



Gender Pay Gap Report

April 2024 Snapshot

Coventry & Rugby GP Alliance



Gender Pay Gap Report

(April 2024 Snapshot)

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1. Introduction

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, UK employers with more than 250 employees at a snapshot in time are required to publish their gender pay gap within a year of that snapshot date. On 5th April 2024, Coventry & Rugby GP Alliance (CRGPA) continued meeting and exceeding the threshold for reporting and is, therefore, statutorily required to publish the following six measures (as applicable):

Table 1. Gender Pay Gap Measures

Salary	Bonus
The mean (average) pay gap	The mean bonus pay gap
The median (mid-range) pay gap	The median bonus pay gap
The proportion of male and female employees in each pay quartile band	The proportion of male and female employees receiving a bonus payment

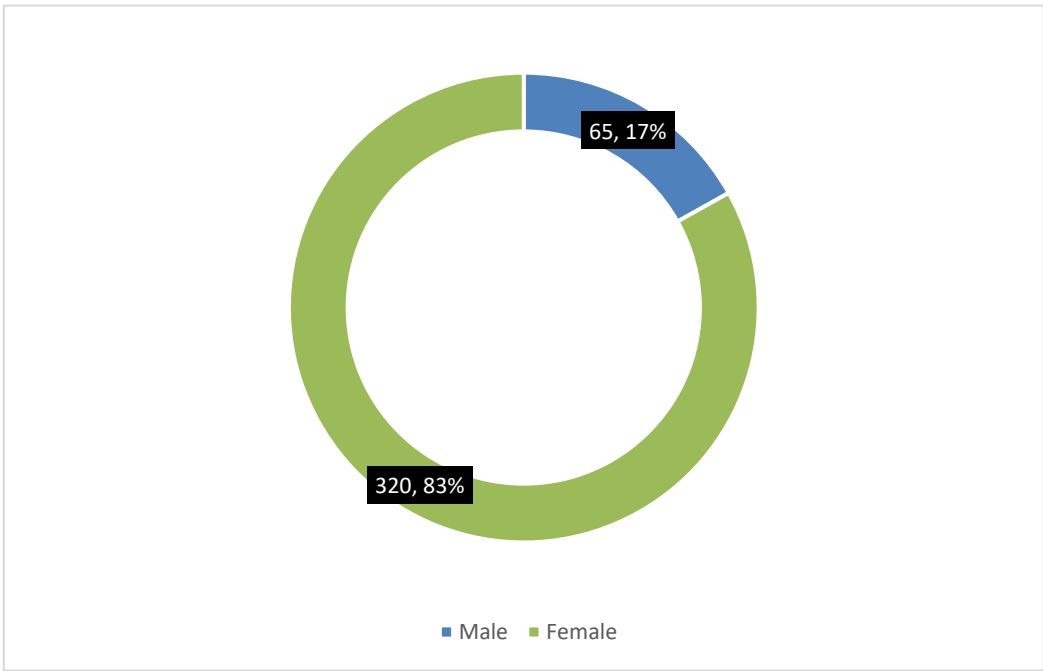
Each measure offers a slightly different perspective on the organisation’s gender pay gap. However, these measures are most meaningful when considered together and viewed in the context of the organisation’s broader policies and practices.

Moreover, it is important to distinguish between the **gender pay gap** and **equal pay**. An organisation can be an equal pay employer – paying staff equally for doing equal work – and it may still have a gender pay gap. This is because whilst employees doing like-for-like work or work of equal value are paid equally, there are differences in number of male and female employees doing different work for which they are paid accordingly.

2. Background to our Gender Profile (5th April 2024)

As of April 5, 2024, the workforce profile of CRGPA comprised 385 'Relevant Employees,' including 65 male staff members and 320 female staff members.

Figure 1. No & % of Female vs Male Employees



3. Statutory Disclosures – Gender Pay Gap Figures

Tables 1 and 2 below show the data the organisation is statutorily required to publish, based on the data and reporting guidelines at [Gender pay gap reporting: guidance for employers - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/gender-pay-gap-reporting-guidance-for-employers) for the following three measures:

- 1) The mean (average) pay gap
- 2) The median (mid-range) pay gap
- 3) The proportion of male and female employees in each salary quartile band

Table 2. CRGPA Mean (Average) & Median Gender Pay Gap – 5th April 2024

Gender	Mean Hourly Rate	Median Hourly Rate
Male	£30.29	£23.50
Female	£24.62	£19.15
Difference	£5.67	£4.35
Pay Gap (%)	18.71%	18.53%

Table 3. Proportion of Male & Female Employees in each Pay Quartile Band – 5th April 2024

Pay Quartile	No. of Male Employees	% Male	No. of Female Employees	% Female	Total Employees
Upper ¼ Hourly Pay	22	18.64%	96	81.36%	118
Upper Middle ¼ Hourly Pay	20	26.67%	55	73.33%	75
Upper Lower ¼ Hourly Pay	13	11.82%	97	88.18%	110
Lower ¼ hourly Pay	10	12.20%	72	87.80%	82

The above data shows that:

- The **mean** (or **average**) gender pay gap between the male hourly rate and female hourly rate sits at £5.67.
- The **median** gender pay gap is £4.35 (hourly rate).
- There are significantly more women working in roles with earnings in all quartiles.

As the organisation does not pay bonuses, there is no data to be published for the remaining three measures mandated by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

To aid in interpreting the tables above, as well as the tables and graphs in subsequent sections of this report, which provide a more detailed analysis, the following principles should be considered:

- A positive percentage difference in average and/or median pay signifies that female employees receive lower ordinary pay compared to male employees.
- Conversely, a negative percentage (if any) indicates that male employees receive lower ordinary pay compared to female employees.

This report highlights that, similar to many NHS organisations, a gender pay imbalance exists within our organisation. On average, male employees earn **18.71%** more per hour than female employees. However, a review of our 2023-2024 workforce data reveals a notable increase of approximately **17%** in the number of female employees. While the gender pay gap persists, the rising representation of female employees across all quartiles suggests a potential reduction in the gap in the future.

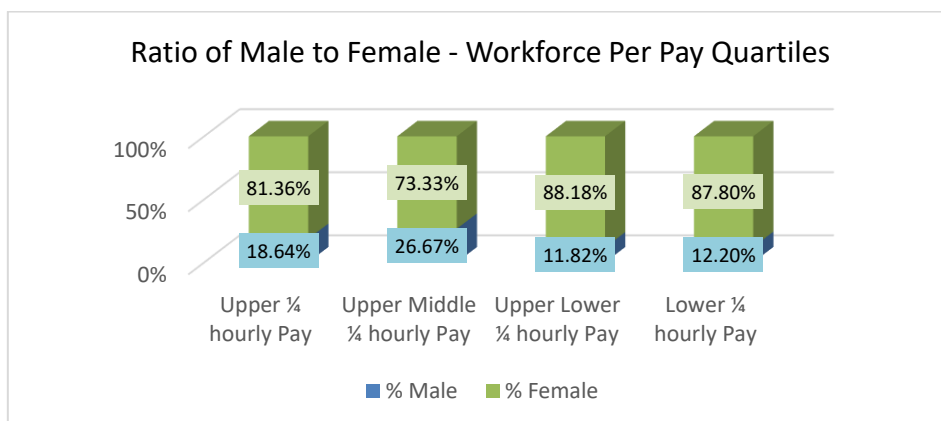
4. Gender Pay Gap Analysis

Pay Structure

CRGPA employees are paid in line with the role specific CRGPA pay scales. The pay scales are gender neutral and aim at providing transparent and fair eligibility criteria.

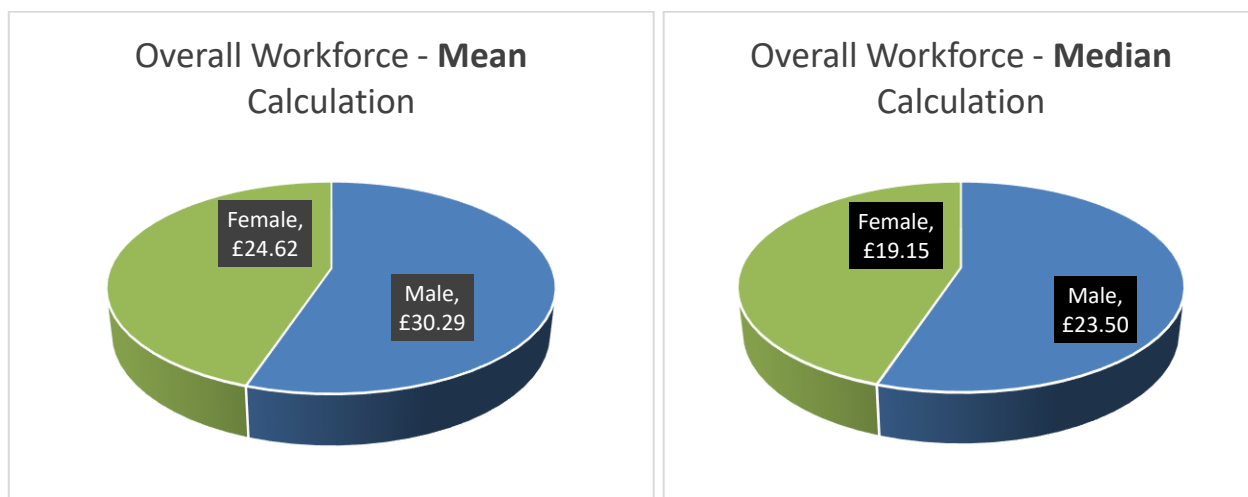
Workforce Per Pay Quartile (All Staff)

Figure 2. Ratio of Male to Female Workforce Per Pay Quartiles



Gender Pay Gap – Mean and Median (All Staff)

Figure 3. Mean and Median Pay Calculations by Gender



Over the 12-month reporting period, CRGPA appointed approximately **82** employees. A significant proportion of these vacancies (71) were filled by female employees. This distribution has contributed to the observed imbalance in the organisation's gender pay gap figures.

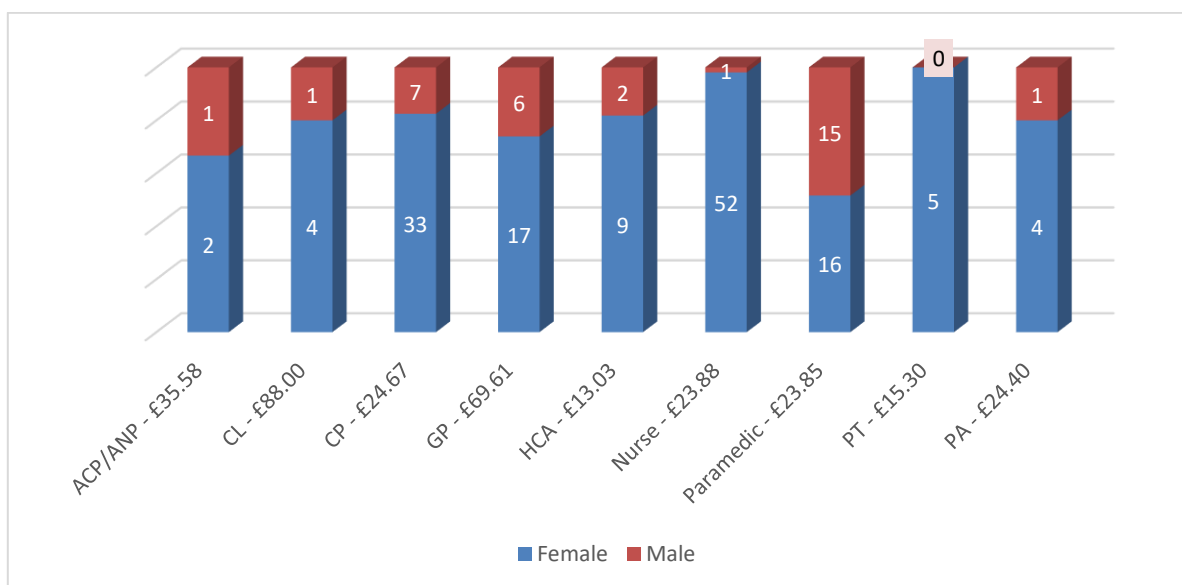
Gender Pay Gap – by Clinical Roles

No. of Staff by Gender and Mean Hourly Rates (Clinical Workforce)

Table 4. Mean Hourly Rates by Clinical Roles

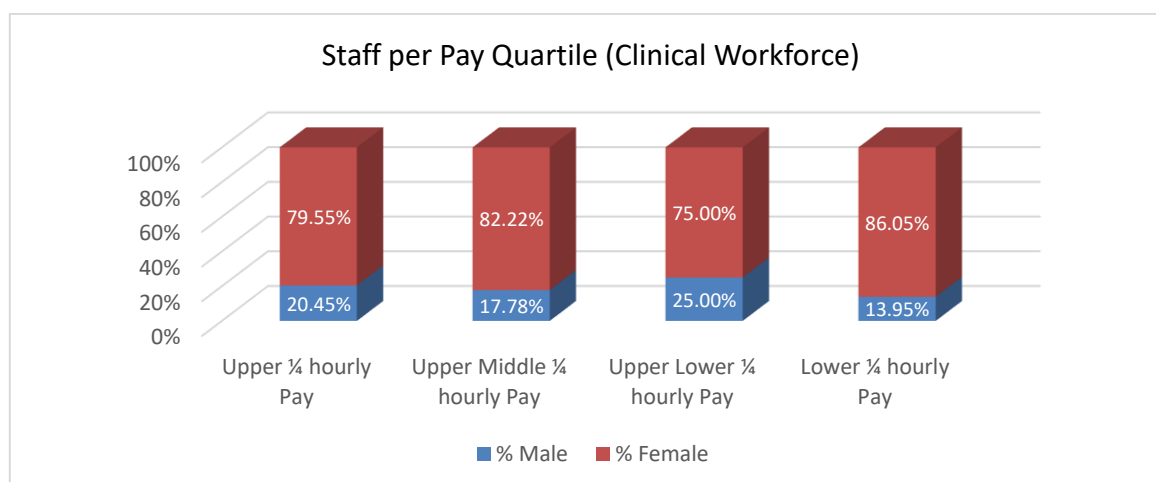
Main Workforce Groups	Female	Male	Total	Mean Hourly Rate
Advanced Clinical/Nurse Practitioner	2	1	3	35.58
Clinical Lead	4	1	5	88.00
Clinical Pharmacist	33	7	40	24.67
General Practitioner	17	6	23	69.61
Healthcare Assistant	9	2	11	13.03
Nurse	52	1	53	23.88
Paramedic	16	15	31	23.85
Pharmacy Technician	5	0	5	15.30
Physicians Associate	4	1	5	24.40

Figure 4. No. of Staff by Gender and Mean Hourly Rate in Clinical Roles



Staff Per Pay Quartile (Clinical Workforce)

Figure 5. % of Staff by Gender – Pay Quartiles (Clinical Staff)



Gender Pay Gap – Mean and Median (Clinical Workforce)

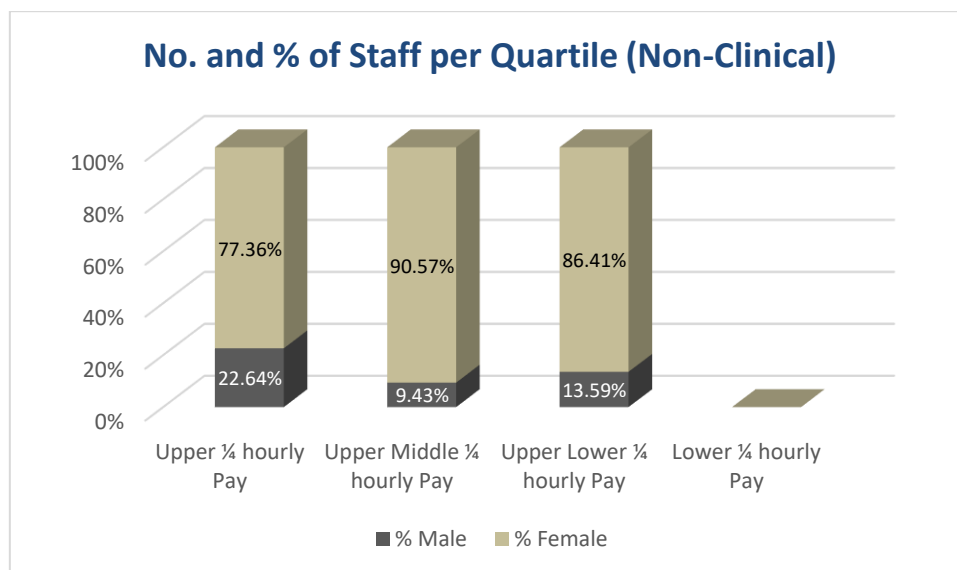
Figure 6. Mean & Median Pay Calculations – Clinical Workforce



Gender Pay Gap – by Non-Clinical Roles

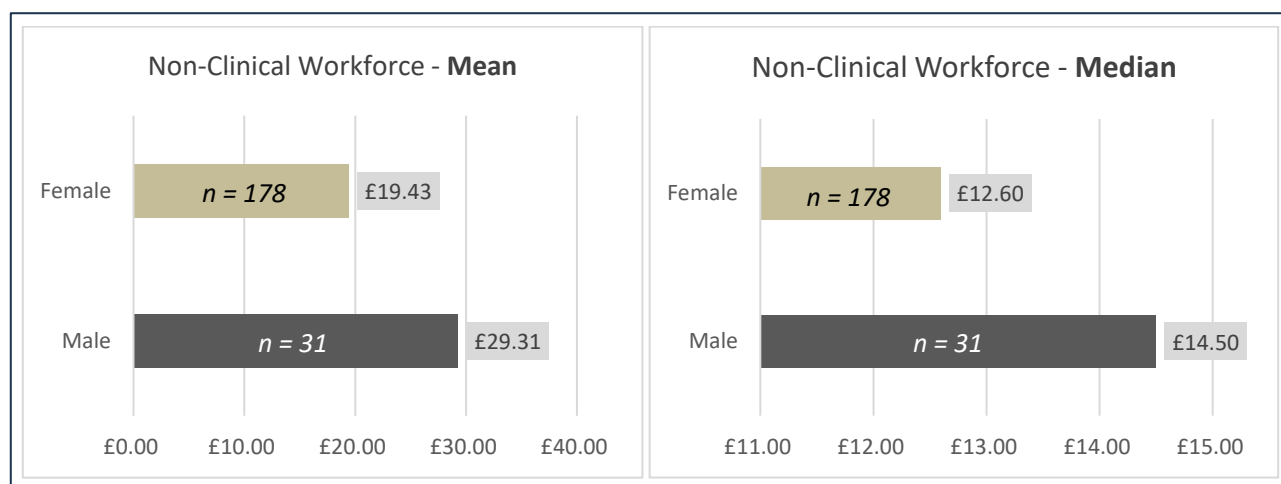
Workforce Per Pay Quartile (Non-Clinical Workforce)

Figure 7. % of Staff by Gender – Pay Quartiles (Non-Clinical Staff)



Gender Pay Gap – Mean and Median (Non-Clinical Workforce)

Figure 8. Mean & Median Pay Calculations – Non-Clinical Workforce



5. Considered Impacts

As the proportion of women within the organisation continues to increase, we recognise the potential for the gap to widen if recruitment remains concentrated in the lower quartiles. This highlights the need for ongoing efforts to promote equality and diversity across all levels of the organisation, ensuring a more balanced and inclusive workforce.

While it is difficult to identify and capture specific reasons for the gender pay imbalance, below outlines some possible drivers:

- Our working arrangements and organisational culture promote work/life balance, which create favourable conditions for working parents and, thus, attract more female employees.
- We consistently recruit for bank receptionist and nurse roles to maintain bank staff pool and these roles are attracting more females than male applicants.
- Roles such as receptionist, administrator, nurse, HCA and ANPs/ACPs are predominantly occupied by females and the recruitment records for the relevant reporting period reflects this trend.

6. Our Commitment

Our Vision

To bring the best healthcare solutions and improve healthcare outcomes within Coventry & Rugby.

Our Values

- **Trust** – We conduct ourselves in a way that builds trust amongst each other and our partners.
- **Integrity** – Everything we do is carried out in an honest and transparent way.
- **Collaboration** – We work together to promote health and wellbeing to the wider community.
- **Kindness** – We act with kindness and compassion towards each other, our partners, and patients.
- **Empowerment** – We empower each other to achieve our goals and provide services that empower patients.
- **Respect** – We treat each other with respect and show the same respect to our partners and patients.



7. Our Intended Actions

Publishing our Gender Pay Information

It is our intention to report and publish above gender pay gap information, based on the following reporting requirements:

Table 5. Gender Pay Information to be Published

Reporting Requirement	What We Will Report
Percentage of men and women in each hourly pay quarter	Table 2
Mean (average) gender pay gap for hourly pay	Table 1
Median gender pay gap for hourly pay	Table 1
Percentage of men and women receiving bonus pay	Not relevant to CRGPA
Mean (average) gender pay gap for bonus pay	Not relevant to CRGPA
Median gender pay gap for bonus pay	Not relevant to CRGPA
A written statement, signed by an 'appropriate person' (requirement for private or voluntary sector) confirming that the gender pay gap information published is accurate. An appropriate person can be a director or equivalent.	Given at the end of report
Publishing and visibility	To be published in a prominent place on the company website and kept online for at least 3 years after it is published.

Workforce & OD Strategy and Pay Framework

We aim at developing a comprehensive and effective Workforce & Organisational Development Strategy including a robust pay framework underpinning the organisation's strategic priorities and supporting the organisation in becoming an employer of choice – an outstanding place where people want to work, as well as feel proud to be part of.

As a fair and equal opportunity employer, we appoint the best candidates regardless of gender or other protected characteristics. We will strive to continue implementing a fair and transparent hiring process.

Equality, Diversity, Inclusion and Belonging Strategy

We are in process of developing a rigours Equality, Diversity, and Inclusion strategy, which will set out more actions and areas of focus in order to ensure that CRGPA has a culture where individual differences and diversity are valued and capitalised on. We hope to achieve this through:

- Maintaining and promoting equal rights and opportunities
- Proactively tackling discrimination and disadvantages in all its forms
- Creating an open and inclusive culture where equality, diversity and inclusion can be comfortably discussed.
- Having an inclusive and diverse workforce to reflect the rich diversity of Coventry, Rugby, and the surrounding areas.

Some of the focus areas as part of this strategy will include:

- Improving and increasing social media presence for our employer brand in order to attract talent and improve recruitment and selection
- Understanding how recruitment and promotion practices affect men and women differently and help widen the talent pool and avoid discrimination or unconscious bias
- Ensuring hiring decisions continue to be based on skills and competencies (not stereotypes)
- Promoting our flexible working arrangements
- Promoting and embedding the values and expected behaviours across the organisation
- Continually reviewing existing and new job descriptions and adverts to identify and remove any biases or gender-coded language
- Providing fair opportunities for career development
- Focusing on staff welfare, health, and wellbeing

8. Declaration

I confirm that the gender pay gap information published in this written statement and submitted to the Gender pay gap service is accurate and has been calculated according to the requirements and methodology set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Name	Designation	Signature	Date
Daljit Sandhu (Ms)	Chief Executive Officer		28.04.2025