

 <p> GIG CYMRU NHS WALES </p> <p> Iechyd Cyhoeddus Cymru Public Health Wales </p>	<p> Name of Meeting People and Organisational Development Committee Date of Meeting 6 February 2024 Agenda item: 4.3 </p>
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Gender, Disability and Ethnicity Pay Gap Report 2022-23

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Approval/Scrutiny route:	Business Executive Team – 06 December 2023 People & OD Committee – 06 February 2024
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<p>Purpose</p> <p>The purpose of this paper is to provide a summary of the findings and background explanation to accompany the Public Health Wales Gender Pay Gap Report 2022-23.</p>

Recommendation:				
APPROVE <input checked="" type="checkbox"/>	CONSIDER <input type="checkbox"/>	RECOMMEND <input checked="" type="checkbox"/>	ADOPT <input type="checkbox"/>	ASSURANCE <input type="checkbox"/>

<p>The Committee is asked to:</p> <ul style="list-style-type: none"> • Approve the report to then be translated and published by 31 March 2024 to comply with the Gender Pay Gap Reporting Regulations (2017).

Link to Public Health Wales [Strategic Plan](#)

Public Health Wales has an agreed strategic plan, which has identified seven strategic priorities and well-being objectives.

This report contributes to the following:

Strategic Priority/Well-being Objective	2 - Improving mental-well-being and building resilience
Strategic Priority/Well-being Objective	7 - Building and mobilising knowledge and skills to improve health and well-being across Wales
Strategic Priority/Well-being Objective	Choose an item.

Summary impact analysis

Equality and Health Impact Assessment	An EqHIA is built in to this work as consultation on interventions to address the Gender Pay Gap has taken place with the staff diversity networks as well as more generally with staff..
Risk and Assurance	As a Public Body, we are legally obligated to publish information about our Gender Pay Gap. Failure to do this would link to risk number 727:There is a risk that Public Health Wales will not comply with its statutory and regulatory obligations to such a degree that it fails to achieve its strategic priorities.
Health and Social Care (Quality and Engagement) (Wales) Act	<p>This report supports and/or takes into account the Health and Care Standards for NHS Wales Quality Themes</p> <p>Theme 7 - Staff and Resources</p>
Financial implications	None
People implications	Addressing the Gender Pay Gap could see more women working in higher grades and recruiting more men into lower grades although this will be a longer term focus.



1. Purpose / situation

The purpose of this paper is to provide a summary of the findings and background explanation to accompany Public Health Wales Gender Pay Gap Report 2022-23 and to summarise the key findings for BET to recommend approval to People & OD Committee.

2. Background

In March 2017, the Gender Pay Gap Reporting Regulations came into force, requiring organisations with 250 or more employees to publish and report specific figures about their gender pay gap. Although these regulations were enforceable for organisations in England, Public Health Wales, along with several other organisations in Wales, took the step to publish their Gender Pay Gap information to be open and transparent.

The figures are published retrospectively and are a snapshot of the situation as of the 31 March 2023.

They are also published on the Government's Gender Pay Gap Portal.

3. Description/Assessment

This year, we once again appointed an external consultancy firm, Incomes Data Research (IDR), to undertake a full equal pay audit, encompassing pay gap information for Gender, Disability and Ethnicity. The purpose was to enable us to identify and understand any issues at a more granular level in advance of the future legal requirement to publish data as part of the Welsh Government's Anti-Racist Wales Action Plan, and Disability Action Plan.

Key findings from the report are as follows:

- The mean Gender Pay Gap (the most commonly used GPG figure) has increased from 11.5% in 2022 to 13.8% in 2023. The median gender pay gap has also increased slightly from 5.5% to 6.4%.
- This is lower than the UK gender pay gap (mean 13.2%; median 14.3%), the public sector gender pay gap (mean 11.5%; median 14.0%), and the median gender pay gap in Wales (mean 8.1%; median 11.8%)¹The headline figures are marginally higher than those reported in 2022, up from 11.8% (mean) and

¹Source: Annual Survey of Hours and Earnings 2023, Office of National Statistics.



5.5% (median), due to small changes in the composition of the workforce, however the gender pay gap remains below levels seen prior to 2022.

- The primary cause of our gender pay gap is the greater representation of men in the highest quarter of earners. In 2023 the percentage of men in the lower middle quarter has reduced from 27.2% to 24.6% however the number of men in the middle upper quarter has also increased from 22.8% to 26.5%.
- The indicative mean pay gap between white and Black, Asian and Minority Ethnic staff has changed from -4.8% in 2022 to -8.5% in 2023 in favour of Black, Asian and Minority Ethnic staff and the median pay gap has increased from 0.0% in 2022 to 2.3% in 2023.
- The mean disability pay gap has fallen significantly from 11.8% in 2022 to 1.5% in 2023, with the median gap falling from 15.6% in 2022 to 3.8% in 2023. However declaration rates remain low for this protected characteristic so it is not as reliable as other statistics. The most impactful action that could be taken in terms of disability is to increase declaration rates.
- By directorate gender pay gaps are almost all in favour of men, due to a concentration of men in senior roles.
- The gender pay gap at Public Health Wales is in favour of women until pay band 7. From this level onwards a gender pay gap emerges and widens with seniority

As in previous years, our Gender Pay Gap must be published before 31 March 2024 in line with the Gender Pay Gap Reporting Regulations. The intention is to publish this Gender Pay Gap Report on our website, as well as the Government's Gender Pay Gap reporting portal.



3.1 Well-being of Future Generations (Wales) Act 2015

Hirdymor		Long Term	The report sets out work that has been undertaken, as well as work planned to continue in a sustained way in the future
Atal		Prevention	Taking action to address the Gender Pay Gap will prevent the gap from widening and help us to achieve fairer pay and structures.
Integreiddio		Integration	The work focuses on all of the Well-being goals, in particular, a more equal Wales.
Cydweithio		Collaboration	There are examples given in the report showing collaborative working between different parts of the organisation.
Cynnwys		Involvement	The action plan on the Gender Pay Gap was developed following a round table discussion with the Staff Diversity Networks.

4. Recommendation

The Committee is asked to:

- **Approve** the report to then be translated and published by 31 March 2024 to comply with the Gender Pay Gap Reporting Regulations (2017).