NHS
Cornwall and
Isles of Scilly

Gender pay gap report 2024

Introduction

This report contains NHS Cornwall and Isles of Scilly Integrated Care Board's (ICB) statutory disclosure on the gender pay gap. It includes figures as of 31 March 2024. All employers with 250 or more employees must annually publish figures setting out the average pay gap between men and women. This report reflects those colleagues in scope according to the government regulations and guidance. Only those employees on full pay are included and it is only ordinary pay that is counted.

The ICB was established on 1 July 2022 by The Integrated Care Boards (Establishment) Order 2022. This report includes some data from our predecessor organisation, NHS Kernow Clinical Commissioning Group (NHS Kernow). This data is included for comparison purposes.

What is the gender pay gap?

The gender pay gap is the difference between the hourly rate of pay of male employees and female employees. This is expressed as a percentage of the hourly pay rate of the male employees. The gender pay gap is reported as a mean, or average, and median, or mid-point, basis. The legislation requires disclosure on bonuses. The ICB does not pay bonuses and therefore the percentage of males and females receiving a bonus payment is zero.

The gender distribution by pay quartiles is based on actual earnings, not by NHS bands. Quartile 1 is the lowest 25% of earnings, whereas quartile 4 is the highest 25% of earnings.

The gender pay gap should not be confused with equal pay, which is covered in the Equal Pay Act 1970. The act prohibits less favourable treatment between men and women in relation to their terms and conditions of employment. Equal pay is about work of equal value receiving equal pay. If an employer has a gender pay gap, this does not necessarily mean there is an equal pay issue. A gender pay gap might show that there are less women in higher paid jobs, not that they are being paid less for doing the same or equivalent roles as men.

The gender pay gap figures

Gender pay gap 2024

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The following data shows the ICB's gender pay gap at 31 March 2024. The ICB had 293 employees, of which 20.8% were male. The following table shows the mean and median pay gap.

Year	Mean %	Median %
2024	22.7	7.3

The following table shows the gender distribution by pay quartile.

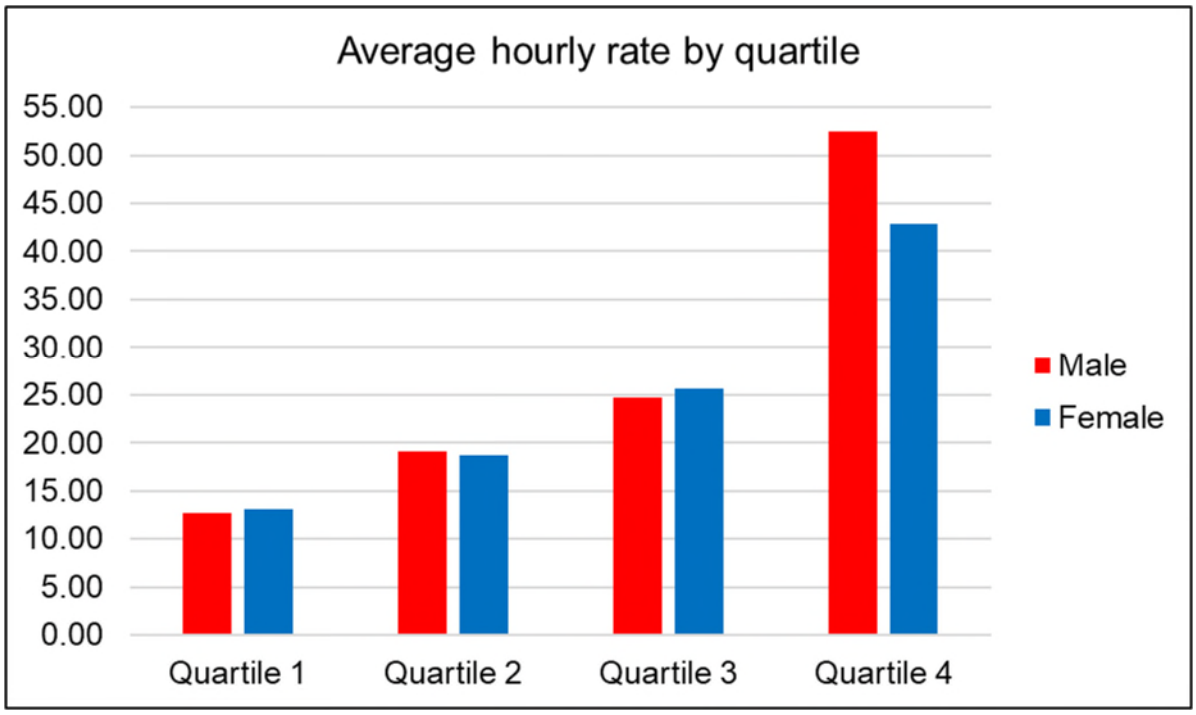
Quartile	Female %	Male %
1	82.4	17.6
2	87.7	12.3
3	76.7	23.3
4	69.9	30.1

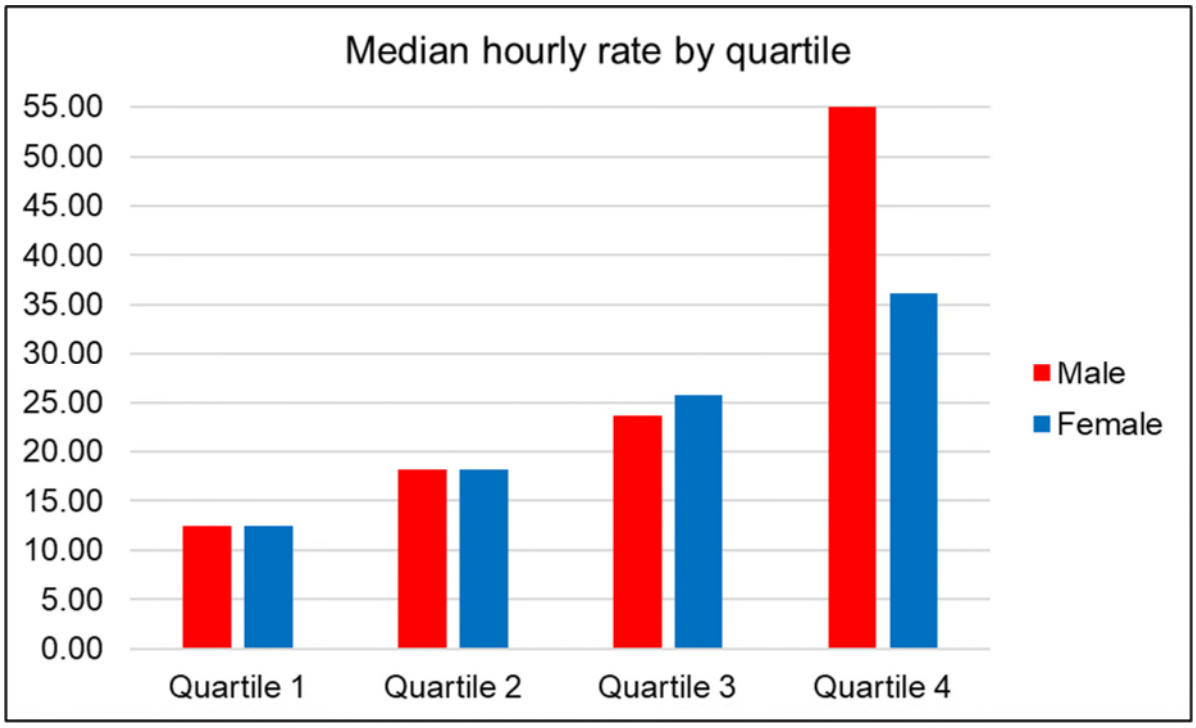
What the data tells us

The following table shows the gender pay gap over time, using NHS Kernow's data from 2017 to 2022 as a comparison.

Year	Mean %	Median %
2017	25.3	9.4
2018	23.5	10.8
2019	18.3	13.4
2020	11.5	9.7
2021	13.1	0.1
2022	16.4	5.0
2023	18.6	7.3
2024	22.7	7.3

The following charts show the range of pay values in each quartile. The pay values are comparatively broad within quartile 4. This is reflected in the average hourly rate and in the median hourly rate.





The table below shows the average hourly rate by males and females, the median hourly rate by males and females, and the percentages of males and females in the workforce, split by quartiles.

Quartile	Average hourly rate £		Median hourly rate £		Percentage of employees %	
	Female	Male	Female	Male	Female	Male
1	13.08	12.69	12.48	12.48	82.43	17.57
2	18.75	19.09	18.15	18.15	87.67	12.33
3	25.62	24.74	25.67	23.59	76.71	23.29
4	42.92	52.52	36.11	55.09	69.86	30.14

The effect of pay in quartile 4 exaggerates the effect of the gender pay gap overall for the organisation.

There are some consistent themes from the gender pay gap reports.

- The overall gender pay gap is consistently in favour of men.
- Small changes in numbers of men and women can make a large difference to the pay gap calculations.
- In quartile 1, the gender pay gap is in favour of women and this has been the case for the previous 5 years of reporting.
- Proportionately, more men work in quartile 4, meaning there are more men working in the higher paid roles than the other 3 quartiles.
- The gender pay gap is largest in quartile 4 and this has been the case for the previous 5 years of reporting.

For the last 3 years of reporting, the gender pay gap:

- is in favour of women for those aged 40 years or less. For those aged 41 years or older, the gender pay gap is in favour of men
- is larger in non-clinical roles
- is larger for those working part time hours. In 2024, 31.9% of women worked part time, compared to 11.5% of men
- is larger for those who have been in their grade for less than 4 years, compared to those in their grade for over 4 years.

The following information was also noted on analysis.

- As might be expected, employees in clinical roles, and those aged over 40 years, are, on average, more highly paid.
- The number of different hourly pay rates to the nearest penny reduced from 94 in 2019, to 59 in 2023 and 35 in 2024. The reduction in the number of different hourly pay rates reflects a change in the pay structure of Agenda for Change.

It was not possible to review the data by other protected characteristics, due to small numbers. The data was analysed to understand pay gaps by protected characteristic, including race, disability, and sexual orientation. The small numbers of staff means that it is not possible to draw any conclusions or actions from the available data.

The following table gives information on the percentage of people who have chosen to share their protected characteristic data on ESR. The data was sourced on 31 January 2025. There may be rounding errors due to the use of percentages.

Protected characteristic	Declared %	Unspecified, not declared, or unknown %
Sex	100	0
Disability	92	8
Ethnic origin	93	7
Sexual orientation	83	18
Religious belief	74	26
Marital status	96	4
Age	100	0

Summary

The gender pay gap for 2024 mean is 22.7% and median is 7.3%. This is a position which has deteriorated since 2020. This means that men are, on average, paid more than women in the ICB. On breaking these figures down, there are proportionately less women in higher paid jobs in the ICB. The gender pay gap exists predominantly in the upper quartile, or quartile 4. Small numbers of employee changes can make a large difference to the gender pay gap.

The data shows that the following may help to close the gender pay gap within the ICB.

- Have proportionate numbers of men and women working through all the quartiles.
- Improve workplace flexibility and availability of part time roles for men and women.
- Attract more women into senior leadership roles.

Gender pay gap action plan

The current gender pay gap action plan is in appendix 1.

For use with private and confidential agenda items only

FOI consideration or exemption*: None - item may be published

Qualified or absolute? None, item may be published

Appendix 1: Gender pay gap action plan

This document demonstrates the ICB's gender pay gap action plan in 2024 to 2025. This action plan should be read together with the ICB's gender pay gap report.

Action 1: Complete an annual gender pay gap return

Return to be published on the ICB's website with accompanying information.

Expected outcome

Report annually on specific measures regarding the gender pay gap calculation. Gender pay gap return to highlight any areas of weakness or areas for further progress, to inform the gender pay gap action plan. Compliance with national standards. Clear review and publishing timescale. Openness and transparency for employees and members of the public.

Progress

Once agreed for publishing, the 2024 gender pay gap report will be published on the ICB's website. The 2023 gender pay gap report is published and available on the ICB's website.

Timescale

The 2024 gender pay gap report will be published when agreed by the ICB. By 30 March 2025 at the latest, then annually.

Action 2: Review and monitor providers' gender pay gap reports

Review providers' gender pay gap reports.

Expected outcome

Acting as a responsible commissioner. Ensuring providers gender pay gap returns are scrutinised as appropriate.

Progress

Short pro-forma developed to ensure the ICB is reviewing and providing feedback in a consistent way.

Provider data sourced from gov.uk website to enable a comparison to previous years. Provider comparison data also available from the Model Health System.

Timescale

Ongoing, typically once yearly per provider.

Action 3: Benchmark the ICBs gender pay gap performance

Review the ICB's gender pay gap against other ICBs.

Expected outcome

To ensure that our figures and feedback is broadly in line with other similar ICBs across the country, or to highlight where additional action needs to take place as a result.

Progress

Data sourced from gov.uk website to enable a comparison to previous years. ICS comparison data also available from the Model Health System.

Not all ICBs report against the gender pay gap. 2023 data showed that NHS Cornwall and Isles of Scilly ICB is performing in line with or better than our regional peers with regard to the gender pay gap.

Timescale

April 2024 and ongoing.

Action 4: Advertise equality related opportunities to colleagues

To improve the opportunities of colleagues in the workforce and upskilling of the workforce.

Expected outcome

Improvement of colleagues' awareness of available training opportunities. Training is shared with all colleagues and targeted to staff networks and staff groups.

Progress

Information about policies, programmes and training opportunities is regularly supplied to colleagues to further raise awareness and support improved understanding and awareness of equality and diversity within the organisation. This is done via the staff update, staff networks and staff groups.

Impact assessment templates and guidance are available and routinely promoted. Offers of support are provided by equality and diversity manager regarding impact assessments.

Timescale

Ongoing.

Action 5: Monitor recruitment practices

Monitor the recruitment and appointment process to see the extent of the impact of the disAbility Cornwall work.

Expected outcome

An external review of inclusive recruitment practices took place in 2023 by disAbility Cornwall. The guides and videos produced by disAbility Cornwall will assist with mitigating against the gender pay gap.

Progress

During 2023, disAbility Cornwall was commissioned to work with the ICB on a project to develop equality, diversity and inclusion resources for recruiting managers. The intention is to support managers in improving their recruitment activity, and to promote this work to potential groups and candidates with a view of attracting a wider range of people. This may include attracting applications from people who may ordinarily feel excluded from our organisation, or may have worries about inclusive recruitment processes, due to an invisible disability, for example.

These guides have recently been made available to colleagues to use during their recruitment process. Videos covering the same themes as the guides, working with various groups such as Cornwall Pride and Black Voices Cornwall, were produced in February 2024. Next steps would be to promote these tools proactively and develop manager workshops to support the development of recruitment capability.

Timescale

Promotion is ongoing.