

Gloucestershire County Council (GCC) Gender Pay Gap Report Narrative 2020

1. Introduction

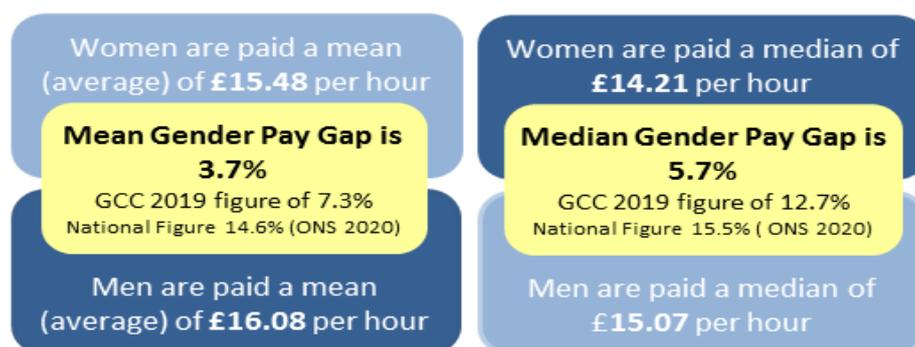
The gender pay gap (GPG) shows the difference in the average earnings between all men and women within our organisation. The mean (average) GPG is the difference between the mean hourly rate of pay of male 'full-pay relevant employees' and that of female 'full-pay relevant employees'. The median (mid-point) GPG is the difference between the median hourly rate of pay of male 'full-pay relevant employees' and that of female 'full-pay relevant employees'.

GCC does not have a bonus scheme.

2. Gender Pay Gap vs Equal Pay

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

3. The Gender Pay Gap



As at 31 March 2020, GCC had a mean (average) gender pay gap of 3.7% and a median (mid-point) pay gap of 5.7%, down from 7.3% and 12.7%, in March last year (2019).

In September 2019 GCC conducted a review into Local Government Service 'Green Book' pay and grading structure. An interim calculation (as at 31st October 2019) of GPG following implementation of the changes showed, as a result of the review, GCC mean GPG reduced from 7.3% to 5.6% and GCC median GPG reduced by from 12.7% to 7.3%. Figures as at 31 March 2020 show a further reduction. Section 6.2 of this report shows an increase of female staff within the upper middle (3.2%) and upper pay quartiles (1.8%) which will have contributed to this GPG decrease.

The council has significantly lower figures than the national picture for the public sector. The office of National Statistics Annual Survey of hours and earnings in 2020, reported the public sector mean gender pay gap to be 15.8% and the median gender pay gap as 14.5%.

4. GCC's commitment to address its GPG and the promotion of an inclusive work environment

We are committed to equal opportunities and equal treatment for all employees. To ensure equal pay the council uses job evaluation (JE) to determine the rates of pay for all posts. 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 impact of the pandemic and significant improvements in our technology offering have widened the scope of possibilities for efficient agile working and the council will continue to develop strategies to support different ways of working.

The decrease in both the Mean & Median GPG 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 2021 we are keen to continue to review our pay and reward agenda and job evaluation processes to maintain fairness and consistency.

5. Workforce Profile

In 2020 GCC had 4199 GPG reporting relevant staff. This is higher than previous years (3426 in 2017, 3693 in 2018 and 3849 in 2019). In GPG 2020 there were 350 more GPG relevant staff than in 2019, which is in part as a result of conducting further analysis into the determination of GPG full pay relevant employees. In 2020 there remains a higher proportion of female staff (69.3%) which is consistent with previous years. The workforce profile has maintained consistency throughout the reporting periods from 2017 – 2020.

Of the 4199 GPG reporting relevant staff, 3804 were permanent or fixed term (*i.e. staff cohort usually counted within GCC corporate workforce reporting*) and 395 were zero hour / casual staff / temporary staff.

6. Pay Quartiles

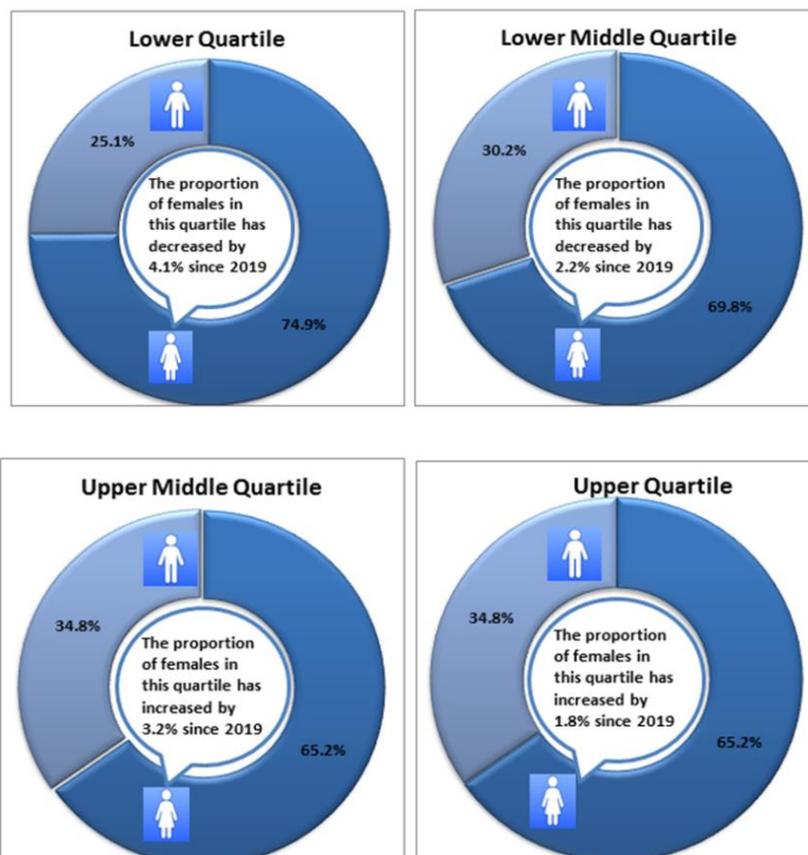
6.1 Mean & Median pay per quartile

Mean Hourly Rate by quartile						
Quartile	2018		2019		2020	
	Female	Male	Female	Male	Female	Male
Lower	£8.97	£8.53	£9.52	£9.19	£10.15	£9.79
Lower Middle	£11.16	£11.24	£11.79	£11.83	£12.95	£12.92
Upper Middle	£14.41	£14.50	£15.04	£14.99	£16.00	£15.91
Upper	£21.03	£21.48	£21.70	£22.12	£23.57	£23.97

Median Hourly Rate by quartile						
Quartile	2018		2019		2020	
	Female	Male	Female	Male	Female	Male
Lower	£9.21	£8.55	£9.67	£9.31	£10.14	£10.13
Lower Middle	£11.02	£11.21	£11.60	£11.43	£13.20	£13.10
Upper Middle	£14.33	£14.34	£14.62	£14.63	£15.81	£15.43
Upper	£19.44	£19.43	£20.20	£20.20	£22.11	£22.11

Examination of the 2020 pay quartiles in more detail and calculating the GPG, finds that there is a negative GPG in the lower, lower middle and upper middle pay quartiles. This shows that females in these quartiles have a higher hourly pay than males. Within the upper quartile, the mean GPG is the highest at 1.7% indicating that males have a higher hourly rate than females. Although there is a zero% median GPG as both female and male staff are paid at the same hourly rate. The mean and median pay for both female and male staff has increased year on year across the reporting snapshot dates.

6.2 Proportion of males and females in each pay quartile



The split for each of the 4 quartiles is broadly in line with our workforce demographics of 69.3% female and 30.7% male. There are a slightly higher proportion of females in the first 2 quartiles and fewer females in the 3rd and 4th quartile (the upper pay quartile). This is a key factor for the GPG as (proportionately) more women at the lower grades and fewer women at higher grades affects the mean and median pay for the female workforce. For there to be no GPG you would expect to see the workforce demographics reflected in each quartile.

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 increase of females in the upper middle and upper quartile for the 2020 GPG is a positive step in reducing the GPG, this indicates that females are securing senior positions within the organisation. The council continue to actively monitor these trends.

7. Actions to support Gender Pay Equality



7. In conclusion

As at 31 March 2020 GCC's mean gender pay gap is 3.7% and the median gender pay gap is 5.7%. A large scale pay review was completed in September 2019 which contributed to a reduction in the mean gender pay gap from 7.3% and the median gender pay gap from 12.7% in March 2019. A further reduction is represented as at 31 March 2020.

GCC is committed to equal opportunities and equal treatment for all employees, 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 2020.

Breakdown of full pay relevant staff	2020	% of total 2020	2019	% of total 2019	2018	% of total 2018
Basic pay	2271	54.1%	2629	68.3%	2898	78.47%
Basic pay plus additional allowance (Honorarium; Long Service Award (LSA)/Welcome payments and other allowances specific to role)	1043	24.8%	460	11.95%	42	1.14%
Term Time Only	87	2.1%	64	1.66%	58	1.57%
Salary sacrifice	418	10%	436	11.33%	448	12.13%
Casual employee - 12 week calculation of pay	380	9%	260	6.76%	247	6.69%
Total	4199	100%	3849	100%	3693	100%

(Note: the data within the above table only counts each member of staff once however for example a TTO member of staff may also have a salary sacrifice or an additional allowance; similarly an employee with a salary sacrifice agreement may also receive an additional allowance etc.)

From the data above the following can be seen:-

- The number of staff contributing to salary sacrifice schemes has reduced slightly in 2020, compared to previous years.
- The number of additional allowances paid in 2020 GPG has increased from 1.14% in 2018 to 11.95% in 2019 and 24.8% in 2020. This increase is primarily due to further analysis into GOG full pay relevant staff and the inclusion of additional allowances specific to roles within 2020 GPG reporting.
- A higher number of casual employees were included within the 2020 GPG compared to previous years, increasing from, 6.7% in 2018 to 6.76% in 2019 and 9% in 2020.