

Gender Pay Gap Report – As at 5 April 2021

The Gender Pay Gap legislation was introduced in April 2017 and requires all employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between male and female employees.

Various changes to reporting requirements have occurred due to Covid19 including the suspension of reporting, however the Board determined that Locala would continue to submit information on an annual basis.

Here at Locala, we are committed to ensuring that all our employees are treated fairly, with dignity and respect, and with an equality of opportunity throughout their careers with us. Measuring, understanding, and reporting our Gender Pay Gap is an important step on this journey.

Gender Pay Gap – Data

The data which is included in each category is defined in the published guidelines including the items relevant to Locala to be included under bonus i.e. long service awards and clinical excellence awards.

	2021	2020
Mean Gender Pay Gap	21.5%	22.8%
Median Gender Pay Gap	17.2%	14.0%
Mean Bonus Gender Pay Gap	68.4%	33.6%
Median Bonus Gender Pay Gap	88.4%	75.1%
Proportions		
Proportion of men receiving a bonus	1.0%	2.2%
Proportion of women receiving a bonus	2.3%	1.8%
Hourly pay rate Quartiles Female:Male		
Q1	92.6%	94.2%
Q2	94.9%	95.4%
Q3	96.1%	95.7%
Q4	85.2%	87.0%

Overall and following an increase in the gap last reporting period, we have seen a slight improvement on the mean gender pay gap. The median pay gap has increased, however this indicator is less reliable. As before, the bonus gender pay gaps are impacted by the higher level of males in more senior roles and the clinical excellence awards as detailed below.

The key points for Locala’s 2021 data are:

- Women’s mean hourly rate is 21.5% lower than men. 1.3% decrease on last year;
- Women’s median hourly rate is 17.2% lower than men. 3.2% increase on last year;
- Women’s mean bonus pay is now 68.4%, lower than men’s, a significant shift in comparison to 2020 when it was 33.6% lower. This is largely due to a reduction in the number of individuals receiving clinical excellence awards during this year. There are significantly fewer females in the Medical & Dental category to which the award pertains. During this reporting period only one person, a male was eligible for a payment therefore skewing the data.
- Women’s median bonus pay is 88.4% lower than men.
- The % of women receiving a bonus this year has increased to 2.3%. The % of men receiving a bonus has dropped from 2.2% in 2020 to 1% in 2021.

- Quartiles divide everyone into 4 roughly equally sized groups. Q1 contains the 25% of people on the lowest wages, Q2 contains the 25% of people on the next highest wages, and so on up to Q4 which contains the 25% of people on the highest wages. Only slight variances are noted.

As previously reported, the relatively higher proportion of men in the higher paid medical and dental roles impacts on our bonus reporting as well as the ordinary gender pay gap.

Progress to improve the mean gender pay gap will continue to be hampered by the overall higher proportion of females employed by Locala (92.75% v male 7.25% for this reporting period), and particularly in the lower pay bands as highlighted below, and in line with the NHS workforce nationally.

How we intend to improve the gender pay gap?

The following activities highlight some of our work that over time will make a difference to Locala's gender pay gap:

Attraction and Retention Activities

Recruitment and selection (R&S) of a diverse workforce remain a priority, supporting the revised R&S Policy which was implemented in 2020. The policy provides more rigour to equality of opportunity and a fair and open recruitment process for all. Value based Recruitment & Selection training has been undertaken.

With a vast majority of Locala's workforce identifying as female, a key priority was to attract more male candidates into the organisation to bring about an improved gender balance within our lower banded roles by identifying ways to target males in our recruitment campaigns. The "That's my Locala" recruitment campaign launched in June 2021 and has presented the opportunity to showcase roles available and demonstrate our desire to increase diversity in all areas throughout the organisation. The campaign has been very successful in heightening the profile of Locala with a significant increase in activity on social media, the website and recruitment application. Covid has presented challenges for the implementation of some key priorities which would normally have been completed to underpin the campaign – however activities such as Virtual Recruitment Events have yielded success in targeted areas.

Diversity and Inclusivity

Our work continues in ensuring Locala is an inclusive and representative organisation, since the last report was published in 2021 there have been various workstreams ongoing as part of the Workforce Strategy Implementation plan such as Talent Attraction (includes: Entry-level roles, Graduate Internship, Apprenticeships and Targeted recruitment campaigns). Further programmes are under review such as the Mentored Internship Programme and a suggested programme of earlier intervention with schools within our communities to introduce careers in healthcare to a wide variety of students at an early age. Our comprehensive suite of Equality, Diversity & Inclusion (EDI) metrics directs us to areas of underrepresentation. A strategic action plan is being created in collaboration with the Inclusivity Groups to ensure an increase in diversity. The EDI metrics indicate a lack of representation on certain areas - Mixed White & Black Caribbean/African, Mixed White & Asian and Mixed Any Other Background in Senior roles. Whilst representation in Support and Middle is high for Asian British (Indian / Pakistani) colleagues and is reasonably comparable to other groups – there is a very low representation from this ethnic group in Senior positions. All action plans and the development of our workforce is underpinned by

our Career Framework. It is anticipated these workstreams will further enhance and promote diversity across our workforce, including an improved gender balance.

Talent Management

Our 3-year Strategy (2021-24) highlights our aspiration to develop structured career frameworks for colleagues within clinical and non-clinical professions, assisting in our retention and attraction into key roles. Various frameworks are complete or are in development.

Our pilot appraisal process will be extended across all colleagues in band 8a and above across 2022/23, enabling an assessment of performance and potential to identify and develop Locala's talent pool, providing greater opportunities for progression.

Our leadership development programme LEAD offers the opportunity for colleagues to develop their leadership capability and progress into management roles within the organisation. Delivery of LEAD has been impacted through Covid; however, bite-sized leadership workshops have continued to run.

Work/life Integration

Our Flexible Working scheme provides colleagues the opportunity to work flexibly from the start of their employment, i.e., part-time, compressed hours, annualised hours, etc. irrespective of their gender, role or level of accountability/responsibility within Locala. With the scheme in place, colleagues can integrate their work, home life and caring responsibilities, thereby ensuring a balance. This inevitably should contribute to the colleague's mental health and wellbeing as well. We have achieved the Timewise Accreditation, which recognises flexible hiring as well as working to ensure greater opportunities at all levels for women to return to the workplace.

Also, work is underway to implement Agile working across the organisation whilst meeting service needs. The new ways of working and delivering services adapted during the pandemic period may become a long-term plan that assists in attracting potential candidates to Locala and contributes to improving our gender data.

Karen's signature

