

Gender Pay Gap - 2019

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

	2019	2018
Mean Gender Pay Gap	22.5%	21.7%
Median Gender Pay Gap	14.9%	13.7%
Mean Bonus Gender Pay Gap	14.7%	18.1%
Median Bonus Gender Pay Gap	78.8%	78.8%
Proportions		
Proportion of men receiving a bonus	2.2%	1.5%
Proportion of women receiving a bonus	2.1%	1.8%
Hourly pay rate Quartiles Female:Male		
Q1	94.1%	93.6%
Q2	94.7%	96.4%
Q3	96.3%	94.3%
Q4	88.2%	88.5%

The key points for Locala's 2019 data are;

- Women's mean hourly rate is 22.5% lower than men's. 0.8% increase on last year;
- Women's median hourly rate is 14.9% lower than men's. 1.2% increase on last year;
- Women's mean bonus pay is 14.7% lower than men's – this is an improvement to 2018 when it was 18.1%;
- Women's median bonus pay is 78.8%, lower than men's which remains the same as 2018;
- The % of men and women receiving a bonus is virtually equal this year;
- Note, the proportion of males and females in each quartile. Quarter 4 being the lower bands

Overall, this reporting period has seen minimal change in the gender pay gap data compared to 2018, suggesting that while slightly increased, outcomes have stabilised since initial reporting in 2017 when gender reporting showed a much higher mean (30.6%) and median (19.2%) pay gap as well as bonus i.e. long service awards and clinical excellence awards related pay gaps.

While we are pleased the outcomes for this reporting period has stabilised we do recognise there is room for improvement. Therefore the following actions below are in motion to enable us achieve our commitments towards equality, diversity and inclusion within Locala and for our colleagues:

- We will attempt 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
- Our work, currently being shaped up by our dedicated resource to ensure Locala is an inclusive, diverse and representative organisation of the community it serves

- Our LEAD programme, further opportunities for professional and clinical development and a more rigorous approach to talent management and succession planning will provide opportunities and support for women to progress to more senior roles
- This will be further enhanced by the work currently being scoped to stem the flow of talent out of the organisation by developing career pathways for those difficult to retain and/or recruit clinical roles, particularly nurses.