

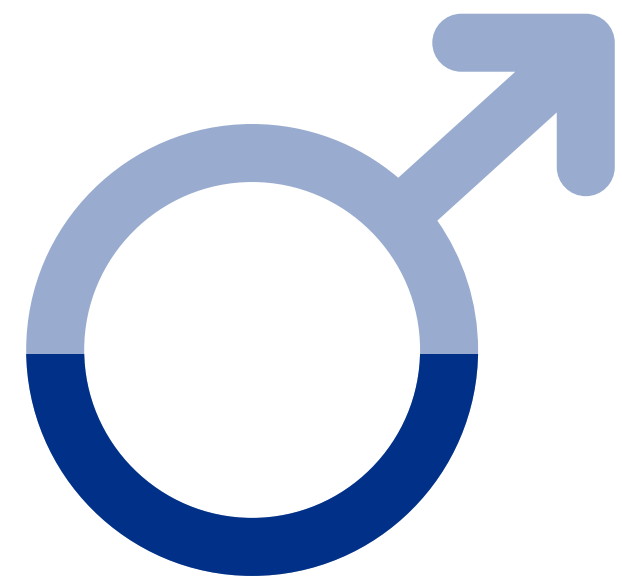


# Gender Pay Gap Report 2024

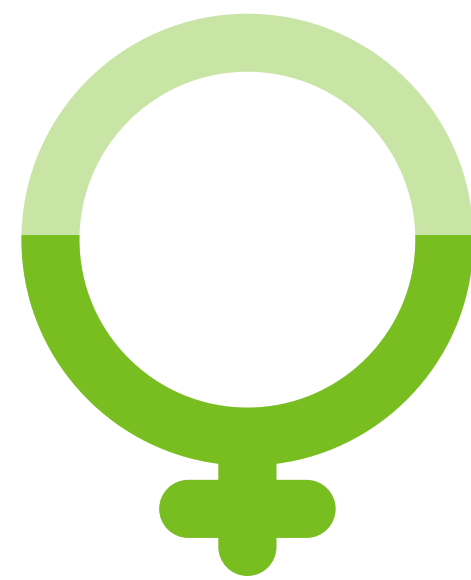


The calculations in the report are based on headcount as of 31 March 2024. Hourly rates were obtained from the Electronic Staff Record (ESR) using the standard NHS reports as per guidance issued by The Electronic Staff Record Programme.

## Colleagues at NECS\*

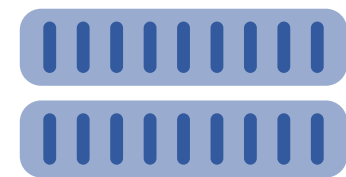


39.4%  
MEN



60.6%  
WOMEN

## Average pay gaps



£22.73  
MEN

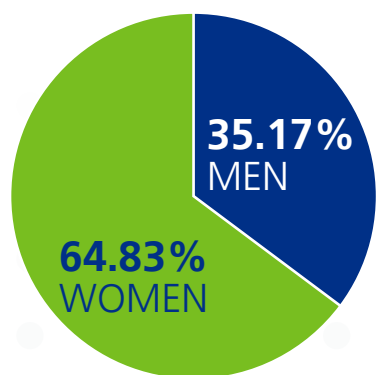


£21.72  
WOMEN

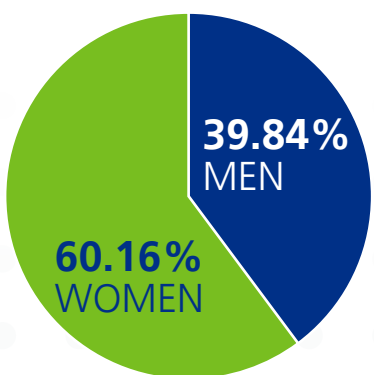
Mean pay per hour

A GAP OF  
4.44%  
(5.55% in 2023)

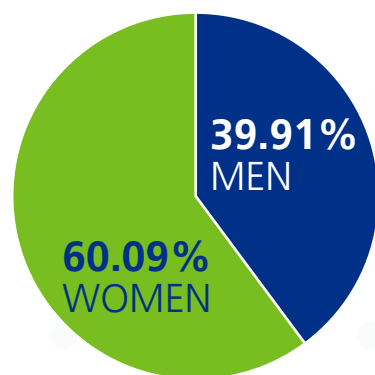
## Quartile splits



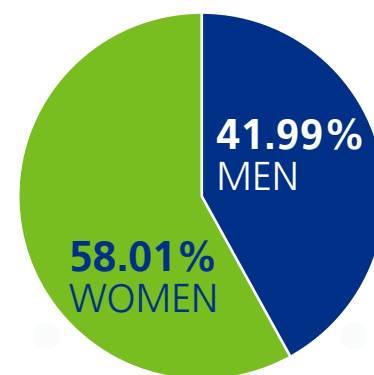
Quartile 1



Quartile 2

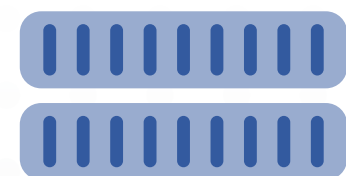


Quartile 3



Quartile 4

For further information see the full report.



£21.80  
MEN



£21.18  
WOMEN

Median pay per hour

A GAP OF  
2.84%  
(0.01% in 2023)

## Actions



- Develop **open and transparent** reporting.
- Hold **health related safe space events and cafes** to increase knowledge, encourage sharing, and provide support.
- **Create external communication resources.**
- **Develop a recruitment checklist** to support panel members.
- Introduce the **sharing of interview questions** prior to interviews.
- Ensure NECS' **flexible working** approach is shared within job adverts.
- Amplify colleague voices via continued **development of our Inclusion Network.**

\*Taken from the total workforce on 31 March 2024.

In terms of gender, the NHS ESR platform only allows us to collect data for male and female categories. This limits our ability to gather data for comparison for other gender identities.