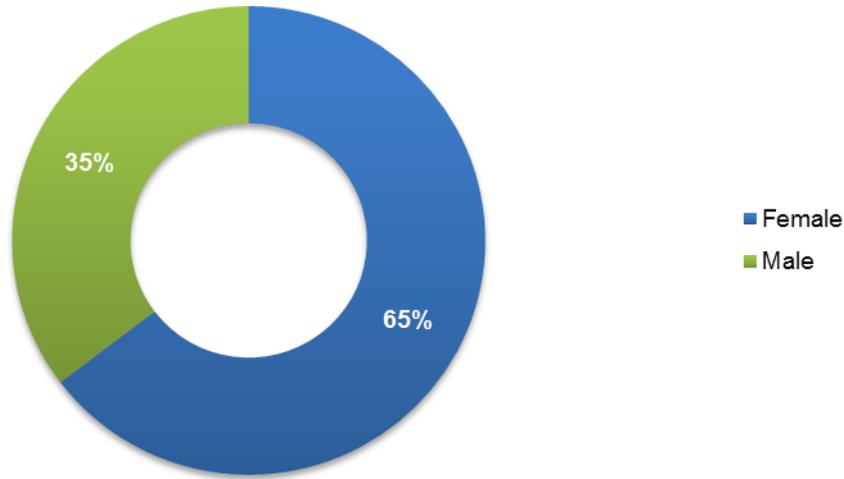
NTW Solutions Limited supports the fair treatment and reward for all of its staff irrespective of gender. Its pay system approach is based on the principles of fairness, consistency and transparency, irrespective of gender.

This report fulfils legislative requirements and sets out what NTW Solutions Limited are doing to close the gender pay gap.

NTW Solutions Limited is a wholly-owned subsidiary of Northumberland Tyne and Wear NHS Foundation Trust. NTW Solutions Limited is formed of Estates, Facilities and Transactional Services (Finance, Workforce and Procurement). During the reporting period the majority of staff were engaged on Agenda for change terms and conditions following a TUPE transfer from the Trust on 1st April 2017 – new staff are engaged on non-Agenda for Change terms and conditions. The snapshot data was taken at 5 April 2018. It should be noted that when the 2016-2017 comparison data was taken, the company had only been in existence for 5 days.

The gender pay results are broadly as expected given the nature of the industry and the background of the NHS.

Gender Profile



Gender	Employee's	%
Female	386	65%
Male	211	35%
Grand Total	597	100%

Key Points

- There are approximately two thirds female employees and one third male employees.
- There are 4 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.
- 292 female staff are at Band 2 compared to 94 males. Similarly 49 females at Band 3 compared to 29 males.
- Males occupy more of the senior posts – 18 females compared to 28 males.

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

Gender Pay Gap

As at 5 April 2018
Avg. Hourly Rate



■ Female ■ Difference ■ Male

As at 5 April 2017
Avg. Hourly Rate



■ Female ■ Difference ■ Male

As at 5 April 2018
Median Hourly Rate



■ Female ■ Difference ■ Male

As at 5 April 2017
Median Hourly Rate



■ Female ■ Difference ■ Male

Gender	Avg. Hourly Rate		Median Hourly Rate	
Female	£	10.83	£	10.25
Difference	£	1.67	£	1.29
Male	£	12.50	£	11.54
Pay Gap %		13.35		11.21

Key Points

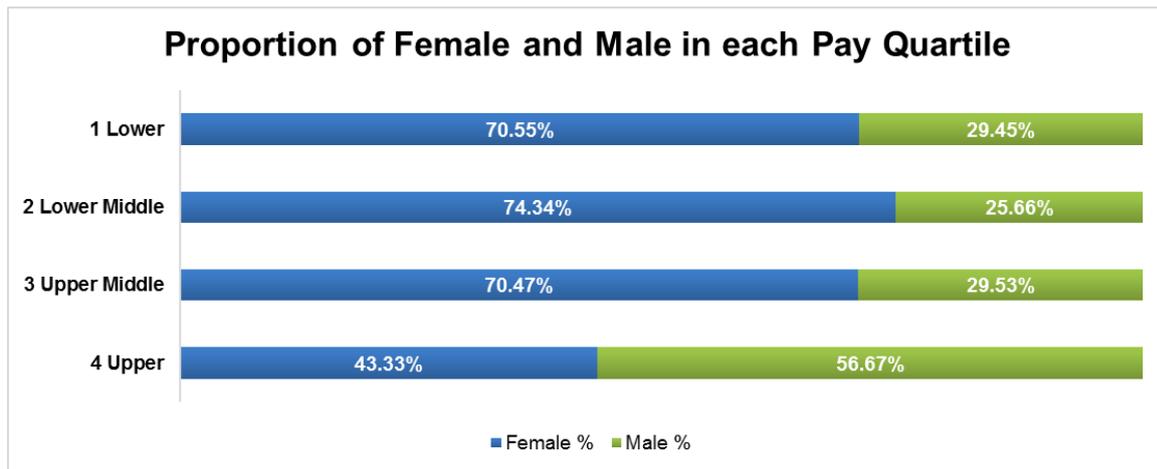
- It's difficult to say exactly why there is such an increase in the median as the 2017 & 2018 GPG for NTWS is not comparable, as when the initial 2017 report was produced the company was still in its infancy. Staff who worked enhanced, on call or unsociable work patterns was minimal as the company had only been established 5 days. Compared to 2018 NTWS has been established for 12 months, as the Gender Pay calculations look at the retrospective months payroll as such for the 2018 pay gap the calculation is able to include a full month of enhanced, on call or unsociable work patterns. What we do know is that Estates posts predominantly attract on call payments and enhancements.
- The data snapshot date is 5 April.
- Average pay gap (mean) 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 13.35% meaning men are paid 13.35% higher than women. This is lower than the 2017 rate of £15.40%

Bonus Pay Mean and Median Pay Gap

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

Proportions of males and females in each pay quartile

Quartile	Female	Male	Female %	Male %
1 Lower	103.00	43.00	70.55%	29.45%
2 Lower Middle	113.00	39.00	74.34%	25.66%
3 Upper Middle	105.00	44.00	70.47%	29.53%
4 Upper	65.00	85.00	43.33%	56.67%



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.
- 70.55% of staff in the lower quartile are female while 56.67% 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 Ltd these pay quartiles are representative of the sector.

Actions to Remove the Gender Pay Gap in 2017 were as shown below

NTW Solutions Ltd 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.

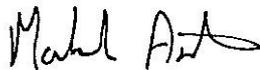
- Continue to actively support women returning to work following maternity or adoption leave.
- Continue to ensure that women have equal opportunity and support to develop their career.
- Engage with staff about gender issues, discussing this report and any actions with may arise.
- The Trust has signed up to The Quality & 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.

In addition to this an action plan was developed, see Appendix A. During the next 12 months these actions will be further progressed.

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.



Signed

Name: Malcom Aiston
Title: Managing Director



Signed

Name: Peter Studd
Title: Chair