

2018 Gender Pay Gap Report

There has been a positive reduction in the organisation's gender pay gap figures. Over the last 12 months, the organisation's mean gender pay gap has reduced to 6% from 8.3% in 2017.

Resolving concerns fairly and learning from harm is at the heart of what NHS Resolution is about, embedding our values in the way we work internally and externally.

We are an arm's length body of the Department of Health and Social Care. We are a Special Health Authority which provides:

- Indemnity cover for clinical and non-clinical liabilities
- Learning from claims
- Legal and professional services
- Dispute resolution between commissioners and primary care contractors
- Advice and support to healthcare organisations on the effective management and resolution of performance concerns relating to practitioners.

Our vision

To provide expertise to the NHS to resolve concerns fairly, share learning for improvement and preserve resources for patient care.

Our values

- **Professional** – being an organisation which operates to the highest possible professional standards.
- **Expert** – being the centre of expertise for resolving claims, disputes and concerns about performance.
- **Ethical** – having high standards and doing the right thing.
- **Respectful** – dealing with colleagues, patients and the public in a considerate and sensitive way.

Reporting Requirements

From April 2017 onwards, any UK organisation employing 250 or more employees is required to report annually on its gender pay in six different ways:

1. Mean gender pay gap – ordinary pay
2. Median gender pay gap – ordinary pay
3. Mean gender pay gap – bonus pay in the 12 months ending 31 March
4. Median gender pay gap – bonus pay in the 12 months ending 31 March
5. The proportion of male and female employees paid a bonus in the 12 months ending 31 March
6. The proportion of male and female employees in each quartile

The gender pay gap shows the difference in the average earnings between male and female employees within NHS Resolution.

The mean gender pay gap is the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

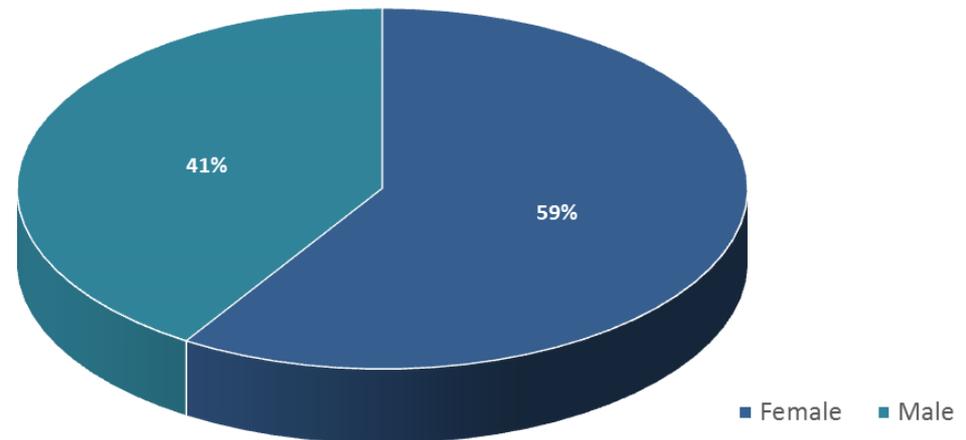
The median gender pay gap is the difference between the median hourly rate of pay for male full-pay relevant employees and that of female full-pay relevant employees.

Our Gender Profile

Snapshot Date – 31 March 2018

The chart below details our gender profile which is broadly the same as last year, with just a 1% increase in the number of male employees. Of relevant employees, our workforce consisted of 170 female and 112 male employees.

Figure 1 - NHS Resolution Gender Profile
31st March 2018



Gender Profile by Pay Band

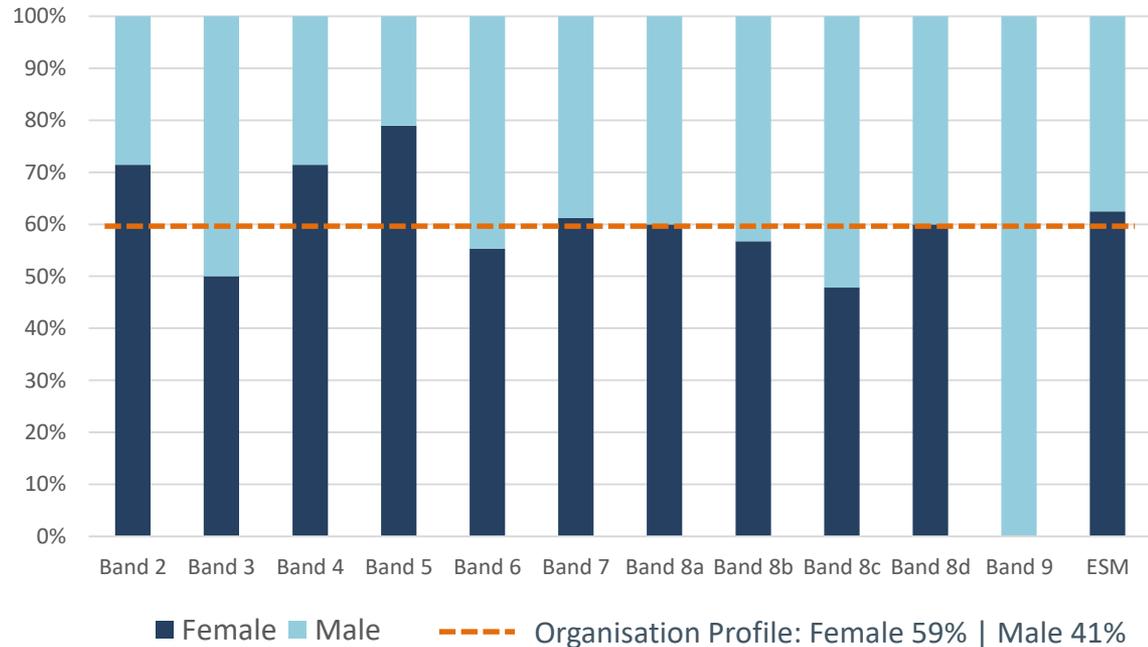
Pay structure

All NHS Resolution staff, except for executive and senior managers are paid on the National Agenda for Change (AfC) pay, terms and conditions of service. The terms and conditions set out band structures and pay for all employees to ensure transparency, fairness and equal treatment for all.

Profile across bands

It should be noted that band 9 is reflective of just one employee. Similarly pay band 3 includes just 2 employees.

Figure 2 - Gender Profile by Pay Band



Our Gender Pay Gap Data

NHS Resolution has a mean gender pay gap of 6% and a median gender pay gap of 5.7%. This is a positive reduction of more than 25% from last years figures of 8.3% and 8.1% respectively.

Ordinary Pay	
Mean Gender Pay Gap	6.0%
Median Gender Pay Gap	5.7%

Bonus Pay	
Mean Gender Pay Gap - Bonus Pay	0%*
Median Gender Pay Gap - Bonus Pay	0%*

Proportion of Staff paid a Bonus	
Female	Male
1.17%	0.0%

Recruitment Activity

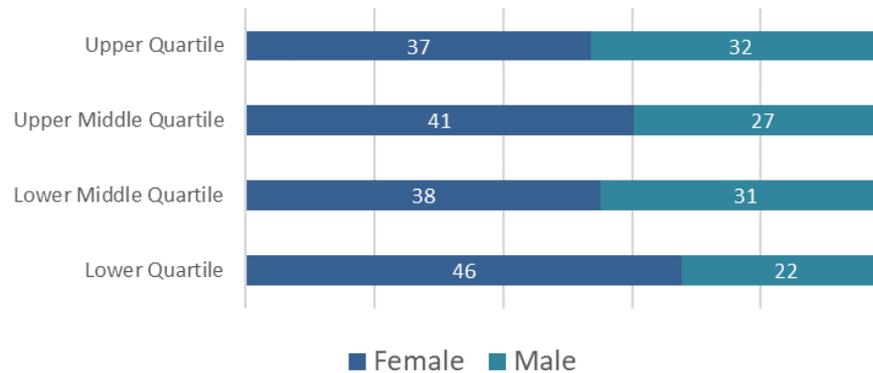
Although a single activity will not be the only area to impact our gender pay figures, over the 12 month reporting period, NHS Resolution has appointed more females into senior roles than males. For appointments at band 8b and above there were 5 females appointed compared to just 1 male.

**** Only female employees received bonus pay in the 12 months ending 31 March 2018, as a result there is no gender pay gap to report.***

Our Gender Pay Gap Data

The information below details the number of staff and the percentage of staff within each salary quartile.

Figure 3 - Number of Staff in Each Quartile



Percentage of Staff in Each Quartile	2018 Rates		2017 Rates		Year on Year Change	
	Female %	Male %	Female %	Male %	Female %	Male %
Upper Quartile	54	46	51	49	3	-3
Upper Middle Quartile	60	40	63	37	-3	3
Lower Middle Quartile	55	45	56	44	-1	1
Lower Quartile	68	32	68	32	0	0

The percentage of staff within each of the quartiles have remained consistent to 2017. There has been an slight increase in the percentage of female staff employed in the upper quartile. Each quartile is broadly representative of the workforce profile with the lower quartile remaining a slight outlier.

Our Commitment

NHS Resolution continues to implement a number of programmes/activities to promote support and pay balance in the workplace . Some of these actions/activities include:

- Recommending in policy that employees should be permitted to return to work part-time after a maternity break, adoption leave or other parental leave unless there is a strong business case not to
- Continue to encourage flexible working across our organisation at every level, to ensure that our employees have the opportunity to balance their home life and career aspirations
- Rolling out a second waves of leadership programmes for all levels of staff, in order to equip employees with the essential insights, knowledge, and skills to directly improve career aspirations and promotion opportunities.
- Promoting and accessing external leadership opportunities for BAME staff.
- Rolling out apprenticeship programme for staff in lower bands across the organisation.

Over the past 12 months we have also:

- Commissioned and internal audit which amongst other areas looked at recruitment compliance and starting salaries. Early indication show that there were no specific outliers in this area.
- Delivered a workshop on managing menopause in the workplace, which included practical support and guidance for engaging in conversations about difficulties which may otherwise go unsupported.
- Advertised our Audit and Risk Committee External Member roles on 'Women on Boards'; a job site specifically aimed at supporting women in to board positions. From this recruitment campaign we recruited one female into one of the two posts advertised.

As a fair and equal employer, we appoint the best candidates during our recruitment campaign regardless of gender or other protected characteristics. NHS Resolution is part of the disability two ticks scheme in recognition of our commitment regarding the employment, retention, training and career development of disabled employees.

In addition to our IIP (Investors in People) accreditation, NHS Resolution has developed a Workforce and Organisational Development Strategy which supports the organisation in becoming an employer of choice; an outstanding place where people want to work and are proud to work, and somewhere which provides equality for everyone.