

Mansfield District Council - Gender Pay Gap Information 2023

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 2023.

2.0 Summary of data

- The mean gender pay gap is 1.00%
- The median gender pay gap is 7.05%

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

Quartile	Females	Males	Salary range
Lower	47.6%	52.4%	£22,954 - £23,893
Lower Middle	59.6%	40.43%	£23,893 - £25,979
Upper Middle	27.7%	72.3%	£25,979 - £31,364
Upper	50.6%	49.4%	£31,364 and above

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

Quartile	Females	Males	Salary range
Lower	25.65%	24.44%	£22,954 - £23,893
Lower Middle	32.14%	18.82%	£23,893 - £25,979
Upper Middle	14.94%	33.71%	£25,979 - £31,364
Upper	27.27%	23.03%	£31,364 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 1.0% which is a change from -0.68% from last year. In monetary terms the hourly rate differential based on the mean is £0.14 pence per hour. This suggests the pay rates for females and males is about average.

However, in comparison the median pay gap is 7.05%, a reduction from 8.64% compared to last year. This indicates whilst there are still more men in the organisation receiving higher salaries, this has reduced slightly from the previous year. As per 2022 the highest percentage of males are in the upper middle, reporting 33.71%, compared to female reporting 14.94%, a reduction from 15.79%. As illustrated in table 2.

Table 1 illustrates there is a significant higher percentage of men in the upper middle quartile (72.3%) which supports the findings above. Within this quartile there are a large number of frontline posts such as craftworkers, parks, waste and recycling etc which are traditionally male dominated and are a large percentage of the workforce.

The data shows there is a slightly larger percentage of females in the lower quartile (25.65%) than men (24.44%). Meaning there are more females in the lowest paid posts in the organisation, as illustrated in table 2. This quartile contains roles that are traditionally dominated by females such as cleaning and administration. This is potentially due to these roles being suitable for part time and flexible working to accommodate caring responsibilities, which traditionally females undertake the gap has reduced since 2022 (female, 28.77%, male 22.16%).

Within the upper quartile there is a pretty even split evidencing men and women are appointed equally to the more senior roles attracting higher salaries and suggests the work the Council undertakes in terms of supporting 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.

- A review of the recruitment process has been undertaken within the last 12 months to ensure inclusive recruitment.
- The Council is still involved in initiatives to promote flexible working, including hybrid working in all posts that are viable and continues to build on the work of this initiative to ensure that all vacancies are advertised as flexible and hybrid where possible and encourage applicants to approach managers to discuss flexible working requirements at appointment stage.
- Policies associated with hybrid and flexible working are reviewed to ensure they continue to be fit for purpose.
- The Council has launched the Career Ambassador programme working closing with young people to encourage them to think about a career in public sector.
- Officers from the Council attend career fairs to promote all careers within public sector.