

**NORTH WEST LEICESTERSHIRE DISTRICT COUNCIL**

**COUNCIL – 25 FEBRUARY 2020**



<b>Title of Report</b>	<b>GENDER PAY GAP REPORT 2019</b>	
<b>Presented by</b>	Councillor Robert Ashman Deputy Leader	
<b>Background Papers</b>	Held in Room 125 of the Council Offices and on the I-Trent HR software system electronically. Some of the background papers are confidential because they relate to individual employees...	<b>Public Report:</b> Yes
<b>Financial Implications</b>	No additional financial implications.	
	<b>Signed off by the Section 151 Officer:</b> Yes	
<b>Legal Implications</b>	There are no implications	
	<b>Signed off by the Monitoring Officer:</b> Yes	
<b>Staffing and Corporate Implications</b>	There are no implications	
	<b>Signed off by the Head of Paid Service:</b> Yes	
<b>Purpose of Report</b>	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.	
<b>Recommendations</b>	<b>THAT THE REPORT BE NOTED.</b>	

**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) on **31<sup>st</sup> March 2019**.

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 middlemost 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 The 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 Councils results are as follows

- **Mean Gender Pay Gap** – The females mean hourly rate was 1.45% lower than males on the 1/4/19.
- **Median Gender Pay Gap** – The females’ median pay hourly rate was 3.2% lower than males on the 1/4/19.

	Mean (%)	Median (%)
2017	5.3	11.28
2018	1.91	4.44
2019	1.45	3.2

There has been a continuing decline in both the mean and median gender pay gap over the three year period – the decline has been less marked between 2018 and 2019. This can be explained by changes in the workforce partly attributable to

restructuring activities, changes at managerial levels, apprentices joining the Council during the period and by gender changes to the workforce caused by leavers and starters at different grading levels. The data is also affected by the variable shift patterns and demographics of casual shift workers at the two Leisure Centres which can vary from year to year.

It is, nonetheless, a positive development to report further reductions in the mean and median rates.

(Note the workforce data from the Leisure Centres **is** included in this gender pay gap information because the transfer of the Leisure staff to our partner Everyone Active took place on the 1/5/2019.)

It is important to emphasise the gender pay data is calculated at a moment in time, so is a snapshot.

- **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**

The table below shows the gender split of males and females in each pay quartile. There have been some marginal changes in comparison to the previous year, but nothing of particular significance to highlight.

	Male	Female
Lower Quartile	47	53
Lower Middle Quartile	45	55
Upper Middle Quartile	54	46
Top Quartile	46	54

2.2 It is important to note that all of our 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.

### 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 there is a disproportionately high number of women (85%) 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 The following table shows the gender pay gap information for some of the other Leicestershire Councils for purposes of comparison.

Local Authority	Mean pay gap	Median pay gap
Charnwood Borough Council	12.6%	15.6%
Blaby District Council	0.1%	6.3%
Hinckley and Bosworth Borough Council	4.6%	2.5%
Leicestershire County Council	12.0%	7.0%

- 3.3 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.
- 3.4 One of the difficulties of the gender pay gap measurements is they have been published at the end of a year and the information relates to a date at the beginning of that financial year. Such historic information is not helpful in measuring where we are and thinking about where we want to be. The Council's workforce changed significantly from May 2019 when the employees in the Leisure Centres transferred to our Leisure Partner Everyone Active..
- 3.5 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 provide options for flexible working policies for all employees across the Council and we are currently reviewing the policies to provide more flexibility for agile working. Current arrangements 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.

3.6 Our future plans will involve further 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 also review the recently announced changes to bereavement leave and the implications for our policies.

## Appendix 1

Split of males and females in each pay grade.

Grade	Female (%)	Male (%)
APPRENTICES	33	67
A	85	15
B	46	54
C	68	32
D	40	60
E	43	57
F	64	36
G	56	44
H	46	54
I	31	69
Heads of Service	25	75
Director	0	100
CEO	100	0

<b>Policies and other considerations, as appropriate</b>	
Council Priorities:	No specific links to Council priorities.
Policy Considerations:	Links to the Equality and Diversity policy.
Safeguarding:	No specific considerations
Equalities/Diversity:	Detailed in the report.
Customer Impact:	No direct impacts
Economic and Social Impact:	Not applicable
Environment and Climate Change:	No direct impacts
Consultation/Community Engagement:	A copy of the report has been provided to the local trade unions.
Risks:	No specific risks
Officer Contact	Bev Smith Chief Executive Mike Murphy Head of HR and OD