



Gender Pay Gap Report 2023

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Contents

Number	Section
1	Introduction
2	What is the Gender Pay Gap
3	Spectrum Gender Pay Report 2023
3.1	Mean Gender Pay Gap
3.2	Median Gender Pay Gap
3.3	Mean Bonus Gender Pay Gap
3.4	Median Bonus Gender Pay Gap
3.5	The proportion of males and females receiving a bonus
3.6	The proportion of males and females in each quartile pay band
4	Conclusion
5	Action Plan

1. Introduction

Spectrum has five core values which are Working Together, Integrity, Respect and Recognition, Compassion and Innovation.

Although we have achieved much in creating an environment where people feel we provide equal opportunities and take action against any discrimination, we are not complacent, and our priorities are reviewed on an annual basis and feedback is sought from our workforce through our staff survey.

We can use the results of this Gender Pay Gap report to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded

Through analysis of the report's findings the challenge at Spectrum and nationally is to eliminate any gender pay gap. However, the gender pay gap should not be confused with equal pay.

Equal pay deals with the pay differences between male and females who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because of their gender. Spectrum supports the fair treatment and reward of all staff irrespective of gender or any other protected characteristic.

In producing this report, we recognise that there is further work we can do to reduce the gender pay gap and we remain committed to a workplace that respects and harnesses equality and diversity. We will work to improve the gender pay gap by undertaking the actions set out at the end of this report.

2. What is the Gender Pay Gap?

The gender pay gap shows the difference between the average (mean or median) earnings of men and women. Used to its full potential, gender pay gap reporting is a valuable tool for assessing levels of equality in the workplace, female, and male participation, and how effectively talent is being maximised.

What is the difference between the Gender Pay Gap and Equal Pay?

The gender pay gap differs from equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

The gender pay gap shows the differences in the average pay between men and women. If a workplace has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with, and the individual calculations may help to identify what those issues are. In some cases, the gender pay gap may include unlawful inequality in pay, but this is not necessarily the case.

Guidance: Managing Gender Pay Reporting - ACAS

It is a legal requirement for all relevant employers to publish their gender pay report within one year of the 'snapshot' date: this year's date being 31st March 2023. All employers must comply with the reporting regulations for any year where they had a headcount of 250 or more employees on the 'snapshot' date.

Relevant employers must follow the rules in the regulations to calculate the following information:

- Their mean gender pay gap
- Their median gender pay gap
- Their mean bonus gender pay gap
- Their median bonus gender pay gap
- Their proportion of males receiving a bonus payment
- Their proportion of females receiving a bonus payment
- Their proportion of males and females in each quartile pay band

Most trusts and healthcare providers will fall into the above category and thus must comply. With this in mind, Electronic Staff Record (ESR)' have developed a number of reports which can be accessed and undertake the required calculations to produce the gender pay gap data.

3. Spectrum Gender Pay Report 2023

Data at 31 March 2023 is as follows:

- Spectrum's mean bonus gender pay gap is -26.9%
- Spectrum's median bonus gender pay gap is 50%
- The proportion of males receiving a bonus payment is 3.95%
- The proportion of females receiving a bonus payment is 5.05%

The proportion of males and females in each quartile pay band is:

- (1) Lower Quartile: 88.62% Female and 11.38% Male
- (2) Lower Middle Quartile: 89.67% Female and 10.33% Male
- (3) Upper Middle Quartile: 87.46% Female and 12.54% Male
- (4) Upper Quartile: 81.71% Female and 18.29% Male

For the purpose of comparison the data from the Gender Pay Report as at the 31st March 2022 is provided:

- Spectrum's mean bonus gender pay gap is not reportable
- Spectrum's median bonus gender pay gap is not reportable
- The proportion of males receiving a bonus payment is 0%
- The proportion of females receiving a bonus payment is 1.80%

The proportion of males and females in each quartile pay band is:

- (1) Lower Quartile: 90.55% Female and 9.45% Male
- (2) Lower Middle Quartile: 81.59% Female and 18.41% Male
- (3) Upper Middle Quartile: 87.80% Female and 12.20% Male
- (4) Upper Quartile: 83.25% Female and 16.75% Male

Quartile Figures = Proportion of men and women in four pay bands. The hourly pay for both men and women is arranged from the lowest to the highest – this is then divided into 4 quartiles (divided as evenly as possible). Then the proportion of men and women is calculated for each quartile.

Number of employees | Q1 = Low, Q4 = High (2023)

Quartile	Female	Male	Female %	Male %
1 Lower	218.00	28.00	88.62	11.38
2 Lower Middle	191.00	22.00	89.67	10.33
3 Upper Middle	244.00	35.00	87.46	12.54
4 Upper	201.00	45.00	81.71	18.29

Number of employees | Q1 = Low, Q4 = High (2022)

Quartile	Female	Male	Female %	Male %
1 Lower	182	19	90.55	9.45
2 Lower Middle	164	37	81.59	18.41
3 Upper Middle	180	25	87.80	12.20
4 Upper	169	34	83.25	16.75

3.1 Mean Gender Pay Gap:

Gender Pay Gap Bonus Data (2023)

Gender	Avg. Pay	Median Pay
Male	£1,250.00	£1,500.00
Female	£1,586.37	£750.00
Difference	-£336.37	£750.00
Pay Gap %	-26.9%	50.0%

Gender	Employees Paid Bonus	Total Relevant Employees	%
Female	49.00	971.00	5.05
Male	6.00	152.00	3.95

Gender Pay Gap Bonus Data (2022)

Gender	Avg. Pay	Median Pay
Female	2,696.78	1,637.14

Gender	Employees Paid Bonus	Total Relevant Employees	%
Female	14	776	1.80%
Male	0	135	0%

3.2 Mean Gender Pay Gap:

The calculation shows the difference between the mean average hourly rate of pay that male and female full-pay relevant employees receive. For all calculations full pay does not mean full time, it means that a person has received their full pay therefore people on maternity leave with half pay and those on sick leave with half pay are excluded.

The calculation is undertaken by subtracting the mean average hourly rate of pay of all female full-pay employees from the mean average hourly rate of pay of all male full-pay employees and dividing the result by the mean average hourly rate of pay of all male full-pay employees and multiplying it by 100.

- Spectrum's mean Gender Pay Gap is 19.2%

3.3 Median Gender Pay Gap:

The calculation shows the difference between the median hourly rate of pay that male and female full-pay relevant employees receive.

The calculation is undertaken by subtracting the median hourly rate of pay of pay of all female full-pay employees from the median average hourly rate of pay of all male full-pay employees and dividing the result by the median average hourly rate of pay of all male full-pay employees and multiplying it by 100.

- Spectrum's median Gender Pay Gap is 3.1%

3.4 Mean Bonus Gender Pay Gap:

The calculation shows the difference between the mean average bonus pay that male and female full-pay relevant employees receive.

The calculation is undertaken by subtracting the mean average bonus pay of all female full-pay employees (who were paid bonus pay during the 12 month period ending with the snap shot date) from the mean average hourly rate of pay of all male full-pay employees (who were paid bonus pay during the 12 month period ending with the snap shot date) and dividing the result by the mean average bonus pay of all male full-pay employees and multiplying it by 100.

A bonus for the purpose of reporting the Gender Pay Gap, includes the 'Welcome Payment' as a one off payment to support recruitment process, performance related pay under the former executive pay award and clinical excellence award for the Sexual health consultants.

- Spectrum's mean bonus Gender Pay Gap is -26.9%

3.5 Median Bonus Gender Pay Gap:

The calculation shows the difference between the median bonus pay that male and female full-pay relevant employees receive.

The calculation is undertaken by subtracting the median bonus pay of all female full-pay employees from the median average bonus pay of all male full-pay employees and dividing the result by the median average bonus pay of all male full-pay employees and multiplying it by 100.

- Spectrum's median bonus Gender Pay Gap is 50%

3.6 The proportion of males and females receiving a bonus payment:

These two calculations show the proportion of male employees who were paid bonus pay and the proportion of female employees who were paid bonus pay. In the reporting period we have employed males into senior positions in the organization i.e. Head of Healthcare attracting both a welcome payment and a salary falling in the upper quartile.

This calculation is undertaken by dividing the number of males who were paid bonus pay in the qualifying period by the total number of male employees and multiplying by 100. Female- This calculation is undertaken by dividing the number of females who were paid bonus pay in the qualifying period by the total number of female employees and multiplying by 100.

- The proportion of males receiving a bonus payment is 3.95%
- The proportion of females receiving a bonus payment is 5.05%

The difference in the figures can be explained by the high proportion of females in the organisation, however the numbers of staff receiving bonuses is still very low.

3.7 The proportion of males and females in each quartile pay band:

This calculation shows the proportions of male and females in four quartile pay bands. The calculation is undertaken by dividing the workforce into four equal parts;

- firstly, all relevant employees are ranked from lowest hourly rate of pay to the highest hourly rate of pay
- Secondly, the list is divided into four sections called quartiles with an equal number of employees in each section

The proportion of males and females in each quartile pay band for 2023:

- (1) Lower Quartile: 88.62% Female and 11.38% Male
- (2) Lower Middle Quartile: 89.67% Female and 10.33% Male

- (3) Upper Middle Quartile: 87.46% Female and 12.54% Male
- (4) Upper Quartile: 81.71% Female and 18.29% Male

The proportion of males and females in each quartile pay band for 2022 :

- (1) Lower Quartile: 90.55% Female and 9.45% Male
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- (3) Upper Middle Quartile: 87.80% Female and 12.20% Male
- (4) Upper Quartile: 83.25% Female and 16.75% Male

The highest proportion of male employees per quartile is in the highest bracket whilst the lowest proportion is in the lowest bracket which results in the average gender pay gap of 19.2%.

4. Conclusion

Whilst Spectrum has a Gender Pay Gap of 19.2%, which is significantly higher than the National average of 14.3%, it is worth remembering that the gender pay gap is not the same as unequal pay. At Spectrum, the gender pay gap is not because people doing the same jobs are being paid differently according to their gender - which would also be unlawful - instead, it is because in the last year we have seen a shift in our gender balance across the upper quartiles. With an increase in the proportion of men employed in our upper salary following recruitment to senior roles.