
2023 Gender Pay Gap Report

Reported March 2024

Reporting requirements

From April 2017 onwards, any UK organisation employing 250 or more employees is required to report annually on its gender pay in six different ways:

1. Mean gender pay gap – ordinary pay
2. Median gender pay gap – ordinary pay
3. Mean gender pay gap – bonus pay in the 12 months ending 31 March
4. Median gender pay gap – bonus pay in the 12 months ending 31 March
5. The proportion of male and female employees paid a bonus in the 12 months ending 31 March
6. The proportion of male and female employees in each quartile

The gender pay gap shows the difference in the average earnings between male and female employees within Shropcom. The mean gender pay gap is the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees. The median gender pay gap is the difference between the median hourly rate of pay for male full-pay relevant employees and that of female full-pay relevant employees

Summary of data

Shropcom's mean gender pay gap has increased from 3.82% in 2022 to 4.46% in 2023 (an increase of 0.64%). The median pay gap has reversed from being in favour of females (-6.77% in 2022) and is now in favour of males (0.81% in 2023). The mean pay gap equates to 0.83p and the median equates to 0.14p.

In relation to the bonus pay gap, only female employees received bonus pay in 2023 which means there is no pay gap to report. The mean bonus pay gap in 2022 was 72.87% and the median pay gap was 70% in favour of males.

Our workforce profile was 89% female at 31 March 2023, which represents a 1% increase against our 2022 data. While 2021 saw a positive increase of 5% of female employees in the upper middle pay quartile, there was a decrease of 2% of female employees in the upper quartile and an increase of 1% of female employees in the lower quartile. There was a marginal change to the percentage of females in the lower middle quartile.

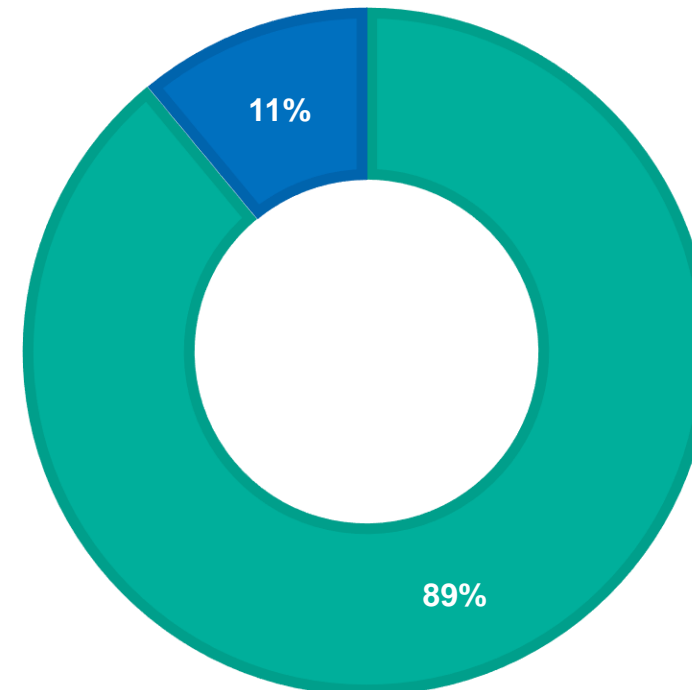
Our gender profile

Snapshot date – 31 March 2023

This chart shows our gender profile which shows an increase of 1% in the number of female employees within our workforce.

GENDER PROFILE

■ Women ■ Men



Our gender pay gap data

Ordinary Pay	
Mean gender pay gap	4.46%
Median gender pay gap	0.81%

Shropcom’s mean gender pay gap has increased from 3.82% in 2022 to 4.46% in 2023. The median pay gap has reversed from being in favour of females (-6.77% in 2022) and is now in favour of males (0.81% in 2023).

The mean pay gap equates to 0.83p and the median equates to 0.14p hourly pay differential

Bonus Pay Gap:

In relation to the bonus pay gap, only female employees received bonus pay in 2023 which means there is no pay gap to report. The mean bonus pay gap in 2022 was 72.87% and the median pay gap was 70% in favour of males.

Our gender pay gap data

The information below details the % of staff within each salary quartile:



As a reminder our gender workforce profile is 89% females and 11% males.

Our gender pay gap data

The information below details the % of staff within each salary quartile for 2022 and 2023:

	2022		2023		
	Male	Female	Male	Female	
Lower Quartile	15	85	11	89	
Lower Middle Quartile	11	89	10	90	
Upper Middle Quartile	8	92	6	94	
Upper Quartile	14	86	15	85	

Our key priorities for 2024/25:

- Continue to grow and expand our leadership offer internally and as an Integrated Care System
- Further enhance our flexible working offer for the workforce
- Carry our further detailed analysis of workforce data to identify patterns and trends within areas in relation to gender representation and work with divisions to address any gaps
- Analyse our staff survey data from a gender perspective by comparing the experiences of our male and female staff, particularly around the themes of equality, diversity and inclusion, line management and appraisals