

Suffolk GP Federation C.I.C. Gender Pay Gap Reporting 5th of April 2020

Under legislation that came into force in April 2018, UK employers with more than 250 employees are required to publish their gender pay gap. The gender pay gap shows the difference in the average hourly rate of pay between women and men in an organisation, expressed as a percentage of average male earnings. Organisations follow a calculation methodology set out by the Government Equalities Office to report their mean and median gender pay gap, bonus gap, and distribution across pay quartiles.

Following on from April 2019, Suffolk GP Federations Gender Pay Gap has significantly improved. Our Mean Gender Pay Gap has dropped from 61.5% to 32.6% (47% reduction). Our Median Gender Pay Gap has also dropped from 83.7% to 21.8% (74% reduction).

How will we close the gap further?

Over the last year we have made progress. Five of our eight executive team are woman. Achieving meaningful change will take us some time. We believe it will require a combination of deliberate actions, such as a senior leadership development programmes and a change in our culture. The latter will require us to provide a more flexible working environment, encouraging senior leaders to champion flexible working and to advertise roles as having flexible working options, to enable staff to balance their career with commitments outside of work.