

Gloucestershire County Council (GCC):

Gender Pay Gap Report Narrative 2021

1. Introduction

Gender pay gap reporting shows the difference in the average earnings between all men and women within an organisation. The mean (average) figure 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) figure is the difference between the median hourly rate of pay of male 'full-pay relevant employees' and that of female 'full-pay relevant employees'.

Please note that GCC does not have a bonus scheme.

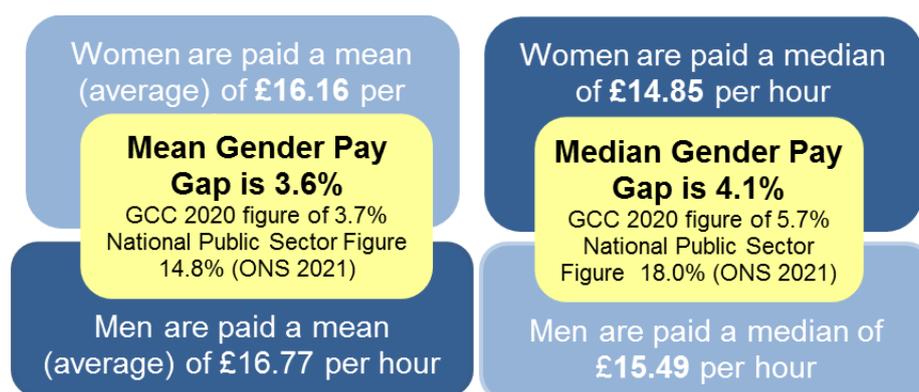
2. Gender Pay Gap vs Equal Pay

The gender pay gap is different to equal pay. Equal pay relates to men and women receiving equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

In contrast, gender pay gap reporting 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 2021, GCC had a mean gender pay gap of 3.6% and a median of 4.1%. This has decreased from the figures reported at 31 March 2020 (3.7% and 5.7%) and is a further reduction from the figures reported at 31 March 2019 (7.3% and 12.7%).

In September 2019, GCC conducted a review into the Local Government Service 'Green Book' pay and grading structure, which resulted in the implementation of a number of changes. On 31 October 2019, an interim gender pay gap calculation was made, which showed that the review

had resulted in the GCC mean decreasing from 7.3% to 5.6% and the GCC median decreasing from 12.7% to 7.3%. Figures as at 31 March 2020 further confirm a continued reduction which can be attributed to the 2019 review. Section 6.2 of this report later describes an increase of women within upper pay quartiles (1.6%) which may have contributed to this overall reduction.

GCC has significantly lower figures than the national picture for the public sector. The Office for National Statistics report that the mean public sector gender pay gap is at 14.8% and the median gender pay gap as at 18.0%.

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

GCC is committed to ensuring equal opportunities and the equal treatment of all employees. To ensure equal pay, the council uses a job evaluation process (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. GCC is therefore confident that the rates of pay set for jobs within the council are fully consistent with equal pay requirements.

GCC continues to encourage women to work at all levels of seniority in the council, and offer a diverse and inclusive work environment. The council offers a range of opportunities to work flexibly and actively promote these to all employees. Flexible and family friendly working practices include the following:

- 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 COVID-19 pandemic and significant improvements in GCC's technology offering have widened the scope of possibilities for efficient agile working, and the council will continue to develop strategies to support this.

The decrease in both the mean & median gender pay gap figures is a reinforcement of GCC's commitment to providing a framework in which women have equal opportunity for promotion within the organisation.

Looking ahead to 2022, GCC is keen to continue to review both its pay and reward agenda and job evaluation processes to maintain fairness and consistency across the organisation.

5. Workforce Profile

As at 31 March 2021, GCC had 4,359 gender pay gap reporting relevant staff. This is higher than previous years, and has been gradually increasing since 2017.

Table 1: reporting relevant staff (2017-2021)

Date	Reporting relevant staff
31 March 2017	3,226
31 March 2018	3,693
31 March 2019	3,849
31 March 2020	4,199
31 March 2021	4,359

The table shows there were 160 more reporting relevant staff than in 2020. In 2021 there remains to be a higher proportion of women (69.2%) than men, which has remained consistent with previous years. The workforce gender profile has maintained consistency throughout the reporting periods throughout 2017 to 2021 (ranging between 68.5% to 69.6% female).

Of the 4,359 reporting relevant staff, 3,976 were permanent or fixed term (i.e. staff cohort usually counted within GCC corporate workforce reporting) and 383 were zero hour / casual staff / temporary staff. This meant 91% of the reporting relevant staff were permanent or fixed term.

6. Pay Quartiles

6.1 Mean & Median pay per quartile

Table 2: mean hourly rate by quartile (2018-2021)

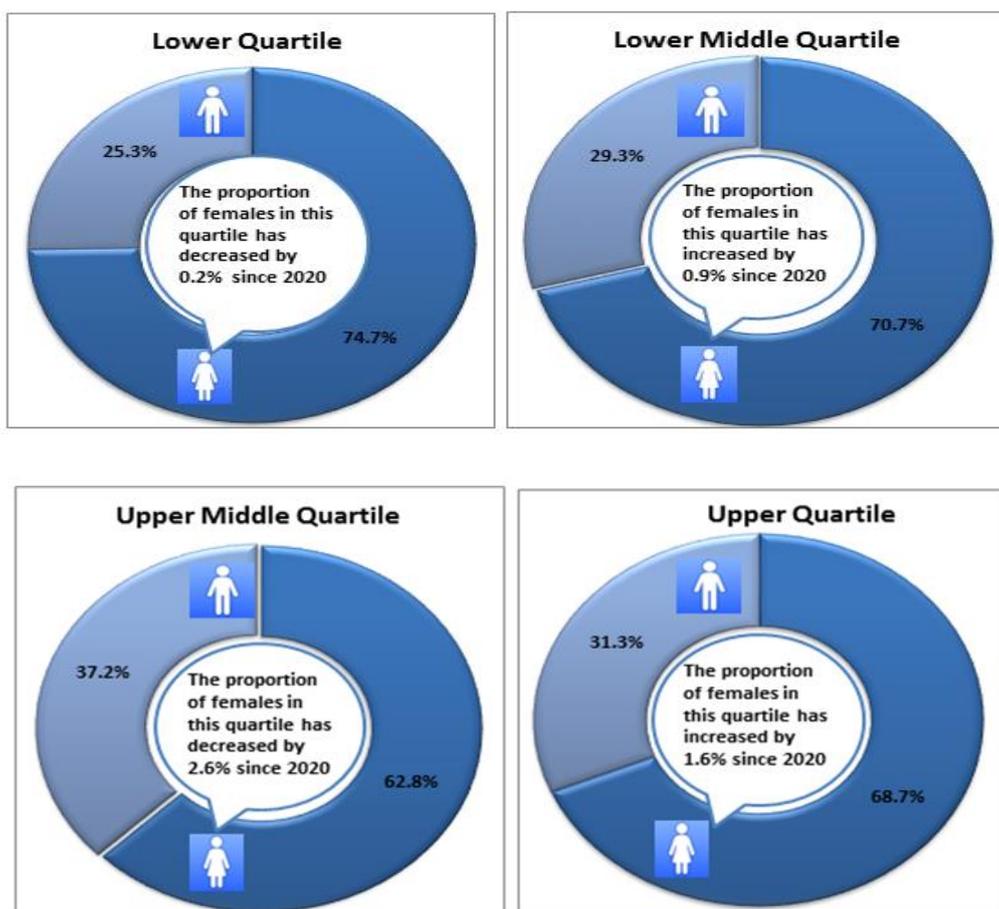
Mean Hourly Rate by quartile								
Quartile	2018		2019		2020		2021	
	Women	Men	Women	Men	Women	Men	Women	Men
Lower	£8.97	£8.53	£9.52	£9.19	£10.15	£9.79	£10.66	£10.38
Lower Middle	£11.16	£11.24	£11.79	£11.83	£12.95	£12.92	£13.52	£13.45
Upper Middle	£14.41	£14.50	£15.04	£14.99	£16.00	£15.91	£16.71	£16.60
Upper	£21.03	£21.48	£21.70	£22.12	£23.57	£23.97	£24.35	£25.25

Table 3: median hourly rate by quartile (2018-2021)

Median Hourly Rate by quartile								
Quartile	2018		2019		2020		2021	
	Women	Men	Women	Men	Women	Men	Women	Men
Lower	£9.21	£8.55	£9.67	£9.31	£10.14	£10.13	£10.82	£10.62
Lower Middle	£11.02	£11.21	£11.60	£11.43	£13.20	£13.10	£13.73	£13.46
Upper Middle	£14.33	£14.34	£14.62	£14.63	£15.81	£15.43	£16.55	£16.24
Upper	£19.44	£19.43	£20.20	£20.20	£22.11	£22.11	£22.73	£23.23

Tables 2 and 3 show that there is a demonstrable negative gender pay gap in the lower, lower middle and upper middle pay quartiles. This indicates that women in these quartiles have a higher hourly pay rate than men. Within the upper quartile, the mean gender pay gap is its highest at 3.5% and the median is 2.2%, indicating that in this quartile men have a higher hourly rate than women. The mean and median pay for both women and men increased each year across the reporting snapshot dates.

6.2 Proportion of men and women in each pay quartile



The split for each of the four quartiles is broadly in line with GCC's workforce demographics (69.2% women and 30.8% men). There is a slightly higher proportion of women in the lower and lower middle quartiles and fewer women in the upper middle and upper quartiles. This is a

significant factor when analysing the gender pay gap data. If there are proportionately more women at the lower grades and fewer women at higher grades, this then affects the overall mean and median pay for the female workforce. If there were no gender pay gap, the workforce demographics would be reflected in each quartile.

As the number of women in the upper quartile is lower than expected by the workforce demographics (and the other quartiles are higher) this could suggest that women may have fewer progression opportunities than men, however this may additionally have been impacted by wider societal factors. Women are statistically more likely than men to have had periods of time away from work, and potential caring responsibilities which may affect their career progression. Women are also more likely to work part-time, and many of the part time jobs across the council are held by employees in the lower pay brackets (see Appendix 1). The overall increase in women in the upper quartile as at 31 March 2021 is a positive step in reducing the gender pay gap and indicates that women are securing senior positions within the organisation.

7. Actions to support Gender Pay Equality

GCC is taking the following actions to support gender pay equality:

- Continue to offer and promote a range of flexible working options, including at a senior level
- Develop its Equality, Diversity and Inclusion offering and wider promotion to the organisation
- Continue with its aim of embedding inclusivity practice into its policies and procedures
- Encourage and promote participation and membership of staff networks
- Continue the work implementing efficient agile working policies and practices

8. In conclusion

As at 31 March 2021, GCC's mean gender pay gap is 3.6% and the median gender pay gap is 4.1%, reflecting a small reduction since 31 March 2020.

GCC is committed to equal opportunities and equal treatment for all employees and will continue to publish an updated report and data on an annual basis.

Appendix 1:

Breakdown of Full Pay Relevant Staff

The table below shows the breakdown of full pay relevant staff included within gender pay gap calculations.

Points to note:

The number of staff contributing to salary sacrifice schemes has reduced slightly in 2021, when compared to 2020.

The number of additional allowances paid in 2021 has decreased slightly from 24.8% to 22.8%. This is the first time this area has seen a decrease, however the large increase seen in 2020 was primarily due to further analysis into gender pay gap full pay relevant staff and the inclusion of additional allowances specific to roles within 2020 reporting.

A slightly lower number of casual employees were included within the 2021 (8.4%) GPG compared to previous years (9.0%).

Breakdown of full pay relevant staff	2017		2018		2019		2020		2021	
	Number of staff	% of total								
Basic pay	2833	82.7%	2898	78.47%	2663	69.19%	2271	54.1%	2534	58.13%
Basic pay plus additional allowance(s)*	125	3.6%	33	0.89%	452	11.74%	1,043	24.8%	930	21.34%
Basic Pay plus additional allowance(s) and Salary Sacrifice	15	0.4%	9	0.24%	7	0.18%	40	1.0%	61	1.40%
Basic Pay and Salary Sacrifice	377	11.0%	448	12.13%	404	10.50%	378	9.0%	394	9.04%
Term Time Only staff	59	1.7%	58	1.57%	58	1.51%	83	2.0%	75	1.72%
Term Time Only staff with additional allowance(s)	0	0.0%	0	0.00%	1	0.03%	1	0.0%	0	0.00%
Term Time Only staff with Salary Sacrifice	0	0.0%	0	0.00%	3	0.08%	3	0.1%	0	0.00%
Casual employee basic pay**	16	0.5%	247	6.69%	261	6.78%	327	7.8%	360	8.26%
Casual employee basic pay and additional allowance	0	0.0%	0	0.00%	0	0.00%	53	1.3%	5	0.11%
Total	3426		3693		3849		4199		4359	

*Additional allowances - e.g. honorariums, long service, welcome payment, retention payment, other allowances specific to role.

** 12 week calculation of pay

Full time / Part-time

The table below shows the breakdown of full pay relevant reporting staff included within gender pay gap calculations each year from 31 March 2017 to 31 March 2021. The table demonstrates that more women work part time than men.

Gender	2017		2018		2019		2020		2021	
	Women%	Male %	Women%	Men %	Women%	Male %	Women%	Men %	Women%	Men %
Full time	60.5%	39.5%	62.4%	37.6%	63.1%	36.9%	63.8%	36.2%	64.3%	35.7%
Part time	82.3%	17.7%	88.2%	11.8%	87.9%	12.1%	80.8%	19.2%	80.2%	19.8%
Total	68.5%	31.5%	69.3%	30.7%	69.6%	30.4%	69.3%	30.7%	69.2%	30.8%

**part time is defined as working less than 30 hours per week (to enable benchmarking comparisons)*

Full time / Part-time Mean & Median pay

The table below shows the mean and median hourly pay rates for full time and part time employees by gender as at 31 March 2021.

Gender	2021			Gender	2021		
	Mean Hourly Rate		Mean GPG (FT/PF)		Mean Hourly Rate		Mean GPG (FT/PF)
	Women	Men			Women	Men	
Full time	£16.48	£17.17	4.0%	Full time	£15.32	£15.77	2.9%
Part time	£15.58	£15.16	-2.8%	Part time	£13.88	£13.88	0.0%
GCC	£16.16	£16.77	3.6%	GCC	£14.85	£15.49	4.1%

The mean and median hourly pay for part time employees is lower than that of full time employees. There is a negative gender pay gap (women paid more than men), when part time employee pay rates are examined in isolation. However, as more women work part-time than men, the lower hourly pay rates in these roles will continue to contribute to the overall gender pay within the council.