

NORTH WEST LEICESTERSHIRE DISTRICT COUNCIL

COUNCIL – TUESDAY, 20 MARCH 2018

Title of report	GENDER PAY GAP REPORT 2018
Contacts	Councillor Richard Blunt 01530 454510 richard.blunt@nwleicestershire.gov.uk Chief Executive 01530 454500 bev.smith@nwleicestershire.gov.uk Head of Human Resources and Organisational Development 01530 454518 mike.murphy@nwleicestershire.gov.uk
Purpose of report	The Council is required by the Equality Act 2010 (section 78) to publish gender pay gap information, by reporting the percentage differences in pay between male and female employees. This report has been produced to provide the relevant information in accordance with the relevant provisions of the Act.
Council Priorities	Business and Jobs
Implications: Financial/Staff Link to relevant CAT Risk Management Equalities Impact Screening Human Rights Transformational Government	 There are no additional costs to the Council resulting from the information in this report. Not applicable. None. The report details the gender pay gap differences between male and female employees. No implications. Not applicable.
Comments of Head of Paid Service	The report is satisfactory.
Comments of Section 151 Officer	The report is satisfactory.

Comments of Monitoring Officer	The report is satisfactory.
Consultees	None.
Background papers	None.
Recommendations	THAT THE REPORT BE NOTED.

1.0 BACKGROUND

1.1 Under Section 78 of the Equality Act 2010, the Council is required to publish and report percentage differences in pay between its male and female employees. The figures are based on specific reference date (snapshot date) of 31st March 2017

1.2 The following information has to be published on the Council's website and will also be reported to and published by central government

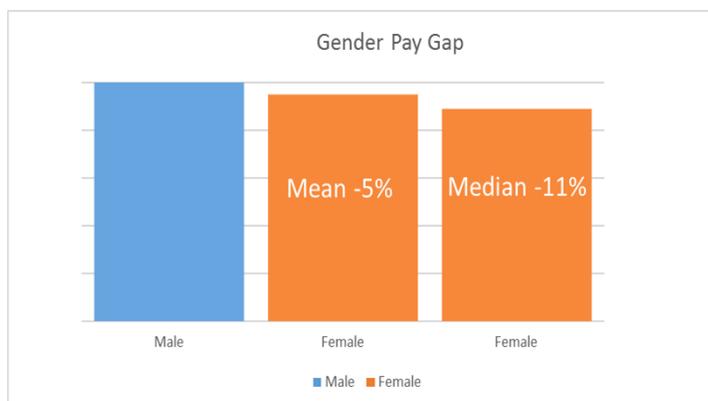
- **Mean Gender Pay Gap** – The mean pay gap is the difference between average hourly earnings of men and women.
- **Median Gender Pay Gap** – The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle-most salary.
- **Mean bonus Gender Pay Gap** - The difference between the mean bonus pay paid to male employees and that paid female employees
- **Median bonus Gender Pay Gap** – The difference between the median bonus pay paid to male employees and that paid to female employees
- **Proportion of males and females receiving a bonus payment** – The proportion of male and female employees who were paid bonus pay during the period
- **Proportion of males and females in each pay quartile** – The proportion of male and female full-pay employees in the lower, lower middle, upper middle and upper quartile pay bands.

1.3 Gender pay gap is a measure of the difference between men's and women's average earnings across the organisation. This is different to the Equal Pay reporting, which aims to ensure that men and women are not paid differently for doing the same or similar work. The intention behind gender pay gap reporting is to increase transparency of the differences in pay between men and women in the workplace with the aim of closing the gender pay gap.

2.0 RESULTS

2.1 A summary of this Council's results are as follows

- **Mean Gender Pay Gap** – The females mean hourly rate is 5% lower than males
- **Median Gender Pay Gap** – The females median pay hourly rate is 11% lower than males
- **Mean bonus Gender Pay Gap** - Not applicable
- **Median bonus Gender Pay Gap** – Not applicable



- **Proportion of males and females receiving a bonus payment** – Not applicable
- **Proportion of males and females in each pay quartile**

2.2 The table below shows the gender split of males and females in each pay quartile – this shows a higher proportion of females in the lower grades at 66%, nearly equal proportions of males and females in the lower and upper middle quartiles, and a higher proportion of females in the top quartile band.

2.3 The table also includes details from a number of our neighbouring Councils for purposes of comparison. It is relevant to note that the gender split at other Councils is likely to be significantly different as some have outsourced elements of service delivery and this can have an impact on the gender split of the workforce.

Table 1

		NWLDC	Charnwood Borough Council	Leicestershire County Council	Hinckley And Bosworth Borough Council
Lower Quartile	Male	34	33	14	62
	Female	66	67	86	38
Lower Middle Quartile	Male	49	33	24	38
	Female	51	67	76	62
Upper Middle Quartile	Male	51	46	28	45
	Female	49	54	72	55
Top Quartile	Male	43	59	37	59
	Female	57	41	63	41

- 2.4 It is important to note that job roles are subject to job evaluation processes, which determine the pay grade for the job based on knowledge, skill and responsibility levels. Therefore, while acknowledging there is a gender pay gap, we are confident that men and women are paid equally for doing the equivalent jobs across the council.
- 2.5 For comparison, the table below includes results from neighbouring local authorities who have published their gender pay gap information.

	North West Leicestershire District Council	Charnwood Borough Council	Leicestershire County Council	Hinckley And Bosworth Borough Council
Mean Gender pay gap (%)	5.29	12.8	18	4.3
Median Gender pay gap (%)	11.28	17	20	0

3.0 ANALYSIS

- 3.1 While we are confident that men and women are paid equally for doing equivalent jobs across the Council, the main reason for the organisation-wide gender pay gap is an imbalance of male and female employees across the Council. The analysis has shown that women are much more likely to work part-time than men across the workforce so when producing an average weekly pay listing, women are more likely to appear in the lower quartile of the workforce.
Also, there is a disproportionately high number of women (82%) paid at Grade A (see Appendix 1) – the overall gender pay gap would have been greater if the council had not committed to the voluntary living wage.
- 3.2 We accept that the ideal position would be no gender pay gap, and part of the rationale for publishing the data is to understand where we are and how we compare to other organisations. In measuring the data we can monitor any changes that might occur from year to year. We are not complacent about reducing the difference and we already have a number of measures in place to support female employees:-
- We introduced the voluntary Living wage in 2014, which had a significant impact on the (largely female) employees engaged in part-time roles in the lower pay scales.
 - We have extended our flexible working policies for all employees across the Council. These include flexible working hours, part-time working, flexible retirement, and mixed location working (a combination of office and homeworking).
 - We have provided childcare vouchers to employees to facilitate additional financial support following periods of maternity leave.
 - We offer enhanced (national conditions of service) maternity and paternity schemes to support parents to more easily facilitate returns after the birth or adoption of a child.
 - We have in place a scheme which allows employees to buy additional (unpaid) leave to facilitate more flexibility around caring responsibilities.
 - We have allowed employees to move into a flexible retirement situation where they reduce their hours of work and access part of their pension - in some circumstances this also has the benefit of then creating a part-time development opportunity for other employees in the workforce.

- 3.3 Our future plans will involve a wide-ranging consideration of how we might further support female employees with their career development, to provide the conditions to support them during times of maternity absence, childcare or elderly caring responsibilities and further improvements to flexible working arrangements. We will undertake more detailed monitoring and reporting of recruitment activity and trends to consider changes to our recruitment strategies, particularly in areas of the workforce where women may be underrepresented.
- 3.4 For purposes of further comparison the table below provides some further information about the results of other Councils and local organisations as published on the Governments dedicated website.

Organisation	Mean %	Median %
Amber Valley Borough Council	5	15.6
Bolsover	4	0
Brooksby College	12.1	2
Broxtowe Borough Council	6.6	0
Charnwood Borough Council	12.8	17
Corby District Council	9.2	11.2
East Midlands Housing	3.2	14.4
Hinckley and Bosworth Borough Council	4.3	0
Ibstock Brick	7	19
Leicester City	0.5	3.1
Lincolnshire County Council	11.1	13.3
North East Derbyshire District Council	9.7	8.8
North West Leicestershire District Council	5.2	11.2
Stratford Council	20.6	26.2
Stroud Borough Council	14	17.2

The table shows significant variations across the different organisations, with a mean range from 0, 5% to 20.6% and a median range from 0 % to 26.2%.

Appendix 1

Split of men and women in each pay grade.

Grade	Female (%)	Male (%)
APPRENTICES	33	67
A	82	18
B	50	50
C	68	32
D	40	60
E	47	53
F	58	42
G	41	59
H	78	22
I	33	67
Head of Service	43	57
Director	0	100
CEO	100	0

Appendix 2

Council wide split of Men and Women

	%
Female	55.48
Male	44.52

