



NHS SHARED BUSINESS SERVICES

Gender Pay
Report 2017

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NHS Shared Business Services is a unique joint venture between the Department of Health and Sopra Steria. We are proud to be the only company that is part of the NHS family, and our mission is to deliver £1 billion savings back to the NHS

As an organisation, it is essential that we reflect the cross-section of society we collectively serve. For this reason, diversity and inclusion are vital to what we do. The different backgrounds, experience and perspectives of our multi-faceted organisation are fundamental to transforming a service that truly meets the needs of people throughout the country.

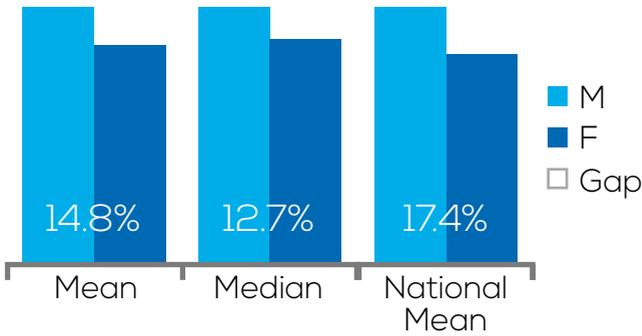
Gender pay gap reporting gives us the impetus to review how we are recognising the important contributions made by our diverse workforce. Though it does not paint the complete picture, it measures both the gender balance within an organisation and the difference between the average earnings of all male and female employees, irrespective of their role or seniority. It is distinct from equal pay, which is about ensuring that men and women are paid the same for carrying out work of equal value.

We are proud of the fact that the majority of our workforce is female (56.0%) and our average gender pay gap is just 14.8%, which sits below the national average of 17.4%.

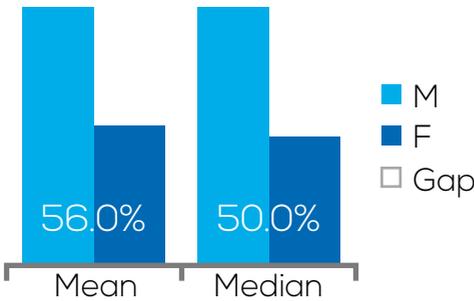
We recognise that our employees are the key to our success; a company that works for everyone is a company that will succeed. In the coming year we will work with our colleagues in Sopra Steria to refresh and re-energise our commitment to equality, ensuring that diversity and inclusion remain at the forefront of our thinking and at the heart of what we do.

Our numbers

Pay Gap

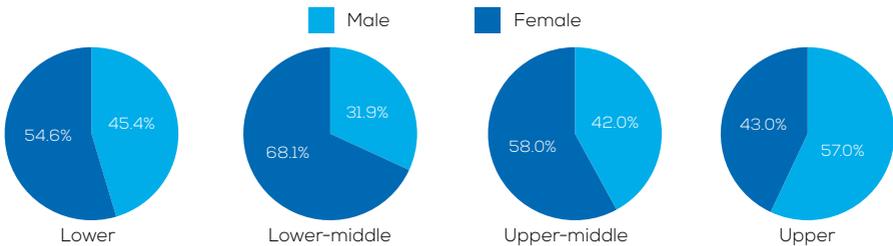


Bonus Gap



20.8% of male staff received a bonus
20.7% of female staff received a bonus

Gender Diversity by Quartile



Understanding the Gap

The gender pay gap in NHS SBS is primarily caused by a concentration of males in the most senior positions and those roles that attract the highest salaries. However, female employees comprise a majority across the organisation and both our mean and median pay gap is below the national average.

We are proud that the percentage of men and women in our organisation whom receive a bonus is equal, which we believe reflects our ongoing commitment to diversity.

The gender bonus gap reflects the legal requirement to include all performance related payments within the calculation including our Making a Difference recognition scheme; if those recognition awards were removed from the calculation, our bonus gap would be 9% in favour of female recipients. However we believe our recognition scheme is integral to our corporate culture and are proud to recognise our employees for the good work that they do.

What action are we taking to close the gap?

In 2018, we have already identified a series of actions including:

1. Diversity in recruitment and selection

- A commitment to gender diversity in shortlisting and interview panels. We will review selection training to enhance awareness of diversity and unconscious bias.
- We will undertake greater in-depth examination of gender participation, development, and retention through improved gender metrics.
- In 2018 we will support Sopra Steria with launching a returnship scheme, encouraging those females whom have voluntarily left the workforce for a significant period to return. This will be through offering short-term projects to refresh their skills and provide them with a stepping stone back to the world of work.

2. Nurturing our talent pool

- Support the development of Sopra Steria's Women's Network, working with it to support its development and recognise its role as a voice and advocate for female employees.
- Review our flexible working and caring policies (paternity, maternity, carers) to create an environment where personal commitments can be balanced with customer demands.
- Support career progression for all staff, introducing proposals for role modelling and enhancing our coaching and mentoring activity.

Declaration

We confirm that the gender pay gap calculations are accurate and meet the requirements of The Equality Act 2015 (Gender Pay Gap Information Regulations).

Nikki Smith, Director of Human Resources

David Morris, Managing Director

www.sbs.nhs.uk