Gender Pay Gap Report

Introduction

Under the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, organisations with 250 or more employees are required to publish annual gender pay gap data. While NICS may not meet consistently meet the threshold, voluntary reporting reflects best practice and demonstrates a commitment to transparency and equality.
This report is based on the most recent data and follows guidance from ACAS and the Equality and Human Rights Commission (EHRC).

Key Findings

Gender Distribution Across Pay Quartiles

The chart below illustrates the percentage of men and women within each pay quartile:

- Upper Quartile: 29.8% men, 70.2% women

- Upper Middle Quartile: 21.1% men, 78.9% women

- Lower Middle Quartile: 8.8–10.5% men, 89.5–91.2% women

- Lower Quartile: 10.5% men, 89.5% women

The workforce is predominantly female across all quartiles, especially in the lower and middle pay brackets.

Gender Pay Gap Figures

Pay Quartile	Mean Pay Gap (%)
Upper	5.39
Upper Middle	8.57
Lower Middle	1.99
Lower Quartile	0.23

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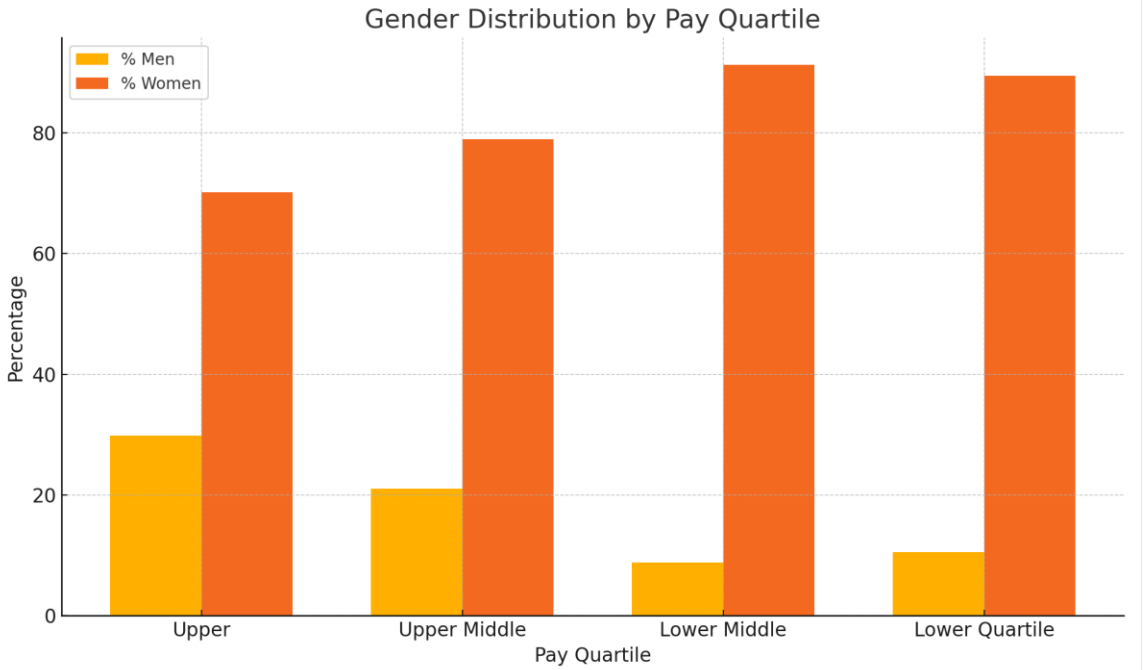

Interpretation

While the gender pay gaps are modest, the upward trend in the middle to upper quartiles suggests that male employees in those groups may be earning more on average than their female counterparts. This could be influenced by role types, length of service, additional responsibilities, or contractual terms (e.g. salaried vs. sessional GP roles).

Recommendations

- Further Analysis: Conduct a role-by-role audit to assess whether disparities are due to structural or pay-related factors.
- Career Progression Support: Support female staff in advancing to higher-paying roles through mentoring, training, and leadership development.
- Flexible Work Review: Ensure flexible working policies support career progression and do not inadvertently limit pay growth opportunities.
- Transparency in Pay: Develop or refine a transparent pay framework to minimise unconscious bias in pay decisions.

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Conclusion

NICS demonstrates a strong representation of women across all pay bands, reflecting an inclusive workforce. There is, however, an opportunity to address subtle pay disparities through focused actions and equitable pay practices, in line with ACAS recommendations and UK employment legislation.

Note on Seconded Roles:

It is important to acknowledge that a number of staff, under the Additional Roles Reimbursement Scheme (ARRS), are seconded to GP practices. In these cases, NICS is not responsible for determining pay scales or contractual terms. This may affect the gender pay gap analysis as pay data for seconded roles may reflect decisions made at the practice level, rather than organisational policy. While these roles are part of our workforce data, they may introduce variation that NICS does not directly control.