



Nottingham City  
General Practice  
Alliance

# NCGPA GENDER PAY GAP REPORT 24/25



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## Overview

In the UK, public, private, and voluntary sector organisations with 250 or more employees are required to report on their gender pay gaps annually.

The gender pay gap is a measure of labour market or workplace disadvantage, expressed in terms of a comparison between men's and women's average (median) hourly rates of pay. The report relates to pay, but also looks at other factors, such as occupational segregation, or gender disparity in terms of childcare and other care responsibilities.

In line with statutory requirements, our gender pay gap report includes the following based on a "snapshot" of pay data from 31<sup>st</sup> March 2024:

- The percentage of men and women in each hourly pay quarter.
- The mean gender pay gap using hourly pay.
- The median gender pay gap using hourly pay.

Pay is calculated according to basic hourly rates and does not include overtime.

Employers are also not required to report on bonus payments, which should be reported separately. NCGPA did not pay bonuses within the "snapshot" period

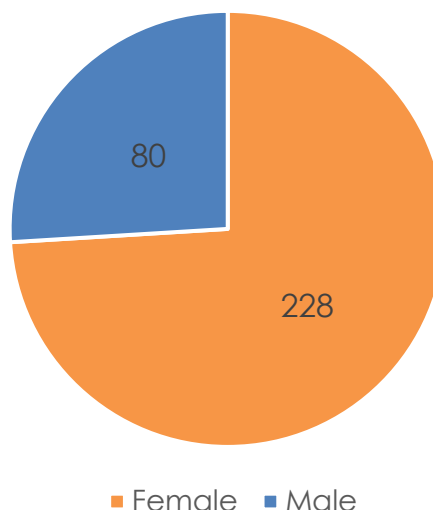
## Gender pay gap vs equal pay

The gender pay gap measures the difference between the average pay (according to hourly pay) of all men and women across an organisation. It represents the distribution of genders across the different roles within the organisation. It is fundamentally different from equal pay, which involves a direct comparison of two people or groups of people to ensure they are paid similarly for work of comparable value.

## Our workforce

NCGPA's gender pay gap data was collected on 31 March 2024. At this time, NCGPA had a workforce of 308 "full pay relevant" employees: 228 Female (73.21%) and 80 Male (26.79%).

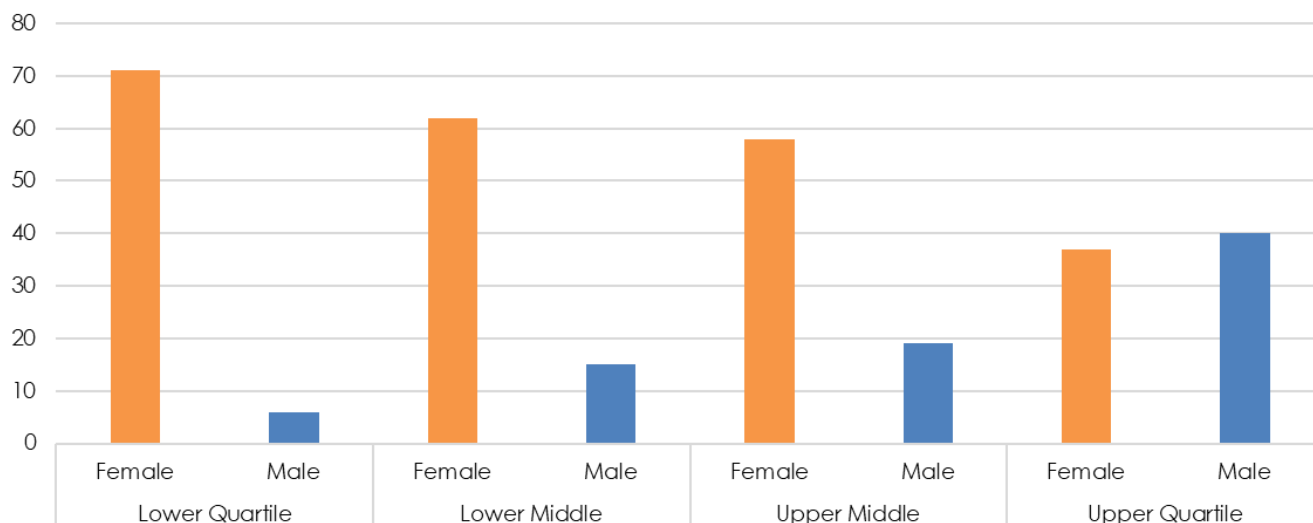
NCGPA Headcount



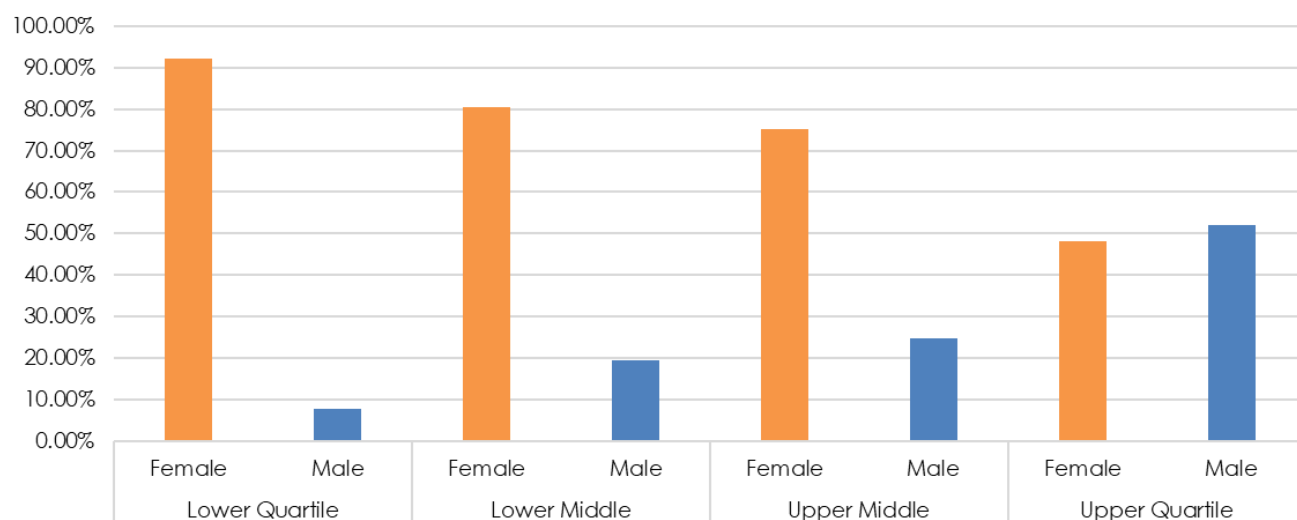
## Pay data by quartile

This illustrates the distribution of genders within each quartile. The upper quartile represents the quarter of the workforce with the highest earnings and the lower quartile represents the quarter of the workforce with the lowest earnings.

Gender by Quartile (Headcount)



Gender by Quartile (Percentage)



## Mean & median gender pay gap

At the “snapshot” date, the mean (total pay divided by the number of workers) and median (middle value between highest and lowest pay) averages for men and women staff were the following:

	Median hourly rate for men	Median hourly rate for women
Hourly rate	£27.84	£15.40

	Mean hourly rate for men	Mean hourly rate for women
Hourly rate	£32.35	£20.60

	Mean hourly rate	Median hourly rate
Pay gap %	36.33%	44.68%

## Understanding the gap

NCGPA has a workforce where women represent a significant majority at 73.21%. This distribution extends evenly across three quartiles, however there is a low number of women who work in the upper quartile.

There is a notable concentration of men in positions within the upper quartile, with a more balanced distribution across the lower middle and upper middle quartiles. Conversely, men are unrepresented in the lower quartile, which significantly impacts the gender pay gap affecting the average earnings of male employees.

At NCGPA, we are committed to creating an inclusive environment, prioritising our staff's professional growth, and ensuring a fair and unbiased approach to pay and benefits irrespective of gender. The statistics serve as a crucial tool for NCGPA, providing insights into our workforce, and guiding the development of strategies aimed at narrowing the gender pay gap.

NCGPA are committed to taking actions in the following key areas:

- Continuing to provide staff opportunities to develop their careers at all level.
- Developing career pathways to support staff in the lower quartiles to develop and progress into more senior roles.
- Creating career opportunities and progression opportunities for lower paid roles where there currently is not any development.
- Continuing to recruit the right people through a fair and balanced recruitment process, and actively monitor recruitment with gender in mind.
- Evaluating our recruitment methods to ensure a wide audience can access our adverts, and review wording and job titles to make roles more attractive.
- Annually review pay and reward processes to ensure pay is based on merit and not gender adhering to equality acts.
- Working with workforce information teams to regularly analyse data and identify trends.
- Improve workplace culture to ensure people have a sense of value and belonging.

# NCGPA Gender Pay Gap Report



## Statement

I confirm that the information and data provided is accurate and in line with mandatory requirements.

*Jonathan Harte*

*Medical Director*