



**EAST STAFFORDSHIRE BOROUGH COUNCIL**

**REPORT COVER SHEET**

<b>Title of Report:</b>	Gender Pay Gap as at 31 <sup>st</sup> March 2020	To be marked with an 'X' by Democratic Services after report has been presented
<b>Meeting of:</b>	Corporate Management Team 22 <sup>nd</sup> September 2020	X
	Leader and Deputy Leaders 28 <sup>th</sup> September 2020	X
	Leader's / Leader of the Opposition's Advisory Group / Independent Alliance Advisory Group 7 <sup>th</sup> & 8 <sup>th</sup> October 2019	X
	Cabinet 26 <sup>th</sup> October / Council n/a	
	Scrutiny Audit and Value for Money Council Services Committee n/a / Scrutiny Community Regeneration, Environment and Health and Well Being Committee n/a	



<b>Is this an Executive Decision:</b>	NO	<b>Is this a Key Decision:</b>	NO
<b>Is this in the Forward Plan:</b>	NO	<b>Is the Report Confidential:</b>  <b>If so, please state relevant paragraph from Schedule 12A LGA 1972:</b>	NO  n/a

**Essential Signatories:**

**ALL REPORTS MUST BE IN THE NAME OF A HEAD OF SERVICE**

Monitoring Officer: **Angela Wakefield**

Date .....Signature .....

Chief Finance Officer: **Sal Khan**

Date .....Signature .....

**EAST STAFFORDSHIRE BOROUGH COUNCIL**

**Report to Cabinet**

**Date: 26<sup>th</sup> October 2020**

**REPORT TITLE: Gender Pay Gap at 31<sup>st</sup> March 2020**

**PORTFOLIO: Andy O'Brien**

**HEAD OF SERVICE: Andy O'Brien**

**CONTACT OFFICER: Linda McDonald Ext. No. x1577**

**WARD(S) AFFECTED: n/a**

**1. Purpose of the Report**

1.1. To discuss and present the Gender Pay Gap information.

**2. Background**

2.1 The Equality Act (Specific Duties and Public Authorities) Regulations 2017 requires us to publish our Gender Pay Gap Information. The snapshot date for the information contained in this report is at 31<sup>st</sup> March 2020, and this must be published on our website by 30<sup>th</sup> March 2021, and annually.

2.2 There is sometimes confusion with the difference with the Gender Pay Gap and Equal Pay. Whilst both deal with differences (disparity) in pay they are two different issues. Equal pay means that both men and women performing equal work must receive equal pay as set out in the Equality Act. That is jobs have to be graded on a common basis. The Gender Pay Gap is a measure of the difference between men and women's average earnings across the organisation and this is expressed as a percentage of men's earnings.

2.3 The Council addressed Equal Pay with the implementation of the single status pay agreement, all jobs within scope of the 'Green Book' were evaluated in 2007/8 and were given a value, this led to our current pay model. We have since maintained the integrity of this, as jobs change or new jobs arise, evaluations are carried out using the same scheme.

2.4 ESBC's Gender Pay Gap was first reported in March 2018.

2.5 The gender pay gap data we are required to publish is the:

- mean gender pay gap
- median gender pay gap
- The mean bonus gender pay gap
- The median bonus gender pay gap
- The proportion of males receiving a bonus payment
- The proportion of females receiving a bonus payment
- The proportion of males and females in each quartile pay band.

2.6 In producing the data there is an extended definition of who counts as an employee. It includes employees (with a contract of employment); contractors and some self-employed people. The information has been produced from the Council's payroll system along with some information from the Creditors system.

2.7 The gender pay gap shows the difference between the average (mean and median) earnings of men and women. This is expressed as a percentage of men's earnings.

2.8 Due to the impact of Covid-19 on employers, on 24<sup>th</sup> March 2020 the Government suspended enforcement of the Gender Pay Gap deadline for the reporting year 2019/20. This meant that there was no expectation on employers to report. Most organisations tend to leave publication until towards the deadline, as evidenced by only 26% of expected reports having done so by that date. ESBC had already published following our report to Cabinet in September 2019.

### **3 Contribution to Corporate Priorities**

3.1 Value for Money Council Services and Legal requirement.

### **4 Report**

4.1 Our results are as follows:

4.1.1 Table 1 - As at 31<sup>st</sup> March 2020

Category	Mean hourly rate	Median hourly rate
Male	£13.24	£10.96
Female	£13.89	£12.34
Gender Pay Gap	-4.91%	-12.59%

4.1.2 Bonus: Nil. No one at ESBC receives any bonus pay.

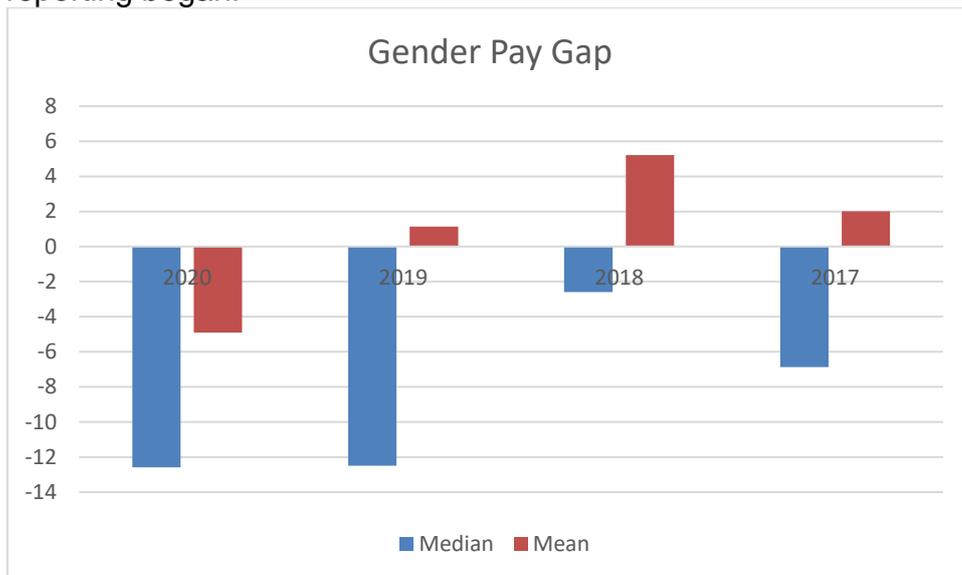
4.1.3 Table 2 - As at 31 March 2020

Quartile	Male	Female
Upper Quartile	45.33% ↓	54.67% ↑
Upper Middle Quartile	29.33% ↓	70.67% ↑
Lower Middle Quartile	65.33% ↑	34.67% ↓
Lower Quartile	59.21% ↑	40.79% ↓

4.2 The negative mean figure -4.91% reveals that overall female employees have higher pay than male employees (average 65 pence per hour). The gap has increased from a gap of +1.13% in March 2019 when male employees had slightly higher pay than females.

4.3 The median average is also a negative figure (-12.59%) which shows that male employees have a lower pay rate than female employees at the middle of the organisation. The gap has increased very slightly from -12.50% in March 2019. However, the median points are at exactly the same salary points as in 2019. The female median point being as scp17 (Grade 5 max) at a Revenues, Benefits and Customer Contacts Officer role. The male median point is at scp11 (Grade 4 max), a Street Cleaning Driver role in Environment Services.

4.4 The graph below shows the trajectory of our Gender Pay Gap figures since reporting began:



4.5 The significant change in figures in March 2019 compared to 2018 was due to the transfer of the Leisure Services out of the organisation on 1<sup>st</sup> February 2019, which also included fluctuating casual workforce numbers that were in both the upper and lower quartiles.

4.6 In March 2020 there are a higher proportion of females in roles in the upper and upper middle quartiles, and a higher proportion of males in roles in the lower and lower middle quartiles. The arrows in table 2 above show the direction of travel.

- 4.7 With a small workforce, small changes make a difference, especially to the mean average, and these changes are because of a combination of factors:
- 4.7.1 People on maternity leave and statutory paternity leave are excluded from the Gender Pay Gap figures. At 31<sup>st</sup> March 2020 we had 2 females on maternity leave, all of these were on upper quartile pay rates. Compared to 3 females on 31<sup>st</sup> March 2019.
  - 4.7.2 Analysis of new starters shows an overall higher proportion of female new starters (57%). These were higher in each of the lower, lower middle, and upper quartiles. The proportion of male and female new starters in the upper middle quartile is the same.
  - 4.7.3 Analysis of leavers during 2019/20, shows a higher proportion of leavers were male (59%). A higher proportion of leavers at the upper quartile were male, and all of the leavers in the lower middle quartile were male. Leavers in the upper middle quartile and the lower quartile were slightly higher female.
  - 4.7.4 There was an increase of 2 self-employed people working for the Council, these are both female in the upper quartile.
  - 4.7.5 In the casual workforce, there was an increase in the number of female workers (+5) and a decrease in the number of male workers (-2) that worked in March 2020, compared to March 2019. This affected all quartiles.
  - 4.7.6 In March 2019 there were 5 absences where colleagues were on half or no pay and therefore not included in the figures. 4 of whom were males, 3 of these were in the lower quartile. There were no such absences in March 2020.
- 4.8 Much of the national commentary about addressing the gender pay gap is about promoting and facilitating progression of women in the workforce. The Government provides employers with advice on “actions that are likely to improve recruitment and progression of women and reduce the gender pay gap.”
- 4.9 Our employment policies around flexible working continue to be progressive. Both male and female employees have taken up the benefits of flexible working and increased homeworking. 2020/21 actions include a scheduled review of our Family Leave Provisions.
- 4.10 During 2019-2020 3 out of 3 females returned from maternity leave. 2 of the 3 members of staff returned to their contracted hours, and for the other member of staff a flexible working request was agreed upon their return.
- 4.11 There were no requests for Shared Parental Leave in 2019-20.
- 4.12 The Council’s Equal Opportunities policy and procedures for recruitment and selection provides for decisions to be made against the person specification for the roles. This includes structured interviews, and sometimes skills testing, for decisions to be based on merit regardless of sex. 2020/21 actions include a scheduled review of this policy.

- 4.13 During 2019/20 5 new apprentices started their careers at the Council, these were all 60% female, with pay rates in the bottom quartile. In addition there was 1 female recruited to a trainee post in environmental health, in the lower middle quartile.
- 4.14 Benchmarking (CIPFA nearest neighbours group) information from the data published by 30<sup>th</sup> March 2020 (i.e.2019 data) is attached, paragraph 12.1 appendix 1.

## **5 Financial Considerations**

*This section has been approved by the following member of the Financial Management Unit: Lisa Turner*

- 5.1 There are no financial issues arising from this Report.

## **6 Risk Assessment and Management**

- 6.1 The main risks to this Report and the Council achieving its objectives are as follows:

6.2 **Positive** (Opportunities/Benefits):

6.2.1 Analysis of the results indicate success in the operation of our flexible working policy in supporting female employee's continuation in our employment, particularly in the upper quartile.

6.2.2 Our recruitment attraction strategy has been successful in the promotion of family friendly provisions and being a mindful employer.

6.3 **Negative** (Threats):

6.3.1 Risk of noncompliance with the reporting requirement (not applicable as we will meet the required publication target).

- 6.4 The risks do not need to be entered in the Risk Register

## **7 Legal Considerations**

*This section has been approved by the following member of the Legal Team: Angela Wakefield*

- 7.1 The main legal issues arising from this Report are as follows:

Compliance with the Equality Act (Specific Duties and Public Authorities) Regulations 2017, by the timely publication of our data.

## **8 Equalities and Health**

8.1 **Equality impacts:** The subject of this Report is not a policy, strategy, function or service that is new or being revised. An equality and health impact assessment is not required.

8.2 **Health impacts:** The outcome of the health screening question does not require a full Health Impact Assessment to be completed.

## 9 **Human Rights**

9.1 There are no Human Rights issues arising from this Report.

## 10 **Sustainability** (including climate change and change adaptation measures)

10.1 Does the proposal result in an overall positive effect in terms of sustainability (including climate change and change adaptation measures) N/A

## 11 **Recommendation(s)**

To discuss and approve data and narrative for publication

## 12 **Appendices**

12.1 Appendix 1: 2019 Gender Pay Gap benchmarking