

NORTH WEST LEICESTERSHIRE DISTRICT COUNCIL

COUNCIL – 22 FEBRUARY 2024

Title of Report	GENDER PAY GAP REPORT 2023	
Presented by	Councillor Richard Blunt Leader of the Council	
Background Papers	Held on the I-Trent HR/Payroll system. Some of the papers are confidential because they relate to individual employees	Public Report: Yes
Financial Implications	There 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 Gender pay gap (Info) Regs 2017.	
	Signed off by the Monitoring Officer: Yes	
Staffing and Corporate Implications	No direct staffing or 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) 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 THE RELEVANT INFORMATION OUTLINED IN PARAGRAPH 1.2 IS REPORTED TO GOVERNMENT.	

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 a specific reference date (snapshot date) of **31 March 2023**.

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 Council’s results is as follows:

- **Mean Gender Pay Gap** – The females’ mean hourly rate was 1.83% lower than males on 31/03/2023.
- **Median Gender Pay Gap** – The females’ median pay hourly rate was 1.04% higher than males on 31/03/2023.

	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
2023	1.83	-1.04

The table shows the changes to the mean and median pay gaps for the Council over a seven-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 three successive years. 2023 marks the first occasion since the Council began reporting gender pay data where the median pay for female staff members has exceeded that of males.

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:

	2023			2022			2021	
Quartile	Male (%)	Female (%)		Male (%)	Female (%)		Male (%)	Female (%)
Lower	62	38		60	40		62	38
Lower Middle	40	60		45	55		40	60
Upper Middle	57	43		54	46		58	42
Upper	50	50		52	48		52	48

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

- The Lower quartile comprises of the apprentice pay scales, grades A, B and C.
- The percentage of females in the lower quartile has decreased by 2%, consequently, in 2023, there is a higher percentage of males in the lower quartile than the previous year.
- The percentage of males in the lower middle quartile has decreased to 40% - down from 45% in 2022 This quartile includes employees on grades C and D (see Appendix 2 for the salary band structure).
- 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.
- Since the previous report, two females have been appointed to a Head of Service post and a team manager post. These appointments have positively impacted the percentage representation of females in the upper quartiles, as well as improving the mean and mode values mentioned earlier.
- There are no specific areas or events which have significantly impacted the change in any figures; rather they are the result of general staffing changes throughout the year.

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 men and women 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 The Council continues to employ a number of different strategies and measures to minimise the gender pay gap, such as:

- The voluntary Living wage was introduced by the Council in 2014. This had a significant impact on the (largely female) employees engaged in part-time roles in the lower pay scales. This increased to £12.00 per hour in October 2023.
- Options for flexible working are provided for all employees across the Council wherever possible. In addition, there are 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. Employees can also purchase additional leave to supplement their annual leave entitlement.
- 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.

Policies and other considerations, as appropriate	
Council Priorities:	Links to being a Well-run Council priority.
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	67	33
A	100	0
B	23	77
C	66	34
D	50	50
E	64	36
Bricklayer	0	100
Carpenter	5	95
Electrician	0	100
Painter	0	100
Plumber	0	100
F	49	51
G	42	58
H	50	50
I	44	56
Head of Service	33	67
Director	0	100
CEO	100	0
Coach	58	42

Appendix 2

Salary Grades

Salary Band	Minimum Point	Maximum point
A	22,682	23,114
B	23,500	23,893
C	24,294	25,979
D	26,421	29,777
E	30,296	33,945
F	34,834	38,223
G	39,186	43,421
H	44,428	48,474
I	49,498	53,589
Heads of service	62,674	72707
Directors	85,410	95456
Chief Executive	131,096	140,210