



**EAST STAFFORDSHIRE BOROUGH COUNCIL**

**REPORT COVER SHEET**

<b>Title of Report:</b>	Gender Pay Gap as at 31 <sup>st</sup> March 2021	To be marked with an 'X' by Democratic Services after report has been presented
<b>Meeting of:</b>	Corporate Management Team 21 <sup>st</sup> September 2021	X
	Leader and Deputy Leaders 27 <sup>th</sup> September 2021	X
	Leader's / Leader of the Opposition's Advisory Group / Independent Alliance Advisory Group 6 <sup>th</sup> & 7 <sup>th</sup> October 2021	X
	Cabinet 18 <sup>th</sup> October 2021/ 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: 18<sup>th</sup> October 2021**

**REPORT TITLE: Gender Pay Gap at 31<sup>st</sup> March 2021**

**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 2021, and this must be published on our website by 30<sup>th</sup> March 2022, 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.

### 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 2021

Category	Mean hourly rate	Median hourly rate
Male	£13.67	£11.26
Female	£14.26	£12.68
Gender Pay Gap	-4.32%	-12.61%

4.1.2 Bonus:

Category	
The mean bonus gender pay gap	66.33 %
The median bonus gender pay gap	66.67%
The proportion of males receiving a bonus payment	46.30%
The proportion of females receiving a bonus payment	29.61%

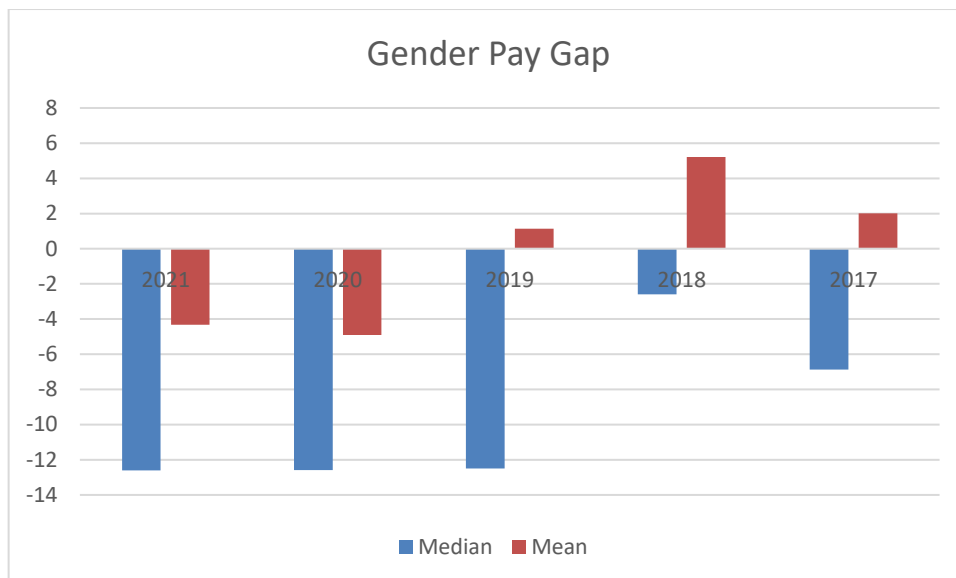
4.1.3 Table 2 - As at 31 March 2021

Quartile	Male	Female
Upper Quartile	42.86% ↓	57.14% ↑
Upper Middle Quartile	30.00% ↑	70.00% ↓
Lower Middle Quartile	68.57% ↑	31.43% ↓
Lower Quartile	66.20% ↑	33.80% ↓

4.2 The negative mean figure -4.32% reveals that overall female employees have higher pay than male employees (average 59 pence per hour). The gap has decreased slightly from a gap of -4.91% in March 2020.

4.3 The median average is also a negative figure -12.61%, 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 -12.59% in March 2020. This largely due to implementation of the NJC pay award as the median points are at exactly the same salary points as in 2020. 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 Driver role in Environment Services.

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



4.5 In March 2021 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.

4.6 With a small workforce, small changes make a difference, especially to the mean average. These changes are because of a combination of factors including:

4.6.1 There was a 68% reduction in vacancies arising in 2020/21 compared to the previous year. The higher proportion of males recruited has contributed to the increase in the percentage of males in the lower quartiles and the small reduction (-0.59%) in the mean hourly pay gap percentage.

4.6.2 People on maternity leave and statutory paternity leave are excluded from the Gender Pay Gap figures. At 31<sup>st</sup> March 2021 we had 4 females on maternity leave, 2 in the upper quartile and 2 in the upper middle

quartile, compared to 2 females in upper quartile on 31<sup>st</sup> March 2020. This contributed to the small reduction in the female middle quartile percentage.

- 4.6.3 There was 1 male who would normally arise in the lower middle quartile on half pay sick pay, therefore presented in the lower quartile on this report.
- 4.6.4 In the casual workforce, with some facilities closed due to the Covid outbreak there was a 42% decrease in the number of workers (-13 people) that worked in March 2021 compared to March 2020. Of those casuals who worked in March, there were a higher proportion of males, 72% compared with 52% in March 2020. This affected all quartiles.
- 4.7 We are reporting on the gender pay gap for bonus for the first time. During 2020/21 a scheme was introduced to reward staff for their additional effort and contribution at the sharpest end of delivering services during the Covid-19 pandemic, with an honorarium payment of between £100 and £300. In 2020/21 this included a higher proportion of males predominately working in environment services.
- 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. 2020/21 actions included a scheduled review of our Family Leave Provisions. The Covid-19 pandemic brought about a sudden change to 100% homeworking for the vast majority of office staff. To support our working parents during this time, we temporarily extended the paid dependent care leave provision to facilitate parents during the Covid-19 pandemic and associated school closures. Alongside this there were a number of informal flexible working arrangements made to accommodate various caring and homeworking challenges.
- 4.10 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.
- 4.11 We have continued to support staff to develop and progress in their careers, with annual appraisals; short courses; post entry training qualifications; as well as apprenticeships, although in reduced numbers during this year.
- 4.12 Benchmarking (CIPFA nearest neighbours group) information from the data published is attached, paragraph 12.1 appendix 1 LGA Research summary report – gender pay gap.

## **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 Continued success in the operation of our flexible working policy in supporting female employee's continuation in our employment, particularly in the upper middle and upper quartiles.

6.2.2 Our recruitment attraction strategy promotes 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: LGA Research summary report – gender pay gap.