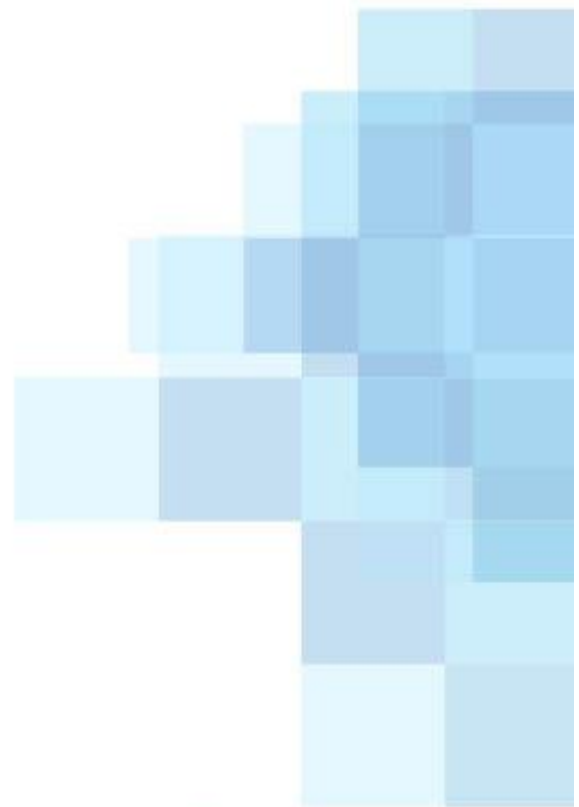


# Equal Pay Analysis 2025



## Annex – Occupational Segregation and Equal Pay Analysis

### Overview

The following tables are presented:

- Table A – Summary of overall gender pay gap across NHS Ayrshire & Arran;
- Table B1 – Gender pay gap by Agenda for Change (AfC) job families (summary);
- Table B2 - Gender pay gap by Agenda for Change (AfC) job families and pay band;
- Table C – Gender pay gap by medical & dental grades;
- Table D – Occupational segregation by ethnicity; and
- Table E – Occupational segregation by disability.

### Data Definitions

The data utilised is as at 31<sup>st</sup> December 2024 for all tables.

The data presented covers all substantively employed staff and the average hourly rate of basic pay i.e. excluding overtime.

The gender pay gap male to female percentage is calculated via the following formula:

***((average male hourly rate minus average female hourly rate) divided by average male hourly rate) x 100***

Detail is provided of what the comparator is and the meaning of what relative positive or negative percentage values represent.

Note that where data relates to 5 or less individuals (or where a total could potentially identify 5 or less individuals) all detail has been replaced with an asterisk (\*) in order to avoid potential identification. Where there is only a single gender within the distinct grade i.e. meaning a calculation cannot be undertaken, this is annotated with 'N/A'

### Table A – Summary of overall gender pay gap across NHS Ayrshire & Arran

#### Note:

- Comparison is on the basis of average pay for males and females (excluding overtime) for the cohort detailed by row
- A positive percentage indicates a pay gap with males being paid more than females
- A negative (-) prefixed percentage indicates that there is a pay gap with females being paid more than males

Grade	Female			Male			Total headcount of cohort	Gender pay gap male to female %
	Headcount	Percentage	Average Hourly Rate £	Headcount	Percentage	Average Hourly Rate £		
Agenda for Change	9,426	86.1%	19.65	1,526	13.9%	19.59	10,952	-0.31
Medical and Dental	335	48.9%	43.34	350	51.1%	47.65	685	9.04
Senior Managers	9	69.2%	47.66	4	30.8%	51.93	13	8.22
<b>Total</b>	<b>9,769</b>	<b>83.9%</b>	<b>20.49</b>	<b>1,879</b>	<b>16.1%</b>	<b>24.91</b>	<b>11,648</b>	<b>17.73</b>

### Narrative

The overall organisational position, as illustrated in the table above, is of males being paid 17.73% more than women. It is important to note the skewing impact that both the medical & dental and senior manager cohorts have upon the organisational position.

Whilst these cohorts are significantly smaller in size, than the Agenda for Change cohort, gender split (AfC = 13.9% males versus medical = 51.1%) coupled with the relatively higher pay, particularly in relation to senior medical staff, skews the overall organisational position. As Table B2 which follows illustrates the gender spread across grades, specifically clustering at higher grades, has a direct and significant impact on the overall organisational position.

Note that due to the size of the Senior Managers cohort, headcount of 13, there is no further drilldown as data by specific grades as this encompasses less than 5 individuals therefore all the data contained within the analysis would be redacted, as per data definition, to avoid potential identification of individuals.

Table B1 – Gender pay gap by Agenda for Change (AfC) job families (summary)

Note:

- The same notes as Table A are applicable

Job Family	Female			Male			Total headcount of cohort	Gender pay gap male to female %
	Headcount	Percentage	Average Hourly Rate £	Headcount	Percentage	Average Hourly Rate £		
Administrative Services	1565	86.3%	17.28	248	13.7%	20.62	1813	16.19
Allied Health Professionals	941	88.4%	22.85	124	11.6%	21.68	1065	-5.37
Dental Support	72	98.6%	17.98	*	*	*	*	*
Healthcare Sciences	276	75.0%	21.23	92	25.0%	22.73	368	6.61
Medical Support	22	56.4%	22.24	17	43.6%	20.25	39	-9.86
Nursing & Midwifery	5066	91.2%	20.24	491	8.8%	20.31	5557	0.36
Other Therapeutic	408	85.0%	26.05	72	15.0%	27.68	480	5.86
Personal & Social Care	131	87.3%	21.17	19	12.7%	23.03	150	8.05
Support Services	967	67.4%	14.09	467	32.6%	15.75	1434	10.50
<b>Total</b>	<b>9426</b>	<b>86.1%</b>	<b>19.65</b>	<b>1526</b>	<b>13.9%</b>	<b>19.59</b>	<b>10952</b>	<b>-0.31</b>

Narrative

AfC staff constitute approximately 94% of the NHS Ayrshire & Arran workforce. AfC is based on the principle of equal pay for work of equal value. The tables below show the gender pay gap summary by job family and the gap by individual grades within each job family. The relative gender split across bands within job families is a critical component in interpreting why there is a differential in male and female pay. As with all staff groups the reasons for this are multi-factorial e.g. societal, educational, child care and breaks in career. A higher proportion of either gender in a specific band can significantly impact upon the overall average hourly rate.

Table B2 - Gender pay gap by Agenda for Change (AfC) job families and pay band

The table below breaks job families down by AfC band:

Job Family	Grade Name	Female			Male			Total headcount of cohort	Gender pay gap male to female %
		Headcount	Percentage	Average Hourly Rate £	Headcount	Percentage	Average Hourly Rate £		
ADMINISTRATIVE SERVICES	Band 2	432	89.1%	13.62	53	10.9%	13.51	485	-0.79
	Band 3	277	92.3%	14.72	23	7.7%	14.78	300	0.38
	Band 4	504	95.5%	16.07	24	4.5%	16.07	528	0.01
	Band 5	117	68.8%	18.84	53	31.2%	18.54	170	-1.63
	Band 6	115	68.9%	23.28	52	31.1%	23.89	167	2.56
	Band 7	76	78.4%	27.58	21	21.6%	27.61	97	0.13
	Band 8A	30	76.9%	31.97	9	23.1%	31.97	39	0.00
	Band 8B	18	72.0%	37.62	7	28.0%	38.23	25	1.60
	Band 8C	*	*	*	*	*	*	*	*
Band 8D	9	*	*	*	*	*	*	*	
<b>ADMINISTRATIVE SERVICES Total</b>		<b>1565</b>	<b>86.3%</b>	<b>17.28</b>	<b>248</b>	<b>13.7%</b>	<b>20.62</b>	<b>1813</b>	<b>16.19</b>
ALLIED HEALTH PROFESSION	Band 2	17	100.0%	13.73				17	N/A
	Band 3	101	91.0%	14.83	10	9.0%	14.47	111	-2.53
	Band 4	92	87.6%	15.77	13	12.4%	15.69	105	-0.51
	Band 5	86	71.1%	17.52	35	28.9%	17.41	121	-0.63
	Band 6	386	91.7%	23.92	35	8.3%	22.82	421	-4.82
	Band 7	227	91.2%	27.66	22	8.8%	27.55	249	-0.38
	Band 8A	28	77.8%	32.56	8	22.2%	32.07	36	-1.52
	Band 8B	13	*	*	*	*	*	*	*
	Band 8C	*	*	*	*	*	*	*	*
Band 8D				*	*	*	*	*	
<b>ALLIED HEALTH PROFESSION Total</b>		<b>941</b>	<b>88.4%</b>	<b>22.85</b>	<b>124</b>	<b>11.6%</b>	<b>21.68</b>	<b>1065</b>	<b>-5.37</b>
DENTAL SUPPORT	Band 2	*	*	*	*	*	*	*	*
	Band 3	*	*	*				*	*
	Band 4	37	100.0%	16.19				37	N/A
	Band 5	22	100.0%	19.66				22	N/A
	Band 6	8	100.0%	23.84				8	N/A
	Band 7	*	*	*				*	N/A
<b>DENTAL SUPPORT Total</b>		<b>72</b>	<b>98.6%</b>	<b>17.98</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>
HEALTHCARE SCIENCES	Band 2	28	*	*	*	*	*	*	*
	Band 3	85	79.4%	14.79	22	20.6%	14.67	107	-0.80
	Band 4	9	*	*	*	*	*	*	*
	Band 5	16	*	*	*	*	*	*	*
	Band 6	74	69.8%	24.01	32	30.2%	23.78	106	-0.97
	Band 7	45	75.0%	28.79	15	25.0%	27.73	60	-3.83
	Band 8A	12	*	*	*	*	*	*	*
	Band 8B	*	*	*	*	*	*	*	*
	Band 8C				*	*	*	*	N/A
Band 8D	*	*	*	*	*	*	*	*	
<b>HEALTHCARE SCIENCES Total</b>		<b>276</b>	<b>75.0%</b>	<b>21.23</b>	<b>92</b>	<b>25.0%</b>	<b>22.73</b>	<b>368</b>	<b>6.61</b>
MEDICAL SUPPORT	Band 2				*	*	*	*	N/A
	Band 4				*	*	*	*	N/A
	Band 5	16	*	*	*	*	*	*	*
	Band 6				*	*	*	*	N/A
	Band 7	*	*	*	*	*	*	*	*
	Band 8B	*	*	*				*	N/A
<b>MEDICAL SUPPORT Total</b>		<b>22</b>	<b>56.4%</b>	<b>22.24</b>	<b>17</b>	<b>43.6%</b>	<b>20.25</b>	<b>39</b>	<b>-9.86</b>

Job Family	Grade Name	Female			Male			Total headcount of cohort	Gender pay gap male to female %
		Headcount	Percentage	Average Hourly Rate £	Headcount	Percentage	Average Hourly Rate £		
NURSING/MIDWIFERY	Band 2	54	83.1%	13.76	11	16.9%	13.66	65	-0.72
	Band 3	1263	89.8%	14.86	143	10.2%	14.79	1406	-0.51
	Band 4	150	94.3%	15.84	9	5.7%	15.52	159	-2.04
	Band 5	1926	92.6%	19.30	155	7.4%	19.26	2081	-0.19
	Band 6	941	90.7%	23.41	96	9.3%	23.58	1037	0.72
	Band 7	614	91.8%	28.10	55	8.2%	27.82	669	-1.03
	Band 8A	89	85.6%	32.03	15	14.4%	32.63	104	1.82
	Band 8B	27	81.8%	37.72	6	18.2%	37.62	33	-0.25
	Band 8C	7	*	*	*	*	*	*	*
	Band 8D	*	*	*	*	*	*	*	*
Band 9	*	*	*				*	N/A	
<b>NURSING/MIDWIFERY Total</b>		<b>5066</b>	<b>91.2%</b>	<b>20.24</b>	<b>491</b>	<b>8.8%</b>	<b>20.31</b>	<b>5557</b>	<b>0.36</b>
OTHER THERAPEUTIC	Band 2	22	78.6%	13.51	6	21.4%	13.31	28	-1.50
	Band 3	20	90.9%	14.80	2	9.1%	15.02	22	1.47
	Band 4	32	82.1%	15.41	7	17.9%	15.84	39	2.68
	Band 5	66	91.7%	19.03	6	8.3%	18.06	72	-5.38
	Band 6	41	85.4%	21.68	7	14.6%	20.80	48	-4.22
	Band 7	112	87.5%	27.63	16	12.5%	27.75	128	0.45
	Band 8A	76	84.4%	32.22	14	15.6%	32.03	90	-0.61
	Band 8B	34	85.0%	37.87	6	15.0%	38.48	40	1.59
	Band 8C	17	77.3%	44.71	5	22.7%	44.67	22	-0.08
	Band 8D	1	33.3%	53.76	2	66.7%	53.76	3	0.00
Band 9	2	66.7%	62.30	1	33.3%	63.62	3	2.08	
<b>OTHER THERAPEUTIC Total</b>		<b>408</b>	<b>85.0%</b>	<b>26.05</b>	<b>72</b>	<b>15.0%</b>	<b>27.68</b>	<b>480</b>	<b>5.86</b>
PERSONAL AND SOCIAL CARE	Band 2	*	*	*				*	N/A
	Band 3	17	100.0%	14.96				17	N/A
	Band 4	20	*	*	*	*	*	*	*
	Band 5	35	*	*	*	*	*	*	*
	Band 6	30	83.3%	23.60	6	16.7%	24.44	36	3.44
	Band 7	15	71.4%	27.64	6	28.6%	28.87	21	4.23
	Band 8A	*	*	*				*	N/A
	Band 8B	*	*	*				*	N/A
	Band 8C	*	*	*				*	N/A
Band 8D	*	*	*				*	N/A	
<b>PERSONAL AND SOCIAL CARE Total</b>		<b>131</b>	<b>87.3%</b>	<b>21.17</b>	<b>19</b>	<b>12.7%</b>	<b>23.03</b>	<b>150</b>	<b>8.05</b>
SUPPORT SERVICES	Band 1	*	*	*				*	N/A
	Band 2	852	74.5%	13.67	291	25.5%	13.65	1143	-0.15
	Band 3	82	60.7%	14.91	53	39.3%	14.65	135	-1.83
	Band 4	8	22.2%	16.24	28	77.8%	15.98	36	-1.63
	Band 5	7	10.0%	16.84	63	90.0%	19.80	70	14.92
	Band 6	*	*	*	9	*	*	*	*
	Band 7	7	30.4%	26.72	16	69.6%	28.17	23	5.12
	Band 8A	2	25.0%	32.38	6	75.0%	33.21	8	2.49
	Band 8B	*	*	*	*	*	*	*	*
<b>SUPPORT SERVICES Total</b>		<b>967</b>	<b>67.4%</b>	<b>14.09</b>	<b>467</b>	<b>32.6%</b>	<b>15.75</b>	<b>1434</b>	<b>10.50</b>
<b>Total</b>		<b>9426</b>	<b>86.1%</b>	<b>19.65</b>	<b>1526</b>	<b>13.9%</b>	<b>19.59</b>	<b>10952</b>	<b>-0.31</b>

Table C – Gender pay gap by medical & dental grades

Notes:

- The same notes as Table A are applicable

Narrative:

Medical and dental grades constitute approximately 6% of the NHS Ayrshire & Arran workforce. There are 2% more men than women within this staff group and a significant proportion are consultants, including clinical directors, (55% of all men in this job family compared to 48% of women). This has a direct impact upon the overall gender pay gap for this staff group. The reasons for the gender pay gap within the medical and dental cohort are multi-factorial e.g. societal, educational, child care and breaks in career, in common with other staff groups however the impact upon the pay gap is significantly more pronounced. Pay in this cohort is highly dependent upon experience and men have more opportunity, taking into account the examples of factors highlighted, to build up sufficient experience to attain higher pay levels than women. Of note in the medical workforce is the significant shift in the gender profile of individuals entering medical training, more females, who will ultimately emerge as the future medical workforce and this will have a direct impact on the gender pay gap in the longer term.

Job Family	Medical Grade	Female			Male			Total headcount of cohort	Gender pay gap male to female %
		Headcount	Percentage	Average Hourly Rate £	Headcount	Percentage	Average Hourly Rate £		
MEDICAL	Associate Specialist	*	*	*	*	*	*	*	*
	Clinical Director	7	29.2%	61.76	17	70.8%	62.70	24	1.50
	Clinical Fellow	62	50.8%	24.03	60	49.2%	25.71	122	6.51
	Consultant	154	46.7%	59.48	176	53.3%	61.78	330	3.72
	Dental Officer	8	*	*	*	*	*	*	*
	Medical Director				*	*	*	*	N/A
	Other	6	*	*	*	*	*	*	*
	Salaried GDP	*	*	*	*	*	*	*	*
	Salaried GP	13	68.4%	51.10	6	31.6%	54.74	19	6.64
	Senior Dental Officer	*	*	*	*	*	*	*	*
	Specialist Registrar	*	*	*	*	*	*	*	*
	Specialty Doctor	44	45.4%	38.89	53	54.6%	38.19	97	-1.83
	Specialty Registrar	*	*	*	*	*	*	*	*
<b>MEDICAL AND DENTAL Total</b>		<b>335</b>	<b>48.9%</b>	<b>43.34</b>	<b>350</b>	<b>51.1%</b>	<b>47.65</b>	<b>685</b>	<b>9.04</b>

Table D - Occupational segregation by ethnicity

Notes:

- Senior manager total includes Non-Executive Directors

There is clearly variation within and between job families however reasons for this will be multi-factorial. The size of cohorts within this analysis impedes the ability to undertake further vertical segregation analysis by grade within job families.

Ethnicity	Job Family										
	ADMINISTRATIVE SERVICES	ALLIED HEALTH PROFESSION	DENTAL SUPPORT	HEALTHCARE SCIENCES	MEDICAL AND DENTAL	MEDICAL SUPPORT	NURSING/MIDWIFERY	OTHER THERAPEUTIC	PERSONAL AND SOCIAL CARE	SENIOR MANAGERS	SUPPORT SERVICES
African - African, African Scottish or African British	*	11		*	16		24	*			*
African - Other	*	*			*		*	*			
Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British					*						*
Asian - Chinese, Chinese Scottish or Chinese British	*	*		*	16		6	*			*
Asian - Indian, Indian Scottish or Indian British	6	16		*	68		28	*			*
Asian - Other	*	*		*	20		20		*		*
Asian - Pakistani, Pakistani Scottish or Pakistani British	*	*		*	37		*	8			
Caribbean or Black - Black, Black Scottish or Black British					*		*				
Caribbean or Black - Caribbean, Caribbean Scottish or Caribbean British	*				*		*	*			
Caribbean or Black - Other	*				*		*				
Don't Know	313	137	8	67	120	7	756	37	15	*	319
Mixed or Multiple Ethnic Group	*	*	*		13		9	*			*
Other Ethnic Group - Arab, Arab Scottish or Arab British					*						
Other Ethnic Group - Other	*	*		*	19	*	9	*			*
Prefer not to say	*	*		*	7		8	*			*
White - Irish	8	19			17	*	40	10	*		*
White - Other	14	23	*	8	43		42	14			15
White - Other British	124	75	*	27	77	*	288	41	10	6	59
White - Polish	*	*					*				*
White - Scottish	1407	786	68	250	231	27	4324	374	123	18	1057

**Table E – Occupational segregation by disability**

**Notes:**

- As per table D

Employees identifying as having a disability are 1% of the entire workforce. It is recognised in the Equality & Diversity Mainstreaming Report that this is grossly under the expected rate of disability we would expect to have if taking cognisance of the health status of our local population, of which a significant proportion of our employees will be. Data on employee disability is self-reported and as such there is a need to engage with staff to improve understanding e.g. understanding that having a long term conditions in relation to disability, and encourage reporting. On this basis it is difficult to draw any meaningful conclusion from the data and the ability to undertake further vertical segregation analysis is impossible as the associated numbers would be rendered unreportable.

Disability	Job Family										
	ADMINISTRATIVE SERVICES	ALLIED HEALTH PROFESSION	DENTAL SUPPORT	HEALTHCARE SCIENCES	MEDICAL AND DENTAL	MEDICAL SUPPORT	NURSING/MIDWIFERY	OTHER THERAPEUTIC	PERSONAL AND SOCIAL CARE	SENIOR MANAGERS	SUPPORT SERVICES
Don't Know	838	418	47	162	232	17	2227	130	72	7	661
No	1026	640	32	203	449	22	3283	362	77	19	796
Prefer not to say	8	6		*	6		11	*			*
Yes	26	16	*	*	7		46	6	*		15