

Explaining our 2018 Gender Pay



Gender pay gap reporting was introduced in 2017 and this is the second report that we have published.

It is a requirement that all organisations with 250 or more employees publish and report specific figures about their gender pay gap. We publish this information on our intranet, our public-facing website, and report the information into the government.

As a Social Enterprise, we are committed to being a responsible employer and we fully appreciate the importance of a wider framework of reward. The out of hours nature of our work attracts a premium, so you will notice throughout the report that the data is influenced by the hours of the day or night that our people – male and female - work. The vast majority of our NHS 111 and out of hours colleagues are eligible for these enhanced rates.

As part of our commitment to our people we have introduced a number of new initiatives over the past year to improve the financial position for our colleagues. These include the introduction of the

benefits and discount platform Perkbox, alongside the introduction of a performance element to our Performance Development Review (PDR) programme.

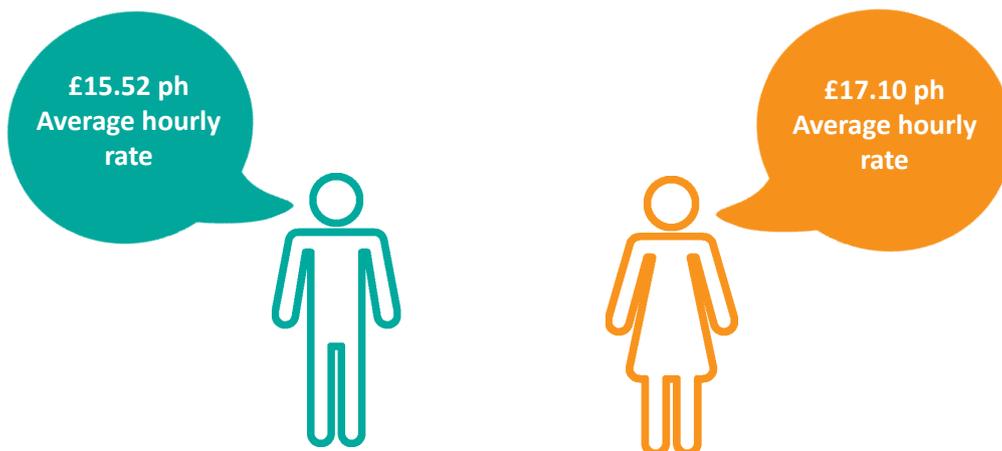
For the first time in 2018 this links pay, performance and reward. We also supported our people with the increasing cost of living through an additional 1% pay increase in July 2018.

Our annual people plan is overseen by our Remuneration and Well Led Committees as we continue our journey to create a great place to work.

Our gender pay gap remains largely unchanged since last year, but we will continue to monitor this and report on our position.

Yvonne Taylor
Chief Executive

Jo Mills
Director of People and Culture



-10.19% mean gender pay gap
-10.82% median gender pay gap



What might explain our gender pay gap?

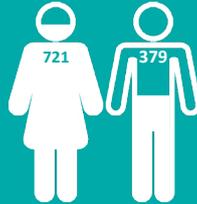
Headcount

64.96% of our headcount is made up of females

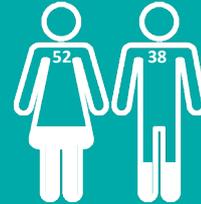
Board and Executive



Operations



Central Services



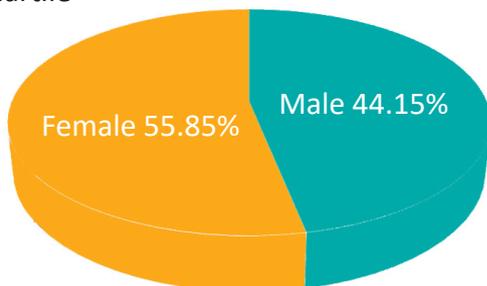
Pay frameworks

92% of our staff work within an operational area and many have hourly rates dependent on the time of the day that they work. The gender pay gap will be affected if the hours of the day that attract a higher rate of pay are predominantly worked by one gender.

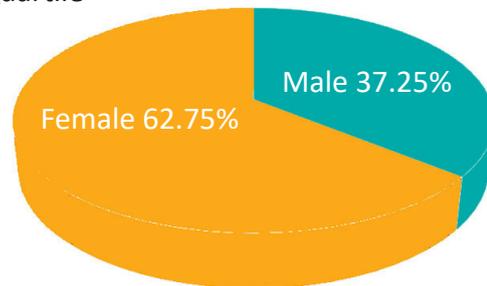


Reviewing the full salary ranges and splitting the staff population into four equal groups called quartiles shows:

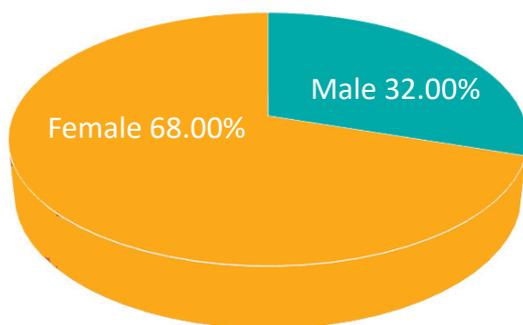
1st Quartile



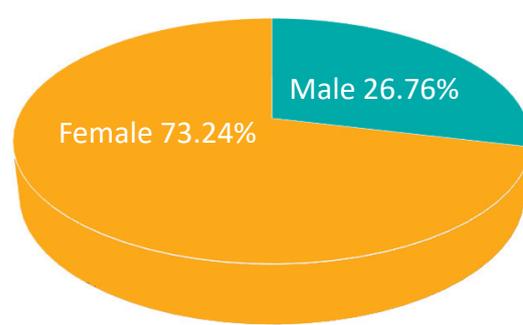
2nd Quartile



3rd Quartile



4th Quartile



We confirm that we have reviewed the data contained within our full gender pay gap report and that it is accurate and in line with government reporting regulations.

Jeremy Satchwell
Interim Director of Finance

Yvonne Taylor
Chief Executive

Jo Mills
Director of People and Culture