

Title of Report	GENDER PAY GAP REPORT 2020	
Presented by	Councillor Robert Ashman Deputy Leader	
Background Papers	Held in room 125 of the Council Offices and on the I-Trent HR/Payroll system. Some of the papers are confidential because they relate to individual employees	Public Report: Yes
Financial Implications	No additional financial implications.	
	Signed off by the Section 151 Officer: Yes	
Legal Implications	This report is in line with the requirements of S78 Equality Act 2010	
	Signed off by the Monitoring Officer: Yes	
Staffing and Corporate Implications	There are no direct implications.	
	Signed off by the Head of Paid Service: Yes	
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 provisions of the Act.	
Recommendation	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) on **31st March 2020**.
- 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 Council's results are as follows;

- **Mean Gender Pay Gap** – The females mean hourly rate was 4.13% lower than males on the 31/03/2020.
- **Median Gender Pay Gap** – The females' median pay hourly rate was 5.8% lower than males on the 31/03/2020.

	Mean (%)	Median (%)
2017	5.3	11.28
2018	1.91	4.44
2019	1.45	3.2
2020	4.13	5.8

The table shows the changes to the mean and median pay gaps for the Council over a 4 year period. After a period of decline in the pay gaps over the 3 year period between 2017 and 2019 inclusive, the rates have increased slightly for the data calculated at 31/03/2020.

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, and the comparative figures from 2019.

	2020		2019	
	Male	Female	Male	Female
Lower Quartile	59	41	45	55
Lower Middle Quartile	36	64	47	53
Upper Middle Quartile	55	45	54	46
Top Quartile	56	44	46	54

There have been some movements in the quartile percentages between 2019 and 2020.

There has been increases in the percentages of female employees in the Lower quartile and Lower middle quartiles when compared to the position in April 2019. These changes are largely attributable to the significant change in the composition of the workforce that occurred in May 2019 when a large number of employees were TUPE transferred to our Leisure partner Everyone Active. A significant proportion of the transferees were sports Instructors and coaches who were predominantly female and (relatively) highly paid. Accordingly, as the Leisure employees were included in the snapshot figure calculated in March 2019, there are some significant changes to the percentages.

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 continues to be a disproportionately high number of women (70%) 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. Limited information is available from comparator organisations this year. The government has not made it compulsory to publish gender pay gap information due to the COVID-19 pandemic.

Local Authority	Mean pay gap	Median pay gap
Hinckley and Bosworth Borough Council	1%	2.2%
Leicestershire County Council	10%	4%

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 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 wherever possible. Since the COVID-19 pandemic lockdowns, we have moved a significant number of employees to work predominantly from home, and this has enabled employees' flexibility to work non-traditional work patterns to manage childcare, home schooling etc. while being more flexible about their working hours. We are currently considering and engaging about more flexible ways of working and how that might have benefits for customers and employees in the post pandemic future. This is likely to involve a mix of home and office based employment options that may make some of our roles more appealing to people with caring responsibilities.
- The COVID-19 pandemic has affected the composition of the workforce during the past year – a number of service areas were suspended during the early lockdown period, and many employees were seconded to support new areas of work supporting our businesses and communities with grants and other COVID-19 response measures. Recruitment was suspended during the early months of the pandemic, but has now returned to normal using virtual selection methodologies. The pandemic has undoubtedly influenced employee attrition rates as the pandemic lockdowns made movements to new employers more complex and perhaps less attractive during this period of wider uncertainty. We will consider these impacts in more detail when we publish the April 2021 gender pay gap information.
- 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 that 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 instances this also has the benefit of then creating a part-time development opportunity for other employees in the workforce.

3.5 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 post COVID-19.

Policies and other considerations, as appropriate	
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.
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Appendix 1.

2020

Split of males and females in each pay grade.

Grade	Female (%)	Male (%)
APPRENTICES	42	58
A	70	30
B	31	69
C	68	32
D	44	56
E	45	55
F	51	49
G	33	67
H	55	45
I	29	71
Head of Service	27	73
Director	0	100
CEO	100	0

2019

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