

West Hampshire CCG Gender Pay Gap reduction plan 2018 to 2019

Objective	Steps	Completion date	Lead responsibility
Legal requirement			
Reduce the Gender Pay Gap¹ Target: <ul style="list-style-type: none"> Reduce the Gender Pay Gap in hourly pay to less than 20% by 31 March 2023 (Baseline: women's hourly pay 37.1% mean and 39.5% median lower than men in March 2017) Outcomes: <ul style="list-style-type: none"> The Gender Pay Gap at the CCG is reduced Female employees have equal access to career opportunities and receive fair treatment in the workplace. 	1. Gather and analyse more detailed gender monitoring information in order to better understand the causes of the gender pay gap (further actions will be developed based on findings): <ol style="list-style-type: none"> Calculate Gender Pay Gap with GP Clinical Leaders removed Break the CCG Workforce Diversity Profile down into Omega House and Continuing Healthcare teams Calculate the relative likelihood of men and women being appointed from shortlisting across all posts Calculate the relative likelihood of female and male staff accessing non-mandatory training and Continuing Professional Development (CPD) Establish the gender breakdown of staff promoted over last 2 years Calculate the gender pay gap figures for part-time and full-time staff 	<ul style="list-style-type: none"> 28 March 2018 22 May 2018 22 May 2018 30 June 2018 30 June 2018 30 June 2018 30 June 2018 	<ul style="list-style-type: none"> Equality and Diversity Manager Equality and Diversity Manager Equality and Diversity Manager Equality and Diversity Manager Equality and Diversity Manager Equality and Diversity Manager

¹ As the CCG has more than 250 employees we must comply with the Gender Pay Gap reporting requirements under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. Involves annual process of: Data collection and analysis of Gender Pay Gap in line with Government Equalities Office [guidance](#); review of previous action plan; and publication of Gender Pay Gap data for snap shot date, together with action plan.

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	<ul style="list-style-type: none"> g. Calculate the gender pay gap for different age groups h. Establish take up of flexible working, maternity, paternity and adoption leave by staff gender in 2017/18 i. Calculate Gender Pay Gap for 31 March 2018 	<ul style="list-style-type: none"> • 30 June 2018 • 30 June 2018 	<ul style="list-style-type: none"> • Equality and Diversity Manager • Equality and Diversity Manager • Equality and Diversity Manager
	<p>2. Establish a Workforce Equalities Group to pool expertise, analyse data, develop and deliver evidence based actions. Membership will include Human Resources, Learning and Organisational Development, Business Manager and Equality and Diversity Manager</p>	<ul style="list-style-type: none"> • First meeting held on 22 May 2018 	<ul style="list-style-type: none"> • Equality and Diversity Manager
	<p>3. Develop a plan to attract more female GPs into clinical leadership roles (to include exploration of why women GPs do not apply for posts and identify ways to attract them). To explore partnership working with national body and Wessex LMC.</p>	<ul style="list-style-type: none"> • Scoping to be completed by 31 July 2018 	<ul style="list-style-type: none"> • CCG Chair and Equality and Diversity Manager
	<p>4. Increase visibility amongst GP trainees and medical students of clinical leadership opportunities in commissioning, and in particular for female doctors, by delivering presentations to these groups</p>	<ul style="list-style-type: none"> • Programme through the year 	<ul style="list-style-type: none"> • CCG Chair with support from female GP Clinical Leads