

<b>Title of Report</b>	<b>GENDER PAY GAP REPORT 2021</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/Payroll system. Some of the papers are confidential because they relate to individual employees	<b>Public Report: Yes</b>
<b>Financial Implications</b>	No additional financial implications.	
	<b>Signed off by the Section 151 Officer: Yes</b>	
<b>Legal Implications</b>	This report is in line with the requirements of S78 Equality Act 2010	
	<b>Signed off by the Monitoring Officer: Yes</b>	
<b>Staffing and Corporate Implications</b>	There are no direct implications	
	<b>Signed off by the Head of Paid Service: Yes</b>	
<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 provisions of the Act.	
<b>Recommendation</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 2021**.

1.2 The following information must 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 is as follows.

- **Mean Gender Pay Gap** – The females mean hourly rate was 2.79% lower than males on the 31/03/2021.
- **Median Gender Pay Gap** – The females’ median pay hourly rate was 1.26% lower than males on the 31/03/2021.

	Mean (%)	Median (%)
2017	5.3	11.28
2018	1.91	4.44
2019	1.45	3.2
2020	4.13	5.8
2021	2.79	1.26

The table shows the changes to the mean and median pay gaps for the Council over a 5-year period. After a period of decline in the pay gaps over the 3-year period between 2017 and 2019 inclusive, and a rise in 2020 the rates have declined for the data calculated at 31/03/2021.

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**

## 2.2 Gender pay analysis

Quartile	2021		2020	
	Male (%)	Female (%)	Male (%)	Female (%)
Lower	62	38	59	41
Lower Middle	40	60	36	64
Upper Middle	58	42	55	45
Upper	52	48	56	44

- Ratio of females in the Lower quartile has decreased by 3%. This is due to a reduction in ratio of females to males in Grades B, C and D.
- The ratio of males in Lower Middle quartile has increased from 36% to 40%, due to the reduction in ratio of females in Grade D and increase in the operative's headcount all of whom are male.
- Last year we reported a reduction in percentage of females in Grades G (-13%) and H (-23%), however in 2021 the results are reversed, there is a 10% increase in percentage of females Grades G and I and a 4% increase for band I. These small changes have resulted in the adjustment to Upper quartile.
- Sports Instructors and Coaches, paid at grade G and H, were in majority female.

It is important to note that all 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 in particular occupational areas where there has been an historic societal gender bias. The analysis has shown that there continues to be a disproportionately high number of women (72%) 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. However, it is encouraging that the mean and median averages are lower and have moved in the right direction overall.
- 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.
- 3.3 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. This increased to £9.90 per hour in November 2021.
- 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. Our hybrid working scheme was formally introduced in September 2021.
- The COVID-19 pandemic continued to have an impact on the composition of the workforce during the past year, but with the recent easing of restrictions we anticipate recruitment, development, and turnover to return to a pre-pandemic situation.
- We offer enhanced (national conditions of service) maternity and paternity schemes to support parents to facilitate returns more easily 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.

3.4 Our future plans will involve further consideration of how we might further support female employees with their career development, and to provide the conditions to support them during times of maternity absence, childcare, or elderly caring responsibilities in the post "living with COVID" period.

<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.
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## Appendix 1

Split of males and females in each pay grade.

Grade	Female (%)	Male (%)
APPRENTICES-Spinal column point 4	75	25
CRAFT APPRENTICES	0	100
A	72	28
B	28	72
C	62	38
D	41	59
BRICKLAYER-Painter- Level 2	0	100
Carpenter	0	100
ELECTRICIAN-Electrician- Level 2	0	100
Plumber	0	100
E	64	36
F	48	52
G	43	57
H	64	36
I	38	62
HOS	25	75
Director	0	100
CEO	100	0
Coach	64	36

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