# NHS Scotland logo colourNHS Fife

### **Meeting: Executive Directors Group**

### **Meeting Date: Thursday 17 April 2025**

### **Title: Equal Pay Audit 2025**

### **Responsible Executive: David Miller, Director of People & Culture**

### **Report Author: Brian McKenna,** **Workforce Planning, Workforce Systems and Data Intelligence Lead**

## 1. Purpose

### This report is presented to Executive Directors Group for:

### Assurance

### This report relates to:

* Legal requirement

### This report aligns to the following NHSScotland quality ambition(s):

* Effective & Person Centred

**This report aligns to the following strand/s of the NHS Scotland Staff Governance Standard:**

* Well informed

## 2. Report Summary

## 2.1 Situation

NHS Fife has a legislative duty to publish biennial Pay Gap information for the Protected Characteristics of Disability, Gender and Race. This SBAR details the results of the Pay Gap analysis undertaken in 2025.

## 2.2 Background

The Equality Act (Specific Duties) (Scotland) Regulations 2012, as amended in 2015 and 2016, sought to mainstream equality into public sector culture in practical and demonstrable ways. In doing so, the regulations require public authorities to consider how they can positively contribute to a more equal society.

The regulations focus on three key elements, collectively referred to as the General Equality Duty. The General Equality Duty requires NHS Fife, in the exercise of its functions, to have due regard to the needs to:

1. Eliminate unlawful discrimination, harassment and victimisation and other prohibited conduct.
2. Advance equality of opportunity between people who share a relevant protected characteristic and those who do not.
3. Foster good relations between people who share a protected characteristic and those who do not.

The Regulations detail specific responsibilities which public authorities are required to evidence. Within NHS Fife, the specific responsibilities are shared between different Directorates. These are:

**Nursing Directorate**

* Report on mainstreaming the equality duty
* Publish Equality Outcomes and Report Progress
* Assess and Review Policies and Practices

**Workforce Directorate**

* Gather and use employee information
* Publish Pay Gap information relating to the Protected Characteristics of Disability, Sex and Race
* Publish statements on equal pay

**Finance Directorate**

* Consider award criteria and conditions in relation to public procurement

Attached at Appendix 1 are the results of the 2025 Equal Pay Audit, along with NHS Fife’s Equal Pay Statement at Appendix 2.

## 2.3 Assessment

**Findings**

The Equal Pay Audit undertaken in 2025 was based on the average basic hourly earnings for all employees who provided a positive response in respect to their Disability (46.8%), Gender (100%), and Race (68.8%). The Pay Gap results for each of these characteristics are detailed below:

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Protected Characteristic** | **2013** | **2015** | **2017** | **2019** | **2021** | **2023** | **2025** |
| **Disability** (% variation between disabled v’s non-disabled) | - | - | -0.88% | -4.94% | -4.44% | -7.84% | -9.39% |
| **Gender** (% variation between male v’s female) | 21.47% | 20.43% | 20.69% | 19.90% | 19.36% | 16.85% | 18.18% |
| **Race** (% variation between employees from a Diverse Ethnic background v’s white) | - | - | 32.65% | 5.55% | 28.25% | 22.44% | 14.80% |

The details of the 2025 Equal Pay Gap Analysis are included as Appendix 1 and incorporates the following information:

1. Gender Pay Gap information.
2. Information on Equal Pay and Occupational Segregation for the protected characteristic groups of Disability, Gender and Race.
3. Steps to be taken to demonstrate our commitment to contributing to a more equal society.

The conclusion of the 2025 Equal Pay Gap Analysis is that the implementation of nationally agreed Workforce Policies and Procedures ensures that any pay gaps highlighted in this report are not linked to an employee’s Protected Characteristic status, rather they are explained by other factors such as the capture of Protected Characteristic information within the recruitment process or by occupational (gender) segregation, particularly how the higher prevalence of male employees within non Agenda for Change pay rates has had the impact of increase the average hourly rate of pay for male employees.

The report also incorporates a series of recommendations to be progressed in the coming months in order to demonstrate this finding. These are:

* All employees will be encouraged to update their personal information, including their protected characteristic status, via the eESS Employee Self Service Functionality. This will facilitate a higher positive response rate for each of the characteristic groups, thereby improving the robustness of future audits.
* Although analysis of the pay gap audit indicates that employees are not disadvantaged based on their Protected Characteristic status, the results of this audit will be measured against other Health Boards within NHS Scotland once published.

NHS Fife’s Equal Pay Statement is included as Appendix 2. This Statement was agreed collectively by NHS Scotland, reflecting current case law and best practice.

### This report provides the following Level of Assurance:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Significant | Moderate | Limited | None |
| **Level** |  | Moderate |  |  |
| **Descriptor** | There is robust assurance that the system of control achieves, or will achieve, the purpose that it is designed to deliver. There may be an insignificant amount of residual risk or none at all. | There is sufficient assurance that controls upon which the organisation relies to manage the risk(s) are suitably designed and effectively applied. There remains a moderate amount of residual risk. | There is some assurance from the systems of control in place to manage the risk(s), but there remains a significant amount of residual risk, which requires further action to be taken. | No assurance can be taken from the information that has been provided. There remains a significant amount of residual risk |

### 2.3.1 Quality, Patient and Value-Based Health & Care

N/A

### 2.3.2 Workforce

Analysis of the Equal Pay Audit ensures that the practices and processes within NHS Fife in respect to Pay and Remuneration collectively treat employees fairly and consistently, in an environment where diversity is valued. While it provides reassurance that the practices of NHS Fife do not negatively impact employees who share the Protected Characteristics of Disability, Sex and Race there is a commitment to continuously review recruitment and on-boarding processes as part of a wider project focused on capturing and utilising information collated during the recruitment process more efficiently.

### 2.3.3 Financial

N/A

### 2.3.4 Risk Assessment / Management

N/A

### 2.3.5 Equality and Diversity, including health inequalities and Anchor Institution ambitions

Publication of the Equal Pay Audit, information on Occupational Segregation and the renewal of the Equal Pay Statement helps NHS Fife fulfil relevant requirements under the Equality Act (Specific Duties) (Scotland) Regulations 2012.

An impact assessment has not been completed for this SBAR as its content, and that of its supporting appendices, summarises the impact of applying NHS Fife’s Recruitment and Selection Policy; Job Evaluation Processes including the Evaluation of New (AfC) Posts Policy; plus nationally agreed Terms and Conditions of Employment. Separate impact assessments have been completed for each of these.

### 2.3.6 Climate Emergency & Sustainability Impact

N/A

### Communication, Involvement, Engagement and Consultation

The results of the Equal Pay Audit will be shared with the Equality & Human Rights Strategy Group on 7/5/25; Staff Governance Committee on 13/5/25; Area Partnership Forum on 21/5/25 and the Diverse Ethnic Staff Network (T.B.C).

### Route to the Meeting

This paper has been previously considered by the Director of People & Change and Senior Leadership Team as part of its development. They have either supported the content, or their feedback has informed the development of the content presented in this report.

## 2.4 Recommendation

This paper is provided to Executive Director Group members for:

* **Assurance** – This report provides a Moderate Level of Assurance

## List of Appendices

The following appendices are included with this report:

* Appendix 1: 2025 Equal Pay Gap Analysis
* Appendix 2: Equal Pay Statement

**Report Contact:**

Brian McKenna

HR Workforce Planning Lead

Email: [brian.mckenna@nhs.scot](mailto:brian.mckenna@nhs.scot)