North Tees and Hartlepool Solutions

Gender Pay Gap Report (2024)

1.0 Introduction

North Tees and Hartlepool Solutions (NTH Solutions) are required to carry out Gender Pay Gap reporting under the Equality Act 2010 (Gender Pay Gap Information Regulations 2017).
Reporting the Gender Pay Gap requires the employer to complete six calculations which then show the difference between the average earnings of men and women who are employed by NTH Solutions. The regulations do not require us to publish individual employee data.

NTH Solutions is required to report and publish its statutory calculations to the government equalities office every year, showing how large the pay gap is between male and female employees.

The gender pay gap reporting duties only apply to 'relevant employees' employed on the snapshot date of 5 April in the relevant year.

For differences in rates of pay and bonuses, a positive percentage indicates that men receive a higher rate of pay than women and a negative percentage indicates that male employees receive a lower rate of pay than women.

2.0 Gender Pay Gap Results

In order to meet the requirements for 2024, NTH Solutions are required to publish their data (as at 5 April 2024) no later than 4 April 2025.

The calculations were obtained from the ESR system which have been nationally determined and are in line with statutory regulations.

A summary of the 2024 results for NTH Solutions is shown in the table below. The results from the 2023 gender pay gap are included as a comparator. The results for 2024 are in the format required for submission to the Government Equalities Office by 4 April 2025.

NTH Solutions is also required to publish this information on their website.

Gender Pay Gap Reporting Indicators	2023	2024
1. Difference in hourly rate of pay – mean (average)	12.59%	10.34%
2. Difference in hourly rate of pay – median (middle)	8.12%	9.31%
3. Difference in Bonus Pay – mean (average)	21.59%	20.42%

4.	Difference in bonus pay – median (middle)		41.11	33.33%
5.	% of male employees who received bonus pay		29.53%	53.00%
6.	% of female employees who receive bonus pay		43.81%	40.68%
7a	Upper Quartile (Q4)	- Male - Female	68.29% 31.71%	62.25% 37.75%
7b	Upper Middle Quartile (Q3)	- Male - Female	57.78% 42.22%	49.03% 50.98%
7c	Lower Middle Quartile (Q2)	- Male - Female	46.43% 53.57%	32.02% 67.98%
7d	Lower Quartile (Q1)	- Male - Female	35.48% 64.52%	36.95% 63.25%

3. 0 Workforce Gender Split

The current gender split within NTHS is 55% female and 45% male. The proportion of females and males in each pay band is shown in the table below:

	Female		Male	
Band	**AFC**	**NTHS**	**AFC**	**NTHS**
Band 1/Grade A	77%	2%	21%	0%
Band 2/Grade B	20%	40%	9%	31%
Band 3/Grade C	20%	35%	11%	34%
Band 4/Grade D	0%	34%	0%	66%
Band 5/Grade E	0%	18%	3%	78%
Band 6/Grade F	2%	24%	10%	63%
Band 7Grade G	6%	44%	13%	38%
Band 8/Grade H	0%	41%	0%	59%
Band 8a/Grade H	0%	0%	100%	0%
Senior Manager	0%	0%	0%	100%
Total	**23%**	**32%**	**10%**	**35%**

NTH Solutions employs individuals on three sets of terms and conditions: protected Agenda for Change grades for those employees who TUPE transferred to the organisation on 1 March 2018; local terms and conditions for new starters employed on or after 1 March 2018, and; Very Senior Manager terms and conditions. The Grade

H within local terms and conditions is a combination of all posts at Band 8a and above, excluding the very senior manager grade.

It can be seen from the information above that the proportion of female staff employed by NTHS is higher (55%) than male staff (45%). The results show there is a higher representation of males in the upper pay bands, with the highest female representation reported within the lower pay bands.

4.0 What do the results tell us?

The results show a positive percentage for the mean and average hourly rate which means that on average, male employees earn a higher rate of pay than female employees.

When we compare the 2024 results to the previous year there has been a positive decrease in the mean rate (a decrease of 2.25%) and the median rate has seen a slight increase of 1.19%.

To calculate the mean hourly rates, we have totalled all male earnings and divided by the total number of men employed on this date. The average rate of pay is 15.03 per hour. The same calculation was also carried out in respect of women's earnings, with the average rate of pay being £13.47 per hour. This is a difference of £1.55 per hour and the Gender Pay Gap measured by mean hourly rate is therefore 10.34%.

The Median hourly rate is calculated at the mid-point of the salary distribution range for men and women; this shows a gap of 9.31%

Gender	(Mean) Avg. Hourly Rate	Median Hourly Rate
Male	£15.03	£13.26
Female	£13.47	£12.03
Difference	£1.55	£1.24
Pay Gap %	10.34	9.31

The table below illustrates the gender distribution in NTH Solutions across four equally sized pay quartiles. The values for 2023 are shown in brackets.

Quartile	Female	Male	Female %	Male %
Upper Quartile (Q4)	*77* *(13)*	127 *(28)*	37.75% *(31.71%)*	62.25% *(68.29%)*

Upper Middle Quartile (Q3)	104 *(38)*	100 *(52)*	88.70% *(42.22%)*	*11.30%* *(57.78%)*
Lower Middle Quartile (Q2)	*138* *(105)*	65 *(91)*	67.98% *(53.57%)*	32.02% *(46.43%)*
Lower Quartile (Q1)	128 *(291)*	75 *(160)*	63.05% *(64.52%)*	36.95% *(35.48%)*

The 2024 figures show that the pay gap is due to the highest proportion of men being reported in the upper pay quartile (62.25%) which are those individuals who are in receipt of the highest hourly rates. This therefore contributes significantly to the gender pay gap.

The reduction in the mean (average) pay gap is attributed to due to the increase in female representation in the upper and middle quartiles and a decrease of male representation in these quartiles.

The results show a positive percentage for the bonus pay mean and average hourly rate, which means that on average, male employees earn a higher rate of bonus pay than female employees.

The average (mean) bonus pay gap for NTH Solutions is 20.42% and the median hourly pay gap is 33.33%.

When we compare the 2024 results to the previous year, there has been a positive decrease in both the mean bonus rate (a decrease of 1.17%) from 21.59% to 20.42% in 2024, and the median bonus rate (an decrease of 7.78%) from 41.11% to 33.33% in 2024.

Gender	(Mean) Avg. Hourly Rate	Median Hourly Rate
Male	£421.77	£450.00
Female	£335.64	£300.00
Difference	£86.13	£150.00
Pay Gap %	20.42.	33.33

The table shows that men earn a higher rate of mean and median bonus pay when compared to women, this therefore contributes to the bonus pay gap.

5. 0 Actions to address our gender pay gap

NTH Solutions are committed to addressing the gender pay gap and are we are exploring the following actions in an attempt to reduce the gap in future years:

- As part of our commitment to inclusion we will consider the language, images and branding we use to promote and advertise roles and careers within our organisation.

- We will continue to encourage our senior leaders to role model working flexibly and to champion flexible working arrangements.

- We continue to promote and update workforce policies in line with current best practice to promote gender equality, fairness.

- To continue to develop our talent management pathways to further encourage equality of opportunity across the entire workforce.

- To support and promote female staff into traditionally male dominated roles, eg Clinical Engineering, Design and Development and Trade roles.