

# Gender Pay Gap Report

2023



# Introduction

NHS Professionals is committed to treating all our bank members and employees equally, irrespective of protected characteristics. We believe in creating an inclusive workplace where all people can thrive.

We remain confident in our gender-neutral approach to pay and we ensure we pay according to role not gender. We also recognise that gender identity for some is broader than simply referring to male and female, but we have followed the government requirements for the purpose of this report.

## Gender Pay Gap Measures

### What is the Gender Pay Gap?

The Gender Pay Gap highlights any differences in the rates of pay between genders across the business, regardless of the roles they hold. A pay gap may exist due to different roles being paid different rates or because of differing numbers of males and females in those roles.

### How is Gender Pay Gap calculated?

**Mean:** All the hourly rates of pay for males are added up and then we calculate the mean average, we then do the same for females. The mean pay gap is the difference in pay between the average male and average female hourly rate as a %.

**Median:** All the hourly rates of pay for males are sorted lowest to highest and the same for females. The median pay gap is the % difference in hourly rate between the males and females at the midpoint of the sorted data.

### How is the bonus calculated?

This is calculated as above but instead of hourly rates we use bonus payments. We also report the number of males and females that received a bonus as a %.

### Gender populations by pay quartile

Pay quartiles are calculated by dividing all the hourly rates, from lowest to highest into four equal sized bands then calculating the % of males and females in each band.

# Our 2023 results

The results show a Gender Pay Gap in favour of females (mean -7.4%), however we are confident that the gap does not stem from paying male and female employees differently for the same or similar work, rather it reflects the demographic split across different jobs and is broadly typical of the healthcare sector.

There is a Bonus Gap (mean 24.96%) in favour of males. The different pay applied to different roles and at different levels of seniority, including bonus payments made against demanding targets, are set and measured through the executive and remuneration committees as appropriate.

## Our Commitment

Diversity is reality but inclusion is a choice. Our commitment is to being a truly inclusive organisation, where diversity is embraced, communities come together and feel like they belong. Talent is everywhere and we recognise that isn't always the same for opportunity. We are working together to ensure everyone has opportunity equity.

### Some of the actions we are taking to achieve this:

- Surveys to collect feedback and monitor progress
- Reviewing our total reward framework
- Established committees and staff networks
- Reviewing our policies and processes
- Continually developing our approaches to talent acquisition
- Identifying and supporting aspiring women leaders within our organisation

We are committed to being a diverse and inclusive employer and will continue to challenge ourselves to achieve equality of gender pay across all measures.

All Workers	Results
Gender Pay Gap Mean	-7.4%
Gender Pay Gap Median	-12.06%
Bonus Mean	24.96%
Bonus Median	19.37%

All Workers	Male	Female
Bottom Quartile	21.56%	78.44%
Lower Mid Quartile	23.36%	76.64%
Upper Mid Quartile	14.86%	85.14%
Upper Quartile	14.59%	85.41%
% Received a bonus	0.72%	0.28%

5th April 2023