



A care system support organisation



NECS Gender Pay Gap Report

March 2024



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1. Introduction

- 1.1 North of England Commissioning Support Unit (NECS) has published a Gender Pay gap report each March, reporting on data as at the previous 31 March, since 2017 when the Gender Pay gap reporting requirements were introduced.
- 1.2 It is mandated by Government that organisations with 250 or more employees report annually on their gender pay gap. The regulations require that specific data is published on the organisation's internet site, and directly to Government via the Government Gateway portal.
- 1.3 This report contains the statutory data, based on the Government's methodology for calculating difference in pay between female and male employees, considering full pay relevant employees of NECS, which will be included in our published report, although it is intended that the final published version is a one-page summary of the key statistics, and a summary of our action plan to identify how we will make improvements in further closing the gender pay gap in NECS.
- 1.4 In line with gender pay reporting regulations, included in this report are details of the mean and median gender pay gap in NECS and the proportion of males and females in each quartile pay band.
- 1.5 The reporting deadline is always 30 March.

2. Remuneration Policy

- 2.1 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, from band 2 to band 9. The remuneration framework of senior managers and directors is set through the Executive and Very Senior Managers (VSM) pay framework. NHS pay is governed by HM Treasury's pay remit and subject to current public sector pay rules and restraints.

3. Gender Pay Gap as of 31 March 2024

- 3.1 The calculations in this report are based on headcount as of 31 March 2024. For the purposes of this report 'headcount' or 'workforce':
 - Includes those who have a contract of employment (including those employees working part-time, job-sharing and employees on leave)
 - Excludes agency workers as they will form part of the headcount of the agency that provides them, and not the employer to whom they are assigned.
- 3.2 The total workforce on 31 March 2024 was 1869, 1133 (60.62%) of whom were female, and 736 (39.38%) of whom were male. The data presents a gender pay gap in NECS

in both mean and median hourly rates. This is not the same as saying men and women are being paid differently for doing the same job.

- 3.3 NECS has observed a gender pay gap in 2024 of 4.44% as an average (mean) and 2.84% as a median average.
- 3.4 There has been a 1.11% decrease in the gender pay gap for the mean pay; with the 2024 mean pay gap at 4.44% and the 2023 pay gap at 5.55%, and an increase of 2.83% percentage points for the median pay to 2.84% in 2024, where in 2023 the median gap was 0.01%.

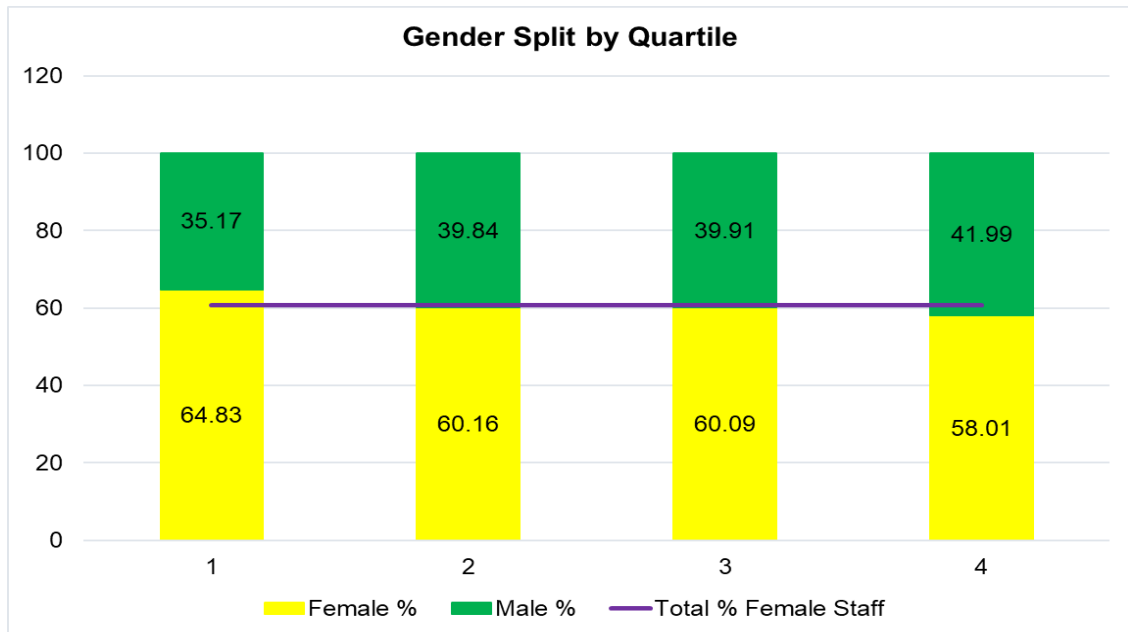
Table 1 Pay Gap by mean and median

2024 (Latest figures)	Average hourly rate (mean)	Median pay per hour
Male	£22.73	£21.80
Female	£21.72	£21.18
Difference	£1.01	£0.62
Pay Gap (%)	4.44	2.84

- 3.5 The quartiles represent the split of workforce, based on salary. The first quartile contains those whose rate of pay is the lowest, with the fourth quartile containing those whose rate of pay is the highest, when compared to other NECS employees.

Table 2 Gender by Quartile

Quartile	Female	Male	Female %	Male %	Female Pay Range	Male Pay Range
1	271	147	65	35	£8.71 - £14.44	£8.71 - £14.50
2	308	204	60	40	£14.53 - £21.79	£14.53 - £21.79
3	268	178	60	40	£21.80 - £26.06	£21.80 - £25.76
4	286	207	58	42	£26.06 - £62.75	£26.06 - £83.84



- 3.6 In 2024, 61% of the overall workforce comprised female employees. This is indicated by the purple line which indicates the gender split for each quartile differs marginally, when compared against the overall gender split of the organisation. Despite the differences being small, 65% of women still occupy the lowest paid roles in NECS. In quartiles 2 and 3 the representation is almost equal to the organisational profile, where males are more highly represented in the higher paid job roles.
- 3.7 As of 31 March 2024, two of the seven Executive Directors were female and five were male.

4. NECS Bonus Gender Pay Gap

NECS does not have a bonus gender pay gap. No bonus payments have been made. As an NHS organisation applying the Agenda for Change standardised pay, terms, and conditions, NECS does not routinely pay bonuses to staff.

5. Notes on Calculations

- 5.1 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.

6. Actions to Address our Gender Pay Gap

- 6.1 The NECS gender pay gap remains below the national average of 14.3%, however further work needs to be undertaken to make improvements and sustain them over

time, to enable us to effectively reduce the pay gap and ensure we deliver the strategic objective to *'become a more attractive, fairer, more diverse, and inclusive employer'*.

6.2 The Equality, Diversity, and Inclusion (EDI) Strategy for 2024/25 has focused on 5 key objectives:

1. Develop communication pathways for dialogue and support for colleagues from protected groups to enable organisational growth.
2. Improve workplace accessibility for colleagues with diverse needs.
3. Improve education at every level within the organisation to further support an inclusive culture.
4. Support the development of a diverse and representative workforce through retention and recruitment.
5. Advance our corporate commitment to equality, diversity and inclusion and inclusive leadership.

The objectives encompass specific actions which seek to create a culture of inclusivity, where everyone feels they belong, as outlined below:

- Develop open and transparent reporting.
- Ensure specific health related safe space events and cafes are held (such as Menopause cafes) to increase knowledge amongst the workforce and encourage sharing and support as this will in turn support females to discuss health conditions that they may find debilitating and therefore potentially career limiting.
- Create external communication resources that displays NECS' inclusive and flexible culture to encourage diverse applicants to new job roles.
- Create a recruitment checklist to support panel members consider different protected groups when interviewing.
- Explore the feasibility of revising the interview process to share questions in advance of an interview.
- Ensure transparency with regards to flexible working within job adverts
- Continue to develop the Inclusion Network to amplify colleague voices and encourage their role in changes in the organisation.

New strategic equality objectives will be developed for 2025/26 which will include actions to support any pay gaps to be eradicated.