

STATUTORY GENDER PAY STATEMENT 2019

1. Introduction

This is the third year of statutory gender pay reporting by organisations with more than 250 staff.

The analysis is based on salaries paid in April 2019. Employers have until 30th March 2020 to publish their data on the government Department for Equalities website, together with a narrative explaining how they will seek to reduce any pay differences. This must also be placed on the employer's website for a minimum period of 3 years.

2. Pay Data

The gender pay data for 2019 is shown below, compared with 2018. The calculations are based on headcount, rather than fte.

The mean pay gap has increased since last year by 3.14% to 12.28%. The median pay gap has decreased by 1.82% to 13.18%

	2019	2018	Change
Mean Pay Gap	12.28%	9.14%	+3.14%
Median Pay Gap	13.18%	15.0%	-1.82%

Gender pay by quartile	2019		2018		% Change for Females in each quartile
	Males	Females	Males	Females	
Lower	16.55%	83.45%	18.2%	81.8%	+1.65%
Lower Middle	15.97%	84.03%	15.7%	84.3%	-0.27%
Upper Middle	28.47%	71.53%	30%	70%	+1.53%
Upper	36.11%	63.89%	39%	61%	+2.89%

We have defined pay scales for each of our roles, which means that male and female staff receive the same pay for doing the same job.

The table below shows the recipients of the top 20 and top 50 salaries by gender. Also shown is the CEO’s salary expressed as a multiple of Nugent’s male and female average salaries, and of Nugent’s lowest salary.

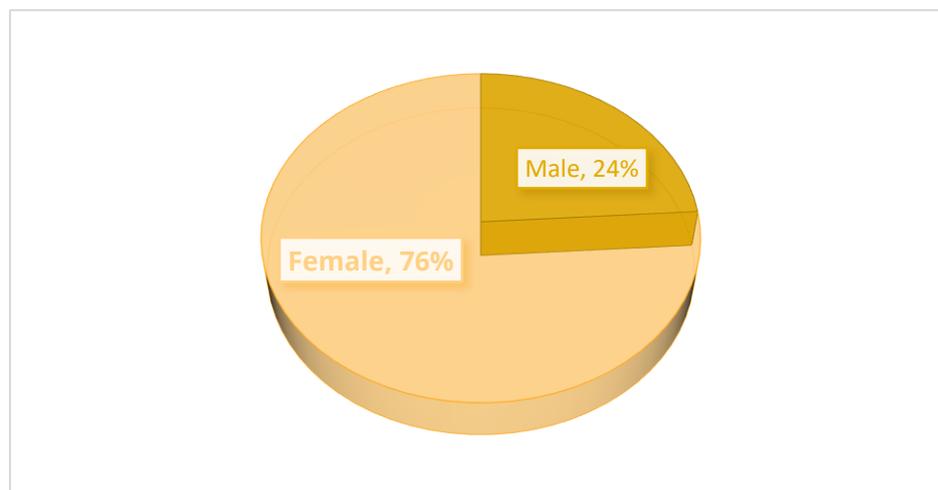
	2019		2018	
Highest salaries paid to:	Males	Females	Males	Females
Top 20 highest salaries*	9	11	11	17
Top 50 highest salaries*	22	34	43	63

* more than one person may receive the same salary, so the totals do not equate to 20 and 50

	2019		2018	
Salary multiples	Male average	Female average	Male average	Female average
CEO to average	4.77	4.77	3.61	3.97
CEO to lowest	5.45	5.45	5.65	

3. Addressing the Pay Gap

The overall gender split is shown below. The number of female employees significantly outweighs the number of male employees.



Within all quartiles we have significantly more females.

We recognise that reducing our gender pay gap requires concerted effort at every level of our organisation, from recruitment through to progression opportunities.

Over the next 3 years we will take the following key actions to address the pay gap:

1. Explore how we can attract more men into our organisation to create better gender balance at all levels.
2. Career Development opportunities will be promoted and explored further to retain talent.
3. Implement outcomes from the independent review of our organisational structure and Pay Review.
4. Creation and implementation of a competency framework.

4. Summary

These statistics demonstrate that we employ more women than men across the quartiles; this is common within the healthcare sector.

We are committed to removing barriers to equality in the workplace. We will continue to address the gender pay gap through the actions identified within section 3 of the report.

Hetal Mainwaring
Head of People