

Board and Community Health Councils in Wales: Gender pay statement 2021-2022

May 2022



Accessible formats

This report is available in Welsh.

If you would like this publication in an alternative format and/or language, please contact us.

You can download it from our website or ask for a copy by contacting our office.

Contents

About the Board and Community Health Councils (CHCs)	3
Background	5
Initial findings	5
Percentage of males and females in pay bands	7
Recruitment	9
Full gender pay analysis	10
Understanding the average	11
Median & mean hourly rates and pay gaps	12
Conclusion	13
Contact details	14

About the Board and Community Health Councils (CHCs)

The Board of Community Health Councils (the Board) has produced this plan on behalf of the Board and the Community Health Councils (CHCs) in Wales.

CHCs are independent bodies that reflect the views and represent the interests of people living in Wales in their National Health Service (NHS). CHCs encourage and support people to have a voice in the design, planning and delivery of NHS services.

There are 7 CHCs in Wales. Each one is made up of local volunteer members who live in the communities they serve, supported by a small team of paid staff. Each CHC:



Carries out regular visits to health services to hear from people using the service (and the people providing care) to influence the changes that can make a big difference



Reaches out more widely to people within local communities to provide information, and to gather views and experiences of NHS services. CHCs use what they hear to check how services are performing overall and to make sure the NHS takes action to make things better where this is needed



Gets involved with health service managers when they are thinking about making changes to the way services are delivered so that people and communities have their say from the start



Provides a complaints advocacy service that is free, independent and confidential to help people to raise their concerns about NHS care and treatment.

The Board of CHCs (the Board) exists to support, assist, advise and manage the performance of CHCs. It represents the collective views of CHCs across Wales.

Background

This report will provide data in relation to gender and pay to assist with identifying any areas that may need to be addressed.

Public sector bodies in Wales are required to issue their gender pay statement annually. The Board and each of the 7 CHCs are separate statutory bodies. Although the Board and CHCs are separate statutory bodies, all of the staff who work at the Board and in the 7 CHCs are employed by Powys teaching Health Board.

This means that its gender pay statement covers all its employees, including the Board and CHC staff.

The Board of CHCs thinks it's important to look at the gender pay gap for the Board and each of the 7 CHCs in Wales. Last year, we looked at the gender pay gap and compared this with the previous two years.

Within this report we have also included all information relating to recruitment, internal and external.

We have reported our findings based on employee information as at **31 March 2021**. For consistency, we will make sure the same date is used each year.

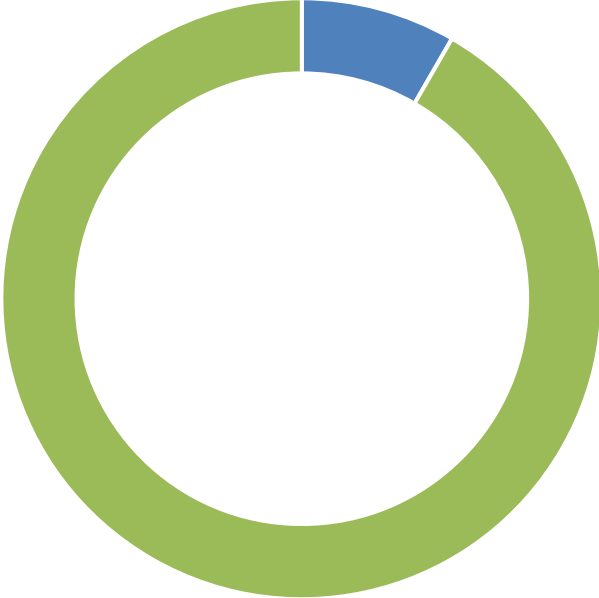
Initial findings

First, we looked at the number of males and females in the organisation. There are 83 staff working across the Board and 7 CHCs in Wales. Not all of these are working full time. Many of our staff work part time.

The CHCs continue to be a heavily female based organisation. Of the 83 staff, there are 6 males and 77 females. This means that

for every male staff member working within the Board or CHCs, there are over 12 females.

Number of Males v Females employed by the CHCs



■ Males ■ Female

We then looked at the different pay bands at the Board and CHCs, along with the number of males and females working at those pay bands.

	Male	Female
Band 3	1	4
Band 4	1	18
Band 5	0	11
Band 6	1	30
Band 7	2	8
Band 8b	2	6
VSM	0	1

**Where there are members of staff working split posts on different pay bands, they have been counted twice in the table above.*

The table below shows the comparison from previous years' data.

2018-19		2019-20		2020-21		2021-22		
Band	M	F	M	F	M	F	M	F
3	1	4	1	5	1	5	1	4
4	0	23	1	20	2	21	1	18
5	1	10	0	9	0	10	0	11
6	3	25	4	31	3	27	1	30
7	2	12	2	7	2	8	2	8
8b	4	5	3	6	3	5	2	6
VSM	0	2	0	1	0	1	0	1
Total SIP	11	81	11	79	11	77	7	78

* The numbers in the above table calculate to more staff than those in post. This is to reflect those working in dual roles.

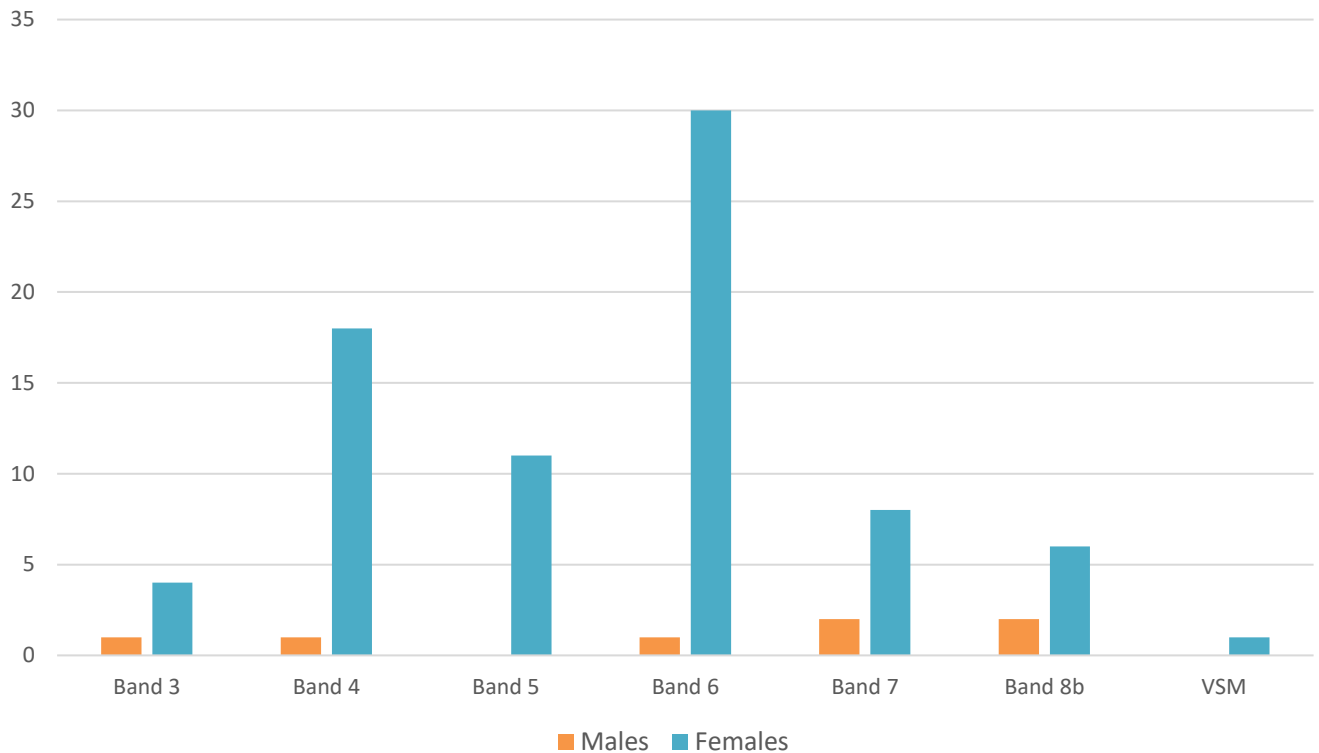
Percentage of males and females in pay bands

Females continue to make up the biggest percentage of the workforce, out of the 83 staff working for the Board office and CHCs 92% (77 staff) are female and 7.1% (6 staff) are male.

Males working at the Board or CHCs are mostly at a more senior level (Band 6 and above).

The graph below shows the number of males and females in each pay band, as a percentage of the total number of staff.

Males and Females in Different Pay Bands



The proportion of males and females at the senior Band 8b level has changed over the past year. The proportion of females in these roles was previously 62.5% and has increased to 75%.

The majority of our staff work between pay bands 4 and 6. Out of 49 roles available at these bands, two are taken by males.

Although there is a higher number of females in senior posts, as a percentage of the overall female headcount, this is much lower at just 19%. Over 57% of the males employed by the CHCs are band 7 or above.

The table below shows the number of male and female staff in each pay band.

	Males in Post	Females in Post	% Male	% Female
Band 3	1	4	16.6%	5.1%
Band 4	1	18	16.6%	23.3%
Band 5	0	11	0.0	14.2%
Band 6	1	30	16.6%	38.9%
Band 7	2	8	33.3%	10.38%
Band 8b	2	6	33.3%	7.79%
VSM	0	1	0.0	1.29%

**The table above includes staff on dual roles in different pay bands so will not add up to 100%*

The percentages show the comparison of males to females working to the different pay bands within the organisation (this is based on the total number of males and total number of females).

Recruitment

Women are more likely to be employed by the Board and CHCs.

Between 1 April 2021 and 31 March 2022, we recruited **15** new members of staff. Two (13%) of these were male.

We looked at how many males and females applied for each role and how many were shortlisted for interview. This information should help us to understand some of the reasons behind our male/female staffing ratio.



Applied

Males Applied	Females Applied
111	179

Shortlisted

Males Shortlisted	Females Shortlisted
21	55

Percentage of males shortlisted is 18.9% in comparison to females at 30.7%. It is important to note that the shortlisting process only includes applicant numbers and does not include any identifiable gender data.

Four senior (band 7 or above) positions were advertised externally in 2021-22. A similar number of males and females applied to these positions (15 and 13, respectively).

Full gender pay analysis

All staff working within the Board and CHCs are appointed to pay scales set within the NHS pay framework called 'Agenda for Change'. This means there is no pay discrepancy between men and women undertaking the same roles. This is called equal pay and is not addressed within this report.

Gender pay reporting looks at whether men are more likely to be in higher-earning or more senior positions within an organisation. This information helps us to understand, and where possible, address the issues in gender pay.

Understanding the average

To work out the gender pay gap, we will be taking the average hourly salaries for both men and women within the Board and CHCs. This will be done 2 ways (based on the requirements on gender pay reporting); the mean and the median. The method for these calculations follows UK government guidance:

<https://www.gov.uk/guidance/gender-pay-gap-reporting-make-your-calculations>

The **mean** pay gap is the difference between average hourly earnings of men and women. The hourly rate for each female member of staff is calculated, added together and divided by the total number of females in the organisation.

This is divided by the mean result for men and multiplied by 100 to show the percentage pay gap.

The **median** pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all salaries within the organisation, sorts them highest to lowest, and picks the middle most salary for both males and females.

The median salary for women is subtracted from the median salary for men. The difference between the two is then divided by the median result for men and multiplied by 100 to show the percentage pay gap.



Median & mean hourly rates and pay gaps

2020-21

Gender	Median Hourly Rate (£ per hour)	Mean Hourly Rate (£ per hour)
Male	16.08	19.13
Female	16.08	15.61
Difference	0.00	3.51
Pay Gap %	0.00%	18.37%

2021-22

Gender	Median Hourly Rate (£ per hour)	Mean Hourly Rate (£ per hour)
Male	23.44	22.77
Female	19.96	16.59
Difference	3.48 ↑	6.18 ↑
Pay Gap %	14.84% ↑	27.14% ↑

We recognise that in this pay statement, gender has been reported in a binary way, recognising males and females only. The CHCs follow UK government guidance on gender reporting but are mindful that there are many people who do not consider themselves to fit into a binary category, for example non-binary and intersex.

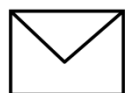
Conclusion

The CHCs remain committed to providing equal opportunities to all staff, regardless of gender.

We still continue to employ a higher number of females across all pay bands. We have provided information on our recruitment behaviour. We will collect and monitor data on internal expressions of interest and on non-attendees at interview.

This will help give us a better understanding of some of the reasons behind the gender pay gap so that we can target actions where needed.

Contact details



Board of Community Health Councils in
Wales
33 / 35 Cathedral Road
Cardiff
CF11 9HB



02920 235 558



enquiries@waleschc.org.uk



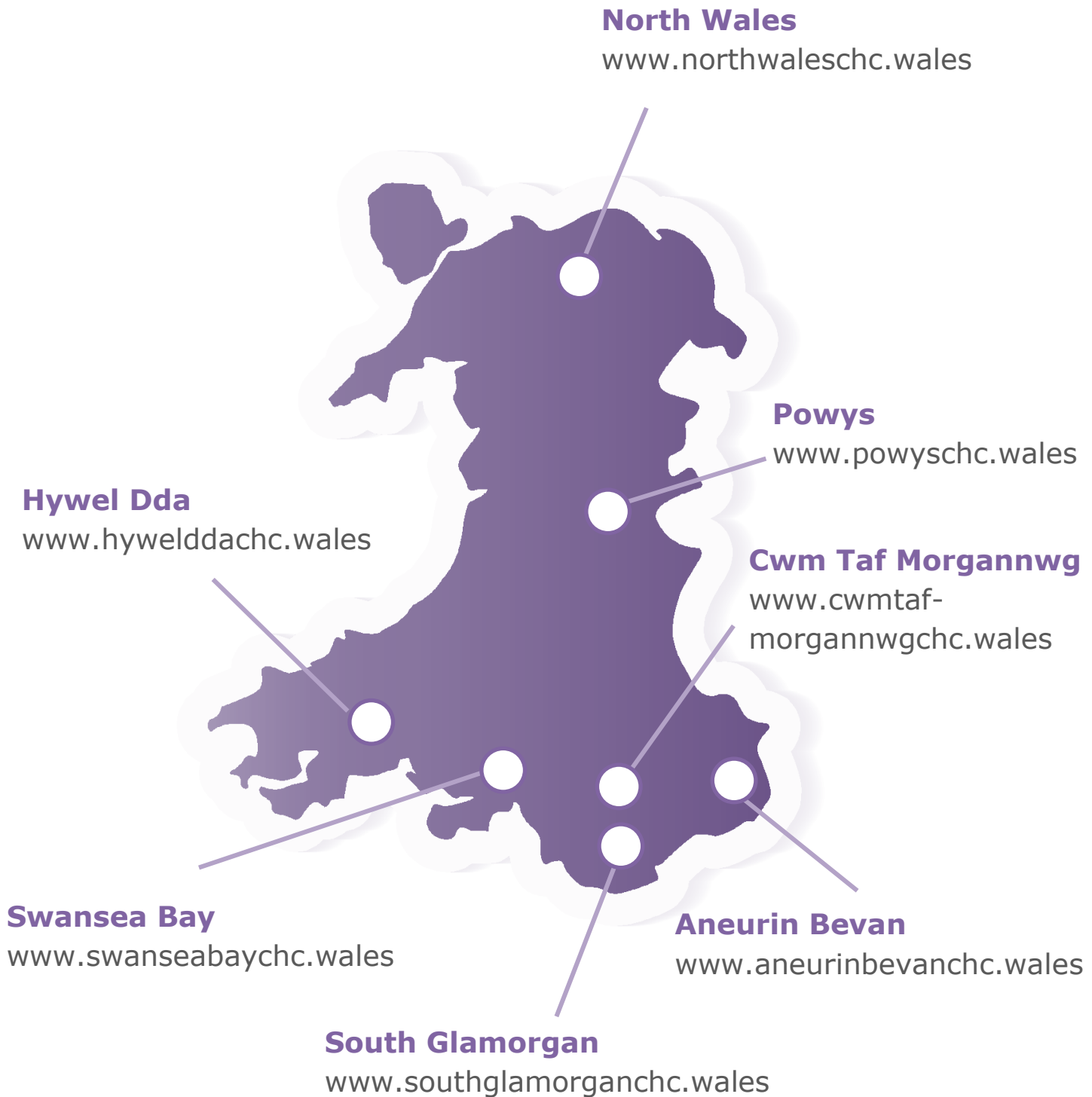
www.boardchc.wales



[@CHC_Wales](https://twitter.com/CHC_Wales)

We welcome telephone calls in Welsh.

If you write to us in Welsh, we will answer in Welsh. This will not lead to a delay in responding to your correspondence.



Board of Community Health Councils in Wales