

Gender Pay Gap Report – As at 31 March 2022

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.

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.

	2022	2021
Mean Gender Pay Gap	19.7%	21.5%
Median Gender Pay Gap	1.6%	17.2%
Mean Bonus Gender Pay Gap	66.4%	68.4%
Median Bonus Gender Pay Gap	88.9%	88.4%
Proportions		
Proportion of men receiving a bonus	0.8%	1.0%
Proportion of women receiving a bonus	1.6%	2.3%
Hourly pay rate Quartiles Female:Male		
Q1	91.6%	92.6%
Q2	92.2%	94.9%
Q3	95.8%	96.1%
Q4	86.7%	85.2%

The key points for Locala's 2023 data are;

- Overall and following an increase in the gap last reporting period, we have seen an improvement (by way of reduction) on the mean gender pay gap of 1.8%, now at 19.7%.
- The median pay gap has decreased considerably to 1.6%, indicating that the larger proportion of males now employed in the lower pay bands has shifted our position for the better.
- There has been a slight decrease of the Mean and Median Bonus Gender Pay Gaps, with the proportion for both males and females reducing.
- Females mean bonus pay is now 66.4%, lower than males, a slight shift in comparison to 2021 when it was 68.4% lower.
- Female median bonus pay continues to be significantly lower than for males by 88.9%. This is due to the clinical excellence awards available to those higher banded medical and dental colleagues. That said, the % of males and females receiving a bonus this year has decreased.

- Males in the higher paid medical and dental roles continue to impact on the mean gender pay gap.
- Quartiles divide everyone into 4 roughly equally sized groups. Q1 contains the 25% of people on the lowest Q4 contains the 25% of people on the highest wages. The proportion of males has increased slightly within each pay quartile except quartile 4 which shows an increase in females at the higher pay levels.

Progress to improve the mean gender pay gap will continue to be hampered by the overall higher proportion of females employed by Locala (92% v male 8% for this reporting period), and particularly in the lower pay bands as highlighted below, and in line with the national NHS workforce.

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.

Addressing the gender pay gap

A Five -Year Equality, Diversity & Inclusion (EDI) Action Plan to Develop a Diverse & Inclusive Workforce underpins our continued commitment to create a fairer and more equal Locala for all colleagues.

Each year will focus on agreed priorities to improve workplace experiences and increase representation for colleagues from underrepresented groups – with a particular focus on Board and senior level positions.

Our continued focus on EDI is driven by EMG and Board and is the responsibility of everyone in the organisation, regardless of seniority.

Collaboration with the Inclusivity Group and stakeholders will ensure an increase in tangible, measurable activities to create greater equality, equity, diversity and inclusion throughout Locala.

Supporting our Five-Year Plan is our Career Pathway which has been created to allow colleagues to proactively plan development, whether professional or holistic and understand the skills required for each role within Locala before such a time as the role is advertised. It is anticipated this workstream will further enhance and promote diversity across our workforce, including an improved gender and ethnicity pay balance.

Community Engagement is key to attracting, developing and retaining a diverse workforce to care for our equally diverse communities and will, in time support health inequalities experienced by our service users.



Karen Jackson, Chief Executive Officer
On behalf of Locala Community Partnerships CIC Board