



**EAST STAFFORDSHIRE BOROUGH COUNCIL**

**REPORT COVER SHEET**

<b>Title of Report:</b>	Gender Pay Gap
<b>Meeting of:</b>	Cabinet
<b>Date:</b>	18 <sup>th</sup> March 2019
<b>Is this an Executive Decision:</b>	NO
<b>Is this a Key Decision:</b>	NO
<b>Is the Report Confidential:</b>	NO
<b>If so, please state relevant paragraph from Schedule 12A LGA 1972:</b>	n/a
<p><b>Essential Signatories:</b></p> <p><b>ALL REPORTS MUST BE IN THE NAME OF A HEAD OF SERVICE</b></p> <p>Monitoring Officer: <b>Angela Wakefield</b></p> <p>Date ..... Signature .....</p> <p>Chief Finance Officer: <b>Sal Khan</b></p> <p>Date ..... Signature .....</p>	

**EAST STAFFORDSHIRE BOROUGH COUNCIL**

**Report to Cabinet**

**Date: 18<sup>th</sup> March 2019**

**REPORT TITLE: Gender Pay Gap Report**  
**PORTFOLIO: Chief Executive**  
**HEAD OF SERVICE: Chief Executive**  
**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 2018, and this must be published on our website by 30<sup>th</sup> March 2019, and annually thereafter.

2.2. ESBC's Gender Pay Gap was first reported in March 2018, following reports to CMT in February 2018 and September 2018.

2.3. 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.

- 2.4. 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.
- 2.5. 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.

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

#### 3.1. Value for Money Council Services

## 4. **Report**

### 4.1. Our results are as follows:

#### 4.1.1 Table 1

As at 31 March 2018

	Mean hourly rate	Median hourly rate
Male	£12.28	£10.43
Female	£11.64	£10.70
Gender Pay Gap	5.21%	-2.59%

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

#### 4.1.3 Table 2

As at 31 March 2018

	Male	Female
Upper Quartile	46.15% ↑	53.85%
Upper Middle Quartile	36.44% ↑	63.56%
Lower Middle Quartile	57.26%	42.74% ↑
Lower Quartile	38.98%	61.02% ↑

- 4.2. The positive figure of mean (5.21%) reveals that overall female employees have lower pay than male employees. The gap has increased from 2.01% in March 2017.
- 4.3. However the negative figure of (-2.59%), 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 narrowed from minus 6.88% in March 2017.
- 4.4. The size of our pay gap indicates that there are no significant issues to deal with. Our gender pay gap results compares favourably in benchmarking (CIPFA nearest neighbours group). The benchmarking information (see appendices paragraphs 13.1 and 13.2) is based on the March 2017 return as data for March 2018 has yet to be published.

- 4.5. However the mean gender pay gap has increased from 2017 so further analysis has been undertaken to try and ascertain the reasons for this. With our relatively small workforce, small changes in staffing make an impact on the results, and the changes have not been down to one factor.
- 4.6. There have been a small increases in the proportion of males in the upper and upper middle quartiles. There have been a small increases in the proportion of females in the lower middle and lower quartiles.
- 4.7. Analysis of contracted staff, leavers and starters in 2017/18 showed a net increase in the proportion of males in the upper quartiles. 10 female leavers and 4 male leavers, compared to 6 female and 5 male starters.
- 4.8. However, the same analysis of contracted staff, leavers and starters, in the lower quartiles does not show a net increase in the proportion of females as you would expect from our results. There was actually an increase in the number of male contracted staff in the lower quartiles due to the new waste management crews being recruited. The impact in the lower quartile appears to be due to the gender profile of the casual workforce that actually worked during March, with a higher number of casual workers (additional 10 worked in this quartile compared to the previous year) and of these casuals 63% (43/68) were female workers.
- 4.9. There have been some small changes in the profile of those workers that are paid through the Creditors system and contractors paid through the payroll under IR35 rules. A reduction of 3 females and 1 male worker. These are all in the upper quartile. 1 Creditor was also found to be incorrectly identified as male in last year's figures.
- 4.10. Participation in salary sacrifice staff benefits also reduces the hourly pay rate and impacts on the gender pay gap:
  - 4.10.1 Cycle to Work: In March 2017 we had 3 males in the upper quartile that participated in the cycle purchase scheme, compared to no participants this year.
  - 4.10.2 Childcare Vouchers: In March 2018 we have an increase in 3 females purchasing childcare vouchers and a decrease in 2 males, compared to the previous year. Please note that this scheme is no longer available to new entrants from October due to the introduction of a new government childcare choices.
- 4.11 Since March 2017 there has been a change in the emergency call out system for the Leisure Centres and there were a higher proportion of males participating in the emergency call out rota than females. Removal of the call out pay for these staff has increased their average hourly pay rate in March 2018.
- 4.12 Participation in ESBC overall workforce is 55.32% Female and 44.68% Male. Within each quartile the workforce is diverse and representative of both

genders; with part time and casual workers presenting themselves in each quartile.

4.12 Our employment policies around flexible working continue to be progressive, these were enhanced as part of the 2008 pay review. As included in our February 2018 report: our homeworking and family leave policies have continued to be reviewed and improved. 2017/2018 actions have included the following relevant policy reviews: Equal Opportunities in Employment; Dignity at Work; Recruitment and Selection Guidance; Flexible Working Hours Scheme; Family Friendly Provisions; Homeworking; and Maternity Scheme updated.

4.13 The following actions are in progress for 2018/19, as agreed in the February 2018 report, and continue:

4.13.1 Analysis of recruitment proportions to men and women by occupation to reveal if there are any underlying trends so that we can identify any steps to narrow the gender pay gaps, and maybe attract a wider pool of potential recruits for some occupational areas that may favour one gender.

Progress: The recruitment monitoring results as of 31<sup>st</sup> March 2018 showed the overall gender representation of new recruits to be 55.80% female. Analysis of applicants by gender to posts in the upper quartiles in 2017/18 showed: Predominantly male applicants: Brewhouse, Arts and Town Hall Manager; Refuse and Recycling Driver/Loader; Community and Civil Enforcement Officer. Predominantly female applicants: Shared Service Centre Revenues & Benefits Specialist Officer; Selective Licensing Officer; Licensing Officer. In the lower quartiles there were a total of 39 casual workers recruited during 2017/18, the proportion of applicants was 58% male.

4.13.2 Career and talent development: Review proportions of men and women requesting and taking up post entry training and apprenticeships.

Progress:

As at March 2018, there were equal numbers of male and female apprentices. During 2017/18 post entry training take up by gender was 48% female and 52% male. 2018/19 to date this is 50% female and 50% male.

4.13.3 Increased homeworking opportunities made available with the accommodation move.

Progress: There has been a 43% increase in those colleagues (from 42 to 74 colleagues) taking up long term homeworking arrangements since 31<sup>st</sup> March 2018. 59% of these homeworkers are female, an increase of 7%.

## **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 there should be no concern about any reputational issues as a result of reporting the gender pay gap information.

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)**

11.1. To discuss and approve data and narrative for publication.

12. **Background Papers**

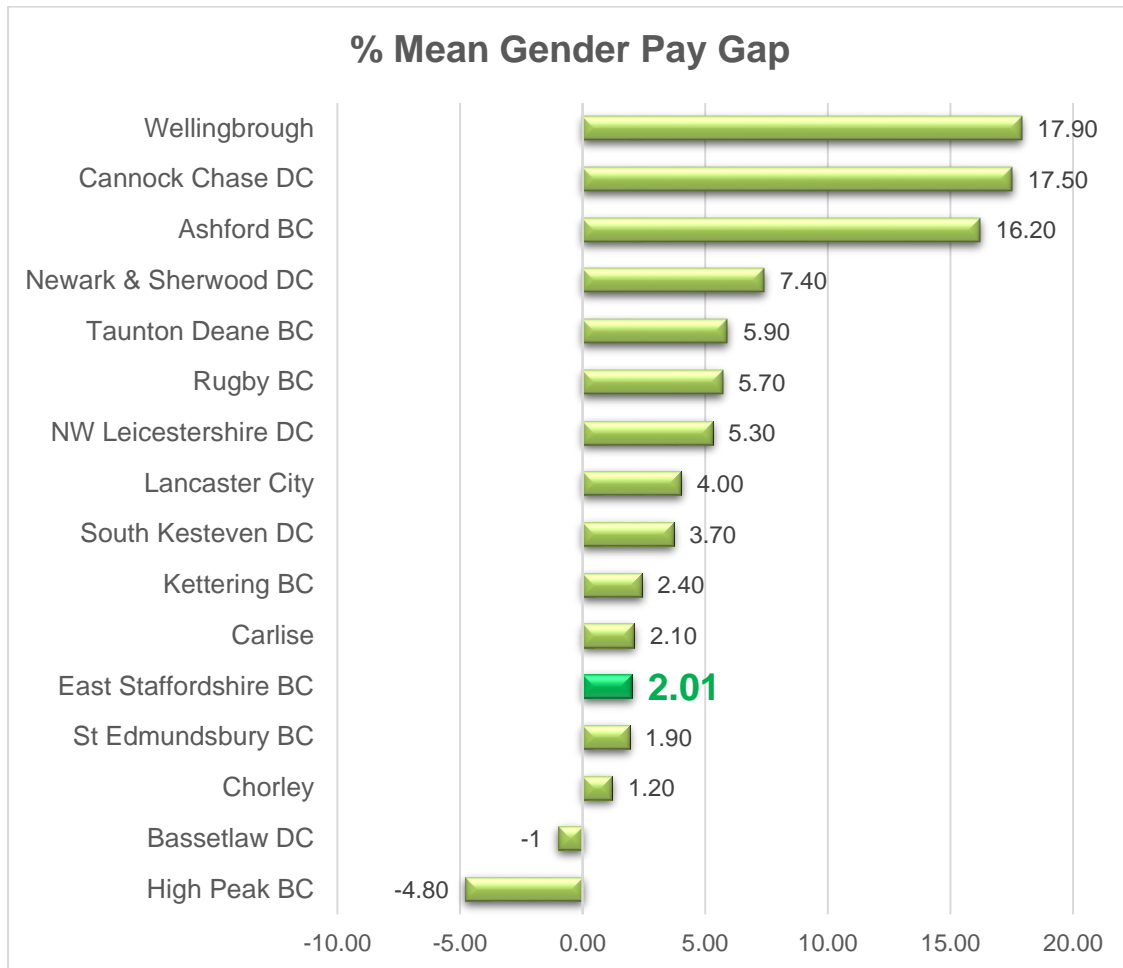
n/a

13. **Appendices**

13.1 Benchmarking information – mean gender pay gap

13.2 Benchmarking information – median gender pay gap

13.1 Data as at March 2017 (Source: <https://gender-pay-gap.service.gov.uk/>)





13.2 Data as at March 2017

