



Birmingham and Solihull
Clinical Commissioning Group

Ethnicity Pay Gap Report 2020/21

NHS Birmingham and Solihull's ethnicity pay gap has been calculated in accordance with Government regulations for calculating gender pay gaps.

The report is based on snapshot data as of 31 March 2020.

1. Ethnicity Pay Gap

Unlike the gender pay gap, large organisations are not yet legally required to publish their ethnicity pay gap. However, we believe it is important to be transparent, so this is the first year that we have voluntarily published our ethnicity pay gap. In a year where there has been a spotlight on health inequalities, the disproportionate impact of Covid-19 and the impact on our people and patients, it is important that Birmingham and Solihull CCG continues to be open and reflect on what we are doing both internally and externally to support diversity and inclusion and to further equality of opportunity.

While the statistics in this report are a snapshot of our organisation at the end of March 2020, the actions we have taken since then are included as are proposed actions for 2021/22.

The ethnicity pay gap is the percentage difference in the hourly rate of pay of white and BAME employees.

2. Median and Mean

We look at both the mean and the median measures when calculating our ethnicity pay gap. The mean pay gap is the difference in the average hourly pay for BAME staff compared to White staff.

The median represents the middle point of a population. If you separately lined up all the White staff in a company and all the BAME staff, the median pay gap is the difference between the hourly pay rate for the middle White member of staff compared to that of the middle BAME member of staff.

The Median is regarded as the best representation of the typical pay difference, as it is not distorted by the highest and lowest outliers

ETHNICITY PAY GAP	
MEAN (average)	MEDIAN (middle)
1.04%	6.7%

The Mean hourly rate for BAME staff is £30.41 and White staff £30.73; a difference of 0.32 pence.

The Median hourly rate for BAME staff is £22.81 and £24.45 for White staff; a difference of £1.61

- There is little difference in the average (MEAN) hourly rate between BAME and White staff.
- We do not have a direct comparator for the pay gaps; however, the Gender Pay Gap for the Public Sector is currently 14.5% (MEAN); 15.8% (MEDIAN)

3. The Quartiles

The quartile distribution is intended to give you information about 'the glass pyramid' or how the relevant full-pay BAME and White employees are distributed across the organisation.

A pay quartile is calculated by listing the hourly pay rates for everyone in the organisation then dividing them into four equal-sized groups. We then work out the percentage of BAME and White staff in each group.

Quartile	BAME (no.)	White (no.)	BAME %	White %
1	37	56	40%	60%
2	46	47	49.5%	50.5%
3	26	67	28%	72%
4	31	61	34%	66%

The table above demonstrates that BAME and White staff are not evenly distributed throughout the organisation; the percentage of BAME staff is highest in quartile 2 and lowest in quartile 3. For White staff, the percentage is lowest in quartile 2 and highest in quartile 3.

BAME staff account for 38% of the workforce – they are under-represented in the highest quartiles.

4. Possible Reasons for Pay Gaps

Typically, the reasons for gaps in pay are categorised as:

- More Men/White staff in senior roles than women/BAME.
- Caring responsibilities and part-time roles are shared unequally.
- Occupational segregation.
- Women/BAME staff are paid less than men/White staff for the same role (pay discrimination).

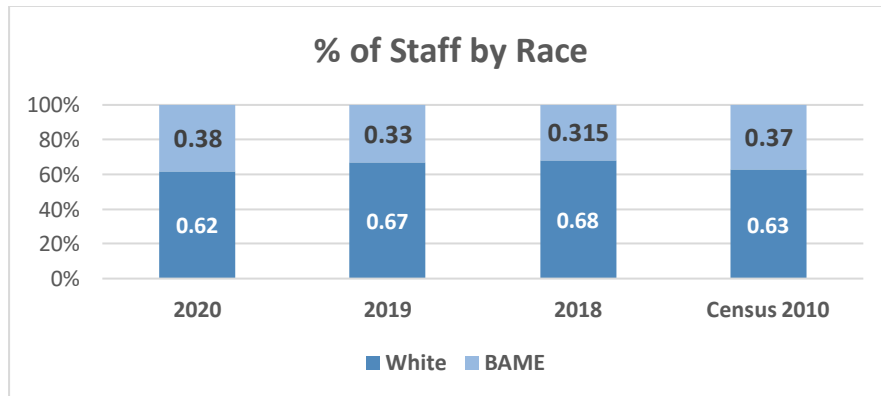
Analysis of the Mean, Median and Quartile data demonstrates that there is an unequal distribution of staff by ethnicity. BAME staff are under-represented in the higher paid bands. This issue forms part of the work already underway through Positive Action initiatives, Workforce Ethnicity Equality Standard and setting of recruitment targets to achieve a representative workforce.

5. Our people

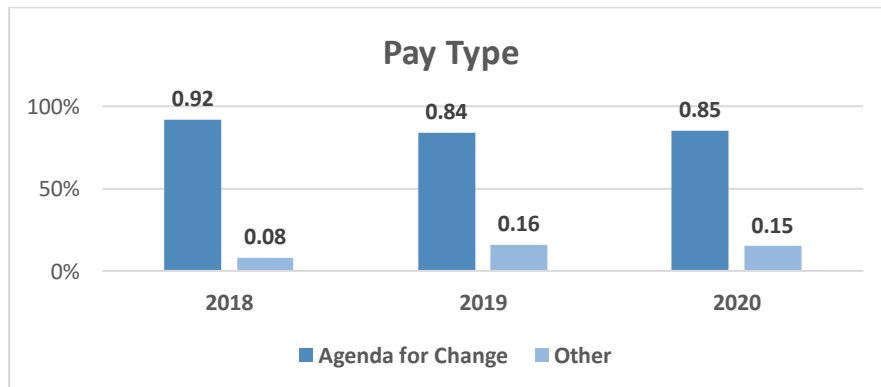
At the time of reporting (31 March 2020) the CCG employed 382 staff. Ethnicity was known for 371 (97%); the figures used in this report are based on known Ethnicity and so exclude the eleven members of staff who have not provided this information. Overall BAME staff account for 38% of employees (where ethnicity is known).

Overall, in Birmingham and Solihull the combined proportion of residents who are from a BAME background is 37% (census 2011).

This graph demonstrates how over the past three years the proportion of BAME staff has grown.



The majority of staff are on Agenda for Change terms and conditions, whilst the most senior staff are on 'VSM' t's&c's



Distribution by Pay Band and Ethnicity

This table looks at representation across the pay bands:

	BAME	White
B3	67%	33%
B4	42%	58%
B5	36%	64%
B6	31%	69%
B7	51%	49%
B8A	42%	58%
B8B	32%	68%
B8C	10%	90%
B8D	0%	100%
B9	17%	83%
VSM	45%	55%

BAME staff account for 38% of the overall workforce; there is under-representation at pay bands: 5, 6, 8B, 8C, 8D, and 9



6. What actions have been taken to close the pay gap?

The CCG currently has several policies, strategies and initiatives aimed at developing and supporting staff and are committed to improving our overall approach to equality, diversity, and inclusion; these include:

- **Mandatory equality and diversity training.**
 - **Agile working and flexible working policies.**
 - **Organisational Development strategy.**
 - **Recruitment and Selection policy** supported by training which includes addressing unconscious bias.
 - **Annual Equality Report** which analyses our employment and recruitment practices by different protected characteristics, including analysis by 'likelihood' of appointment.
 - Comprehensive **Equality, Diversity and Inclusion strategy** and action plan.
 - Completed an **Equal Pay Audit** in 2019 which found an overall pay gap of 13.49% (in
 - All staff within the CCG have undertaken a development course '**Owning and Driving Performance**' which looked at both organisational and personal growth and development.
- A '**Forward Thinking Leadership**' course has been completed. The programme aimed to create an inclusive leadership culture through increasing capability and capacity to understand values, unconscious bias, coaching and improvement techniques and how to maximise the potential of people through a sustainable model. Plans are in place to deliver elements of the course throughout 2021/22 to enable more staff to participate.
 - **Applying positive action** on the following bands by protected group, as there is an established under-representation (as at 1/12/2020):
 - Males at Bands 4 to 8A & Females at the 'VSM' pay type (clinical leads, execs etc)
 - **Black and Minority Ethnic (BAME) at Bands 8B, 8C, 8D and 9**
 - Since April 2020, all vacancies are reviewed to determine if they are within an area/directorate/pay-band which is under-represented (by Ethnicity or gender).
 - Where there is known under-representation a **positive action statement** is included within the advertisement, we also encourage recruiting managers to ensure that it is **advertised as widely** as possible to reach underrepresented groups including local job centres, use of social media including Twitter and Professional Forums



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- **Interview panels** for the positive action vacancies are diverse and representative.
- Celebrating **Black History Month**
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- Celebrating **Diwali**
- Celebrating **Holocaust Memorial Day**
- Celebrating the **International Year of the Nurse and Midwife 2020**.
- **Reverse Mentoring** of Senior staff by BAME staff.
- Setting up a **BAME and Allies Staff Network**, which was launched in December 2020.

7. What actions are proposed going forward?

The CCG will focus on the following actions and initiatives aimed at further understanding and reducing our Ethnicity pay gap:

1. Review the application of the flexible working and agile working policy, to identify opportunities to improve application and take-up and promote to prospective employees.
2. Review the process for recruitment to Clinical Leads and Director positions to identify ways in which we can increase diversity at this top layer of the CCG.

3. Conduct an analysis of the rates at which BAME and white staff leave the CCG (if BAME staff are leaving the organisation more quickly than white staff, this can contribute to the EPG, especially if it is occurring in more highly paid positions).
4. Continue to monitor the effectiveness of the positive action work, reporting back into the Workforce and Organisational Development Group (WODG) on a regular basis.
5. Provide staff with a Positive Action Toolkit and training on implementation of Positive Action.
6. Work with the newly formed CCG BAME and Allies Network to identify further opportunities to improve representation.
7. Further opportunities to get involved in reverse mentoring

These actions are to be added to the WODG programme of work for 2021-22.

Further Information:

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