

Title of Report	GENDER PAY GAP REPORT 2022	
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	The are no direct financial implications arising for the Council in this report.	
	Signed off by the Section 151 Officer: Yes	
Legal Implications	This report is in line with the requirements of S78 Equality Act 2010 and the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017	
	Signed off by the Monitoring Officer: Yes	
Staffing and Corporate Implications		
	Signed off by the Head of Paid Service: Yes	
Purpose of Report	The Council is required by the Equality Act 2010 (section 78) and the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 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 AND REPORTED TO GOVERNMENT.	

1.0 BACKGROUND

- 1.1 Under Section 78 of the Equality Act 2010 and the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017/172, 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 March 2022**.

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 males and females.
- **Median Gender Pay Gap** – The median pay gap is the difference between the midpoints in the ranges of hourly earnings of males and females. 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 to 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 male and female 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 males and females 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 1.96% lower than males on 31/03/2022
- **Median Gender Pay Gap** – The females’ median pay hourly rate was 0.01% lower than males on 31/03/2022

	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
2022	1.96	0.01

The table shows the changes to the mean and median pay gaps for the Council over a six-year period. After a period of decline in the pay gaps over the three-year period between 2017 and 2019 inclusive, and a rise in 2020 the rates have declined again for the second year in succession.

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

It is a requirement under the reporting regulations to state the Council's position in relation to the following factors: -

- **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 by pay quartile.

	2022		2021		2020	
Quartile	Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)
Lower	60	40	62	38	59	41
Lower Middle	45	55	40	60	36	64
Upper Middle	54	46	58	42	55	45
Upper	52	48	52	48	56	44

Commentary on the table and changes over the three-year period: -

- The percentage of females in the lower quartile has increased by 2%.
- The percentage of males in the lower middle quartile has increased over the period, moving from 36% in 2020 to 45% in 2022. This quartile includes employees on scales C and D (see Appendix 2 for the salary band structure) - these roles are predominately occupied by males, such as HGV drivers/crew leader, and street cleansing operatives.
- The Upper middle quartile includes those on salary grades E and some in band F. This quartile also includes most craft employees such as plumbers, electricians etc.

- The upper quartile includes employees on salary grade F and above, which is the majority of professional officers and those in management roles.

2.3 It is important to note that all of the Council's 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 very small gender pay gap, the Council can be confident that males and females are paid equally for doing the equivalent jobs across the Council. A more detailed breakdown of the percentages of females and males by grade is provided at Appendix 1.

3.0 ANALYSIS

3.1 Whilst not complacent about the need to further reduce the current small gender pay gap, there are already a number of measures in place to support female employees:

- The Council 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 £10.90 per hour in September 2022.
- Options for flexible working are provided for all employees across the Council wherever possible. Since the COVID-19 pandemic when employees were required to work from home, there are now have a significant number of employees undertaking a mix of home and office-based working in accordance with the hybrid working scheme. 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.
- The Council offers 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.
- A scheme is in place that allows employees to buy additional (unpaid) leave to facilitate more flexibility around caring responsibilities.
- Where this fits with the customer needs, employees have been allowed 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.
- The Council is working with its apprenticeship providers to try to encourage females into traditionally-male work areas of the workforce as apprentices. The numbers of apprentices overall was reduced during the pandemic period but the numbers of apprentices is now increasing.

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

Appendix 2

Salary Grades

Salary Band	Minimum Point	Maximum point
A	20,603	21,189
B	21,575	21,968
C	22,369	24,054

D	24,496	27,852
E	28,371	32,020
F	32,909	36,298
G	37,261	41,496
H	42,503	46,549
I	47,573	51,587
Heads of service	60,555	70,248
Directors	82,522	92,228
Chief Executive	126,662	135,469

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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