

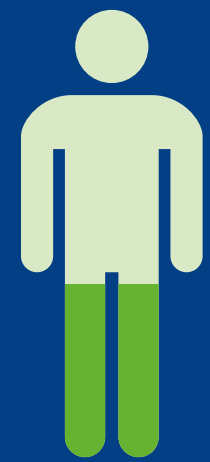


Gender Pay Gap Report 2023/24



The gender pay gap provides an overview of the average pay of male and female employees. It differs from equal pay, which looks at male and female employees receiving equal pay for work of equal value.

STAFF AT NECS



MEN

38.65%

(715 employees*)



WOMEN

61.35%

(1,135 employees*)

Quartile	Male	
1	123	32.28%
2	209	40.27%
3	174	39.01%
4	209	41.47%

Quartile	Female	
1	258	67.72%
2	310	59.73%
3	272	60.99%
4	295	58.53%

PAY GAP

Using **mean** (average) hourly pay

5.55%

Male £21.99
Female £20.83



Using **median** hourly pay

0.01%

Male £20.76
Female £20.76



Recruitment and Inclusion

Strategy Moving Forward

- Continue reviewing recruitment practices, procedures and guidance
- Continue delivery and development of Inclusive Recruitment and Unconscious Bias Training
- Extend six monthly workforce and recruitment report to include leavers data
- Highlight the necessity and availability of reasonable adjustments
- Promote NECS People Policies.



Monitoring and Development

Strategy Moving Forward

- Continue monitoring ESR and developing service line level reporting
- Undertake six monthly reviews and internal reporting of Pay Gap data, to enable progress evaluation
- Develop focus groups to better understand the issues affecting female colleagues
- Undertake gender based analysis of staff survey results
- Encourage female career progression through coaching and mentoring.



Health and Wellbeing

Strategy Moving Forward

- Continue supporting women on maternity leave and encourage line managers to support them with effective utilisation of Keep In Touch days
- Positively promote caring roles for both genders
- Review current flexible working practices
- Promote the Health and Wellbeing group and the Health and Carer's Passport
- Promote menopause cafes and guidance and develop a women's health group.



Communications

Strategy Moving Forward

- Consider the language, images, and branding used to promote roles and careers within the organisation
- Ensure the EDI communications plan highlights female role models at all levels of the organisation and celebrates their success
- Update our external website to promote internal staff activities and programmes of work that are ongoing internally in the organisation.