



EAST STAFFORDSHIRE BOROUGH COUNCIL

REPORT COVER SHEET

Title of Report:	Gender Pay Gap as at 31 st March 2019	To be marked with an 'X' by Democratic Services after report has been presented
Meeting of:	Corporate Management Team 20 August 2019	
	Leader and Deputy Leaders 27 August 2019	
	Leader's / Leader of the Opposition's Advisory Group / Independent Alliance Advisory Group 4 th & 5 th September 2019	
	Cabinet 16 th September / 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	



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

Date: 20th August 2019

REPORT TITLE: Gender Pay Gap as at 31st March 2019

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 31st March 2019, and this must be published on our website by 30th March 2020, 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 Our gender pay gap, as published on the government website highlights the Median figure:

<https://gender-pay-gap.service.gov.uk/Employer/Ev4qdQnL/2018>

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 March 2019

	Mean hourly rate	Median hourly rate
Male	£13.29	£10.64
Female	£13.14	£11.97
Gender Pay Gap	1.13%	-12.50%

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

4.1.3 Table 2
As at 31 March 2019

	Male	Female
Upper Quartile	48.57% ↑	51.43%
Upper Middle Quartile	33.33%	66.67% ↑
Lower Middle Quartile	60.00% ↑	40.00%
Lower Quartile	37.14%	62.86% ↑

- 4.2 The positive figure of mean (1.13%) reveals that overall female employees have lower pay than male employees (average 15 pence per hour). The gap has decreased from 2.01% in March 2017 and 5.21% in March 2018.
- 4.3 However the negative figure of (-12.50%) the median average, at the middle of the organisation shows that male employees have a lower pay rate than female employees at the middle of the organisation. The gap has increased from minus 6.88% in March 2017 and minus 2.59% in March 2018. There are a higher proportion of females in roles in upper middle quartile, and a higher proportion of males in roles in the lower middle quartile. The female median point being as scp25 (Grade 5 max) at a Revenues, Benefits and Customer Contacts Officer role. The male median point is at scp21 (Grade 4 max) at a Driver/Labourer role in Environment Services.
- 4.4 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.”
- 4.5 Since March 2018 there has been a significant change in the profile of our workforce with the reduction of staff following the transfer of the Leisure Services out of the organisation on 1st February 2019, which also included fluctuating casual workforce numbers that were in both the upper and lower quartiles.
- 4.6 People on maternity leave and statutory paternity leave are excluded from the Gender Pay Gap figures. At 31st March 2019 we had 3 females on maternity leave, all of these were on upper quartile pay rates.
- 4.6 Our employment policies around flexible working continue to be progressive. 2018/19 actions included reviewing homeworking contracts to support the continued increase in homeworking. Both male and female employees have taken up the benefits of flexible working and parental leave.
- 4.7 During 2018/19 6 out of 6 females (4 contracted and 2 casual staff) returned from maternity leave and 1 male returned from shared parental leave. All of the 5 contracted staff (both genders) flexible working requests were agreed upon their return.
- 4.8 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.

- 4.8 During 2018/19 4 new apprentices started their careers at the Council, these were all female, with pay rates in the bottom quartile. In addition there were 2 trainee posts in the lower middle quartile, i.e. in planning and environmental health, 1 female and 1 male; and 1 female trainee in the lower quartile i.e. in planning support.
- 4.9 Excluding Leisure services that transferred out (as on in the 31st March 2019 end figure), analysis of new starters and movers, showed a slightly higher proportion (but fairly even) of females achieving recruitment or promotion success. Of those still in our employment at 31st March 2019: 51.22% female and 48.78% male. Females were more successful in both the upper and lower quartiles and males in the middle quartiles.
- 4.10 Our 2018 gender pay gap results compare well in benchmarking (CIPFA nearest neighbours group. The benchmarking information (see appendices paragraphs 12.1 and 12.2).

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 Results show an improvement in the mean gender pay gap so there should be no concern about reputational issues as a result of reporting the gender pay gap information.
 - 6.2.2 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.
- 6.3 **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.

7.11 **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)**

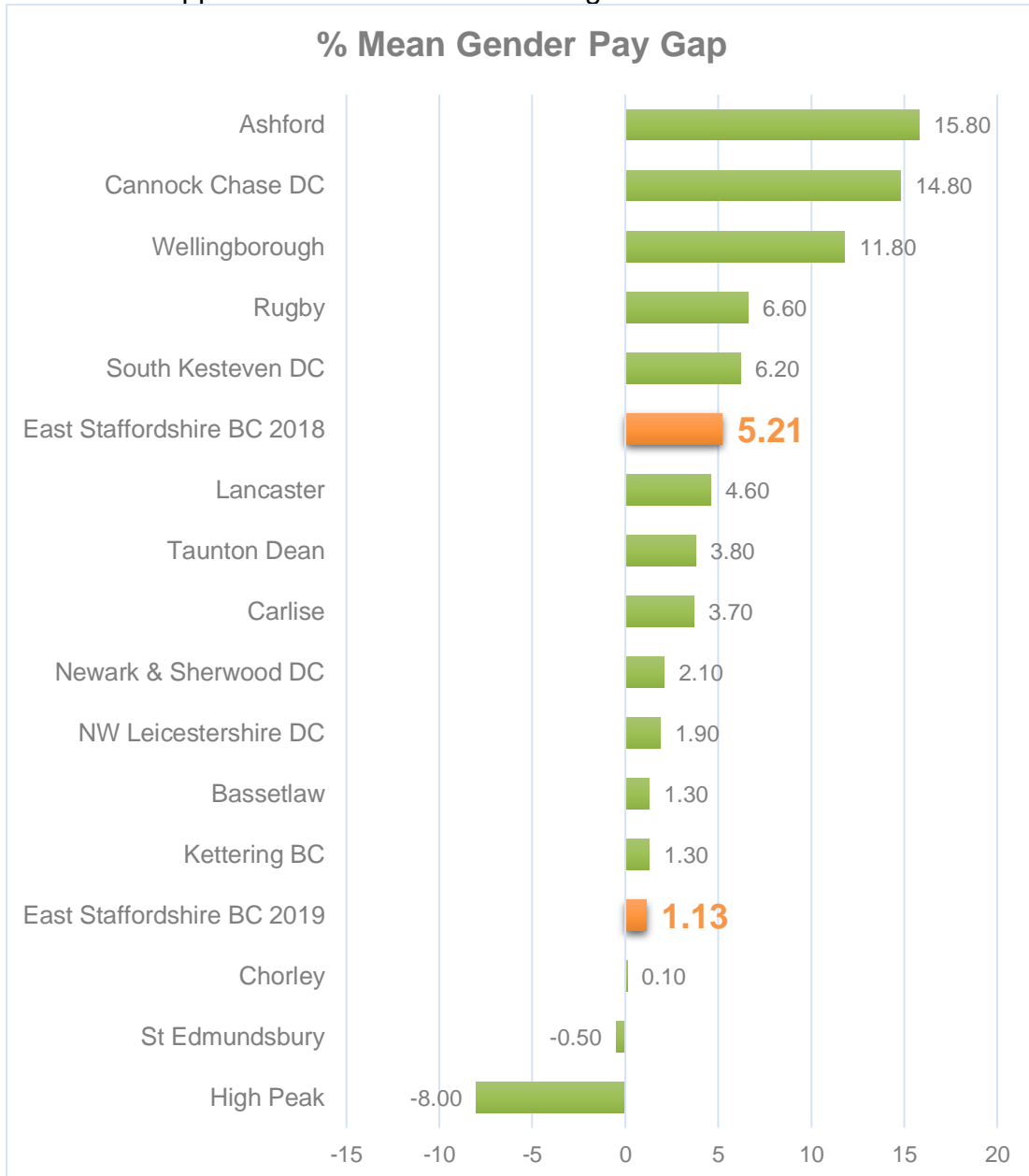
To discuss and approve data and narrative for publication

12 **Appendices**

12.1 Appendix 1: 2018 Mean Gender Pay Gap benchmarking

12.2 Appendix 2: 2018 Median Gender Pay Gap benchmarking

12.1 Appendix 1 - 2018 benchmarking data



12.2 Appendix 2 - 2018 benchmarking data

