

Gender Pay Gap Report 2019

1. Introduction

The gender pay gap shows the difference in the average earnings between all men and women in our organisation. The mean (average) gender pay gap is the difference between the mean hourly rate of pay of 'full-pay relevant employees' and that of female 'full-pay relevant employees'. The median (mid-point) gender pay gap is the difference between the median hourly rate of pay of male 'full-pay relevant employees' and that of female 'full-pay relevant employees'. No bonuses were paid and therefore there is nothing to report on this.

2. Gender Pay Gap vs Equal Pay

The gender pay gap is different to equal pay. Equal pay relates to men and women receiving equal pay for equal work. The gender pay gap is concerned with differences in the average earnings of men and women, regardless of their role or seniority.

3. The Gender Pay Gap

	October 2019	March 2019	March 2018
Mean GPG	5.6%	7.3%	7.4%
Median GPG	7.3%	12.7%	11.8%
Mean Pay Female	£16.30	£14.19	£13.59
Mean Pay Male	£17.26	£15.30	£14.67
Median Pay Female	£15.15	£12.77	£12.52
Median Pay Male	£16.34	£14.62	£14.19

In September 2019 we conducted a review into our Green book pay structure. As a result of this review our Mean GPG has reduced by 1.7% (from 7.3% to 5.6%) and our Median GPG has reduced by 5.4% (from 12.7% to 7.3%), the data used to calculate this was at 31st October 2019.

In the Office of National Statistics Annual Survey of hours and earnings in 2018, the public sector mean gender pay gap was 17.5% and the median gender pay gap was 19%. Therefore by comparison the council has significantly lower figures than the national picture for the public sector.

4. GCC's commitment to address its gender pay gap and the promotion of inclusive work environment

To ensure equal pay the council uses job evaluation (JE) to determine the rates of pay for all posts. JE is a method of determining, on a systematic basis, the relative importance of a number of different jobs. The council uses two well recognised JE schemes and both schemes have been designed to ensure there is no gender bias in any of the job-related factors that they measure. We are therefore confident that

the rates of pay we set for jobs within the council are fully consistent with equal pay requirements.

We continue to encourage woman to work at all levels in the council and to offer a diverse and inclusive work environment. We offer a range of opportunities to work flexibly and actively promote these to all employees. These include the following flexible working practices and family friendly policies:

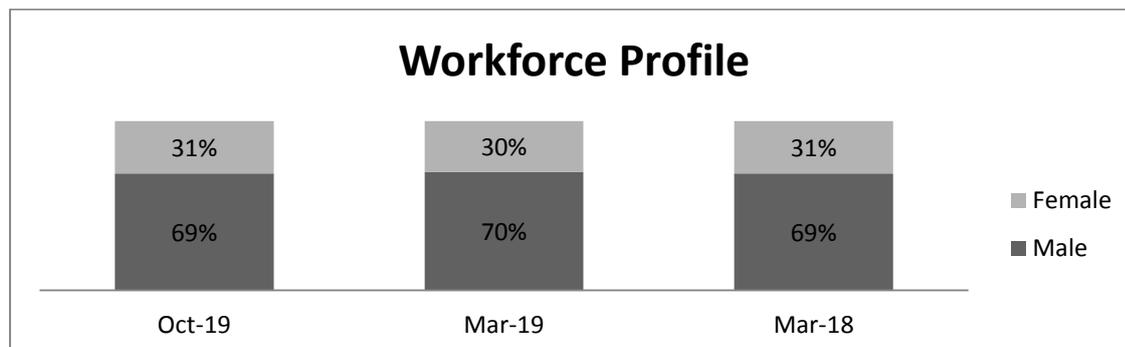
- Flexible Working Hours Scheme
- Right to Request Flexible working
- Job Sharing
- Compressed Hours
- Term Time Working
- Office, Mobile and Remote Working
- Voluntary Reduction to Working Hours
- Voluntary Purchase of Additional Leave

The mean and median gender pay gaps have decreased between March 2018 and October 2019. This is a reinforcement of our commitment that as a large, local employer we are providing the framework in which women can progress up the career ladder. During 2020 we are keen to continue to review our pay and reward agenda and job evaluation processes to ensure fairness and consistency.

5. Workforce Profile

In GPG 2019 there were 156 more GPG relevant staff than in 2018. The October 2019 snapshot had 96 fewer relevant staff. It is believed this is due to the number of casual relevant staff. However, even with the changes in relevant staff included as part of the GPG calculations, the percentage proportion of female and male employees has changed only very slightly.

Gender	Oct-19		Mar-19		Mar-18	
	Number	%	Number	%	Number	%
Female	2582	69.00%	2678	70.0%	2559	69%
Male	1171	31.00%	1171	30.0%	1134	31%
Total	3753	100%	3849	100%	3693	100%



6. Pay Quartiles

6.1 Pay range per quartile

Quartile	October 2019		March 2019		March 2018	
	Pay range per quartile	Number of staff	Pay range per quartile	Number of staff	Pay range per quartile	Number of staff
Lower	£5.05 - £12.12	939	£4.66 - £10.30	962	£4.66 - £9.71	924
Lower middle	£12.12 - £15.89	940	£10.30 - £13.35	962	£9.71 - £12.93	923
Upper middle	£15.93 - £18.97	937	£13.35 - £16.70	963	£12.93 - £16.37	923
Upper	£18.97 - £96.01	937	£16.70 - £86.91	962	£16.37 - £85.20	923

The Lower and Upper quartile pay ranges in March 2019 compared to March 2018 have remained fairly similar. The September 2019 pay review has resulted in an increase in all the October 2019 quartile pay ranges.

6.2 Mean & Median pay per quartile pay

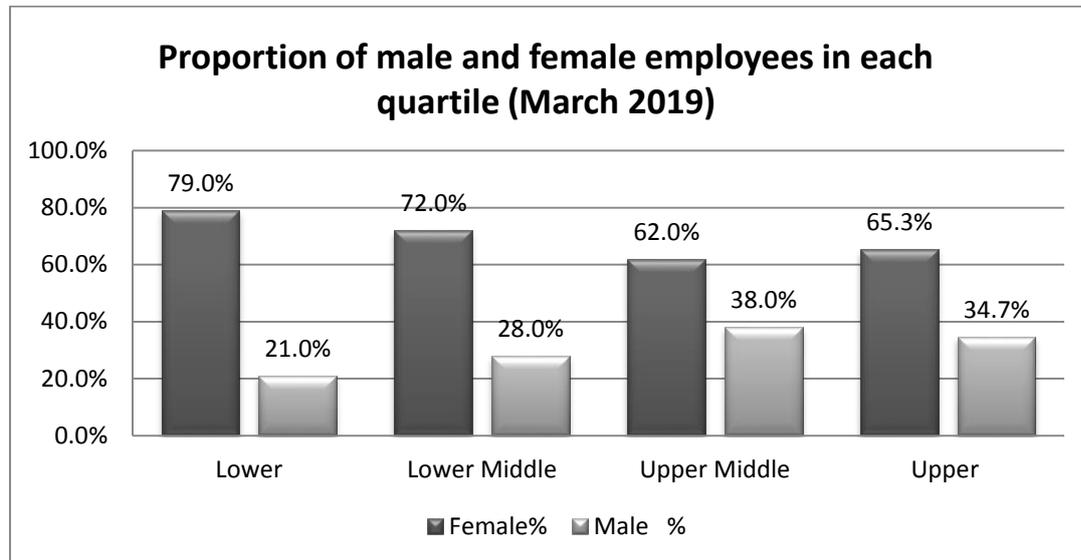
Quartile	October 2019		March 2019		March 2018	
	Female Mean 2019	Male Mean 2019	Female Mean 2019	Male Mean 2019	Female Mean 2018	Male Mean 2018
Lower	£10.81	£10.33	£9.52	£9.19	£8.97	£8.53
Lower middle	£13.99	£13.73	£11.79	£11.83	£11.16	£11.24
Upper middle	£18.70	£16.97	£15.04	£14.99	£14.41	£14.50
Upper	£24.53	£25.19	£21.70	£22.12	£21.03	£21.48

The Mean (average) female pay is higher than for male pay for the lower quartile and upper middle quartile across all of the reporting snapshot dates, this is also the case for the lower middle quartile as at October 2019. The mean male pay continues to be higher for the upper quartile, although we have seen an increase across the reporting snapshot dates.

Quartile	October 2019		March 2019		March 2018	
	Female Median 2019	Male Median 2019	Female Median 2019	Male Median 2019	Female Median 2018	Male Median 2018
Lower	£10.97	£10.76	£9.67	£9.31	£9.21	£8.55
Lower middle	£14.20	£13.38	£11.60	£11.43	£11.02	£11.21
Upper middle	£16.63	£16.63	£14.62	£14.63	£14.33	£14.34
Upper	£22.88	£23.26	£20.20	£20.20	£19.44	£19.43

Again, the median female pay is higher than for male pay for the lower quartile. The median female pay was higher as at March 2019 for the lower middle quartile, and this continued for the October 2019 snapshot date. The upper middle quartile male median pay was marginally higher as at March 2019, this has equalled out as at October 2019. The upper quartile male median pay was higher at October 2019, but this had levelled as at March 2019.

6.3 Proportion of males and females in each pay quartile



The quartile split for each of the 4 quartiles is broadly in line with our workforce demographics of 70% female and 30% male as at March 2019. However, there are slightly more females in the first 3 quartiles and fewer females in the 4th quartile (the upper pay quartile) when compared with the overall workforce. As the number of females in the upper quartile is fewer than the workforce split and the other quartiles are higher, this could suggest that females may have fewer progression opportunities than males. However, this may largely be down to social factors. Females are more likely than males to have had breaks from work for caring responsibilities which may have affected their career progression. They are also more likely to work part-time and many of the jobs that are available across the council on a part-time basis are in the lower paid brackets (please see appendix 1 for GCC part-time/full-time percentages). The Council continue to actively monitor these trends and may consider taking further action to address any future pay imbalances as the need arises.

7. In conclusion

As at 31st March 2019 GCC's mean gender pay gap is 7.3% and the median gender pay gap is 12.7%. A large scale pay review was completed in September 2019 which has reduced the mean gender pay gap to 5.6% and the median gender pay gap to 7.3% as at the 31st October 2019 snapshot date. GCC is committed to taking action to address this further, and will publish an updated report and data on an annual basis.

Appendix 1 – Breakdown of Full Pay relevant staff to include Full time / Part time

The table below shows the breakdown of full pay relevant staff included within GPG calculations for March 2018 to March 2019.

Breakdown of full pay relevant staff	2019	% of total 2019	2018	% of total 2018
Basic pay	2629	68.3%	2898	78.47%
Basic pay plus Honorarium; Long Service Award (LSA)/Continuous Professional Development	460	11.95%	42	1.14%
Term Time Only	64	1.66%	58	1.57%
Salary sacrifice	436	11.33%	448	12.13%
Casual employee - 12 week calculation of pay	260	6.76%	247	6.69%
Total	3849	100%	3693	100%

From the data above it the following can be seen:-

- The number of staff contributing to salary sacrifice schemes has reduced in 2019 from 2018 and 2017.
- The number of honorarium and LSA payments made in 2019 GPG has increased from 1.14% in 2018 to 11.95% in 2019. This increase is due to the inclusion of Fire CPD payments within 2019 GPG reporting.
- A higher number of casual employees were included within the 2019 GPG compared to 2017, increasing from, 0.47% in 2017 to 6.69% in 2018 and 6.76% in 2019.

Full Time / Part Time Data

Gender	Oct 2019				March 2019			
	Female		Male		Female		Male	
	Number	%	Number	%	Number	%	Number	%
Full time	1702	65.9%	1045	89.2%	1796	67.1%	1050	89.7%
Part time*	880	34.1%	126	10.8%	882	32.9%	121	10.3%
Total	2582	55.3%	1171	44.7%	2678	55.3%	1171	44.7%

*part time is defined as working less than 30 hours per week

Appendix 2 - GPG Starters & Leavers

In 2019 GCC had 3849 GPG reporting relevant staff. This is higher than the two previous years (3426 in 2017 and 3693 in 2018). A total of 156 staff who were in 2018 GPG were no longer in the staff cohort for 2019 (either due to leaving the Council, or being classed as not full pay relevant as per the National Gender Pay guidance).

In 2019 there remains a higher proportion of female staff (70%), increasing from previous years (68% in 2017 and 69% in 2018).

Of the 605 leavers, 72% were female. Of the 761 starters, 73% were female, this accounts for the slight increase in the overall percentage of female staff of 70% (compared to 68% in 2017 and 69% in 2018).

The graphs below show the GPG starters and GPG leavers by quartile and gender.

