Gender Pay Gap Report

*March 2025*

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## Introduction

Organisations with 250 or more employees are mandated by the government to report annually on their gender pay gap. The requirements of the mandate, set out within the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, are to publish information relating to pay for specific measures, as detailed in this report.

This report is based on the Government’s methodology for calculating difference in pay between female and male employees, considering full pay relevant employees of NHS Shropshire, Telford and Wrekin Integrated Care Board (STW ICB). As of the 31 March 2024, STW ICB employed 297 people, comprising of 238 female employees and 59 male employees. On 31 March 2024, 80% of the STW ICB workforce were female and 20% were male.

## Remuneration Policy

The Agenda for Change (AfC) evaluation system measures jobs, not individuals, against a structured framework. The scored process determines the pay band of a role, band 2 to band 9.

The remuneration framework of senior managers and directors is set through the Executive and Senior Managers (ESM) pay framework.

NHS pay is governed by HM Treasury’s pay remit and subject to current public sector pay rules and pay restraints.

## What is our gender pay gap?

The table below illustrates the differences in average (mean) and median (middle) hourly pay rates for male and female STW ICB employees.

Across the organisation, as of 31 March 2024, the mean gender pay gap was 9.29%. Male employees were being paid an average of £2.25 more per hour than female employees.

The median gender pay gap (which demonstrates the difference between the midpoints in the ranges of hourly earnings) was 2.95% meaning that male employees were paid £0.64 more per hour than female employees.

**Table 1**

|  |  |  |
| --- | --- | --- |
| **Gender 2024** | **Average Hourly Rate** | **Median Hourly Rate** |
| **Male** | £34.39 | £25.60 |
| **Female** | £24.60 | £19.10 |
| **Difference** | £9.79 | £6.50 |
| **Pay Gap %** | **29.5%** | **25.4%** |

Pay gap data for 2024 shows that there is a gender pay gap within STW ICB. However, it is important to note that while there is a gender pay gap within the organisation, this is not the same as saying female and male employees are being paid differently for doing the same job (which would be an equal pay issue).

## What is our bonus gender pay gap?

STW ICB does not have a bonus gender pay gap. STW ICB has not paid bonuses to its employees, despite provision to do so as part of ESM pay arrangements. There is no scope for bonus payments within the Agenda for Change terms and conditions of service.

## What proportion of males and females are in each quartile?

The table below illustrates the headcount of male and female employees who fell within the four pay quartiles (where quartile 1 is the lowest paid and quartile 4 is the highest paid):

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Pay Quartile** | **Female** | **Male** | **% Female** | **% Male** |
| **1 (lowest)** | 65 | 7 | **90.28%** | **9.72%** |
| **2** | 64 | 11 | **85.33%** | **14.67%** |
| **3** | 50 | 19 | **72.46%** | **27.54%** |
| **4 (highest)** | 57 | 21 | **73.08%** | **26.92%** |

Overall, females occupy 73.08% of the highest paid jobs and 90.28% of the lowest paid jobs in the ICB. Males occupy 26.92% of the highest paid jobs and 9.72% of the lowest paid jobs.

Census 2021 data tells us that 51% of the population of England are female; ML has a significantly higher female population, at 80%. Furthermore, 73.08% of the ICB employees in the upper pay quartile of employees are female.

## ****What are we doing to close the gap?****

STW ICB is committed to addressing the gender pay gap and is undertaking a range of actions to reduce the gap and ensure an equal and inclusive workplace. These actions include:

* To address the gender pay gap and promote inclusivity, the executive group should consider taking immediate action by auditing pay structures to identify inequities and investigating biases in hiring and promotions. Setting clear targets, such as halving the pay gap within three years, and tracking gender representation across pay quartiles will ensure accountability.
* Enhancing pay transparency through regular reporting, standardising promotion processes, and embedding gender benchmarks in leadership hiring will help create a fairer system. Supporting women’s career progression via mentorship, upskilling, and flexible leadership roles is crucial, as is expanding parental leave and normalising flexible work arrangements.
* Unconscious bias training, redefining job roles to allow mobility into higher-paying positions, and institutionalising equity in all HR processes will further drive progress. Monitoring data, adjusting strategies based on feedback, and developing a diverse talent pipeline through partnerships with universities will ensure long-term success. Finally, publicising achievements in closing the pay gap will reinforce commitment and attract top talent.

## ****Conclusion****

Recognising that there are smaller proportions of male employees in each of the four pay quartiles compared to the females, we would need to achieve an increase in the proportion of male employees in quartiles 1 to 4 to reduce our gender pay gap (as defined by the Government). ***This report was produced by the NHS Midlands and Lancashire Commissioning Support Unit Inclusion Team.***