

## Gender Pay Gap Information 2020

### 1.0 Introduction

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 the Council is required by law to publish an annual gender pay gap report. The information contained within this report is for the snapshot date of 31 March 2020.

### 2.0 Summary of data

- The mean gender pay gap is -1.77%
- The median gender pay gap is 10.03%

Table 1. Comparison Female to Male in each salary range quartile

Quartile	Females	Males	Salary range
Lower	52.5%	47.5%	£17,364 - £19,945
Lower Middle	50.3%	49.7%	£19,945 - £21,166
Upper Middle	29.6%	70.4%	£21,166 - £26,903
Upper	48.6%	51.4%	£26,903 and above

Table 2. Breakdown splits of Female to Male across the Authority

Quartile	Females	Males	Salary range
Lower	29.01%	21.68%	£17,364 - £19,945
Lower Middle	27.78%	22.70%	£19,945 - £21,166
Upper Middle	16.36%	32.14%	£21,166 – £26,903
Upper	26.85%	23.47%	£26,903 and above
Total	100%	100%	

The mean is defined as the average of the figures and is calculated by adding up all the figures and dividing by the number there are. The median is defined as the salary that lies at the midpoint and is calculated by ordering all salaries from highest to lowest and the median is the central figure. The quartile information is calculated by listing all salaries from highest to lowest and the splitting that information into four equal quarters to determine the percentage of male / female employees in each quartile.

All the figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Although reporting of the salary ranges for the quartiles is not required, this has been provided for additional information.

### 3.0 Analysis of data

The mean gender pay gap is relatively small at 0.83% which is a reduction by 0.49% from last year which is a positive change. In monetary terms the hourly rate differential based on the mean is £0.11pence per hour. However, in comparison the median pay gap is 11.81% which is an increase compared to last year, the increase is 0.69%. This would suggest that although average pay is about equal, there are more men in the organisation receiving higher salaries which is illustrated in table 2 with the highest percentage of males being in the Upper middle (32.42%). Table 1 illustrates a significantly higher percentage of men in the upper middle quartile (69.1%) which supports the findings. Within this quartile there are a large number of trades posts such as joiners, painters etc which are traditionally male dominated. These posts attract a tool allowance in addition to basic salary which increases the salaries for these posts.

The quartile data also outlines that there is a higher number of women (29.55%) in the lower quartile than men (21.2%), indicating that there are more women in the lowest paid posts in the organisation. Table 2 illustrates that the highest proportion of females are employed in the lower quartile. This quartile contains a high number of cleaning and administration posts which are traditionally more female dominated. In addition, lower paid posts also historically leant themselves easily adapted to flexible working and generally the Council receives more requests from posts at this level to work flexibly. Generally within society women more frequently undertake caring responsibilities meaning they need more flexibility and this may explain the higher number of women in this quartile.

Within the upper quartile this is now an equal split which demonstrates that men and women are appointed equally to posts at the higher end of the pay scales and suggests that the work the Council undertakes in terms of supportive working practices and policies are having an impact.

The Council is committed to the principle of equal opportunities and equal treatment for all employees and has a clear procedure to ensure employees are paid equally for the same or equivalent work, regardless of their sex or any other protected characteristic. In 2013 the Council implemented job evaluation and as part of this scheme it evaluates job roles as necessary to ensure a fair structure.

In summary, although the data shows a median gender pay gap, the Council is confident that this does not stem from paying men and women differently for the same or equivalent work. Instead the gap outlined is as a result of the roles in which men and women work within the organisation and the salaries that these roles attract.

#### **4.0 Action to be undertaken to address the gender pay gap**

The organisation will continue to implement the following actions that it already has in place to address the disparities:-

- Continue to use on line adverts and jobs boards to advertise vacancies as widely as possible so that they are accessible to all possible candidates and therefore not advertise via routes that could attract traditional genders.
- The Council is still involved in initiatives to promote flexible working, particularly in more senior posts / professional posts, and will continue build on the work of this initiative to ensure that all vacancies are advertised as flexible and

encourage applicants to approach managers to discuss flexible working requirements.

- The competency framework has been embedded which looks at values and behaviours. This is supported by selection exercises in recruitment and in combination these aim to reduce any in built bias to recruit people from a specific gender into traditional gender dominated posts and managers have also received training in 2018 to outline how selection exercises can be used in recruitment and which exercises are suitable to depending on the vacancy being advertised.
- Encouraging young people early on (for example via apprenticeships) to try and encourage applications from underrepresented groups in traditional gender dominated posts.
- The Council is reviewing pay across the pay grades but in particular looking into pay rates for professional and middle management (£25,951 and above) as it is recognised that average pay rates within this sector of the Council are lower than other similar authorities in the region.