Gender Pay Gap Report – As at 31 March 2024

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.

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.

	2024	2023
Mean Gender Pay Gap	18.0%	18.0%
Median Gender Pay Gap	7.1%	6.4%
Mean Bonus Gender Pay Gap	67.4%	52.9%
Median Bonus Gender Pay Gap	88.9%	81.2%
Proportions		
Proportion of men receiving a bonus	0.8%	1.5%
Proportion of women receiving a bonus	1.7%	2.2%
Hourly pay rate Quartiles Female:Male		
Q1	90.9%	89.8%
Q2	94.9%	94.6%
Q3	94.1%	93.5%
Q4	86.9%	86.4%

The key points for Locala's 2024 data are;

- There has been no change in the mean gender pay gap from the 2023 indicators to the 2024 indicators – No change staying at 18% for both 23 and 24

- The median pay gap has increased to 7.1%, indicating that there is a very slightly larger proportion of males now employed in mid to high pay bands compared to previous year relatively static proportion of males now employed compared to the previous year

- There has been an increase in the Mean Bonus Gender Pay Gap potentially reflecting a higher percentage representation of men in Medical & Dental, with the proportion of both males and females receiving a bonus decreasing from the previous year.

- Females mean bonus pay is now 67.4%, lower than males, a negative shift of 14.5% in comparison to 2023 when it was 52.9% lower. This is influenced by the increased percentage representation of males, and the decreased percentage representation of females for the 2024 data compared to the 2023 data eligible gor bonus pay

- The gap in Female median bonus pay continues to be lower than for males by 88.9% - a 7.7% increase from the previous year. The percentage of males and females receiving a bonus payment has decreased. Influenced as above

- The Quartiles reflect minimal change from the previous reporting period

- Progress to improve the mean gender pay gap remains static, with a very slightly lower proportion of males employed by Locala compared to the previous reporting period

- We continue to see a disproportionately high level of females working at Locala (91.7% females v 8.3 % males).

Addressing the gender pay gap

An 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 EMT 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 EDI Plan are our Career Pathways which have 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 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.