



EMPLOYMENT COMMITTEE – 28 FEBRUARY 2019

GENDER PAY GAP REPORTING

REPORT OF THE DIRECTOR OF CORPORATE RESOURCES

Purpose of the Report

1. The purpose of this report is to present the initial results regarding Gender Pay Gap reporting for Leicestershire County Council. This report shows initial results for 31 March 2018, and a comparison is also made against the results which were published as at 31 March 2017.

Policy Framework and Previous Decisions

2. Gender Pay Gap reporting is a statutory requirement under section 78 of the Equality Act 2010, requiring larger employers (those with more than 250 employees) to publish pay information to show whether or not there are differences in pay between their male and female employees.

Background

3. From 6 April 2017 any organisation that has 250 or more employees is required by law to publish and report specific figures about their Gender Pay Gap.
4. The following figures have to be reported annually on the Council's website and will also be reported to and published by central government. A glossary of terms is attached at Appendix 1:
 - a. **Mean Gender Pay Gap** – The difference between the mean hourly rate of pay of male full-pay employees and that of female full-pay employees
 - b. **Median Gender Pay Gap** – The difference between the median hourly rate of pay of male full-pay employees and that of female full-pay employees
 - c. **Mean bonus Gender Pay Gap** – The difference between the mean bonus pay paid to male employees and that paid to female employees

- d. **Median bonus Gender Pay Gap** – The difference between the median bonus pay paid to male employees and that paid to female employees
 - e. **Proportion of males and females receiving a bonus payment** – The proportion of male and female employees who were paid bonus pay during the period
 - f. **Proportion of males and females in each pay quartile** – The proportion of male and female full-pay employees in the lower, lower middle, upper middle and upper quartile pay bands
5. The figures must be calculated using a specific reference date – this is called the ‘snapshot date’. For public sector organisations the snapshot date is 31 March each year. Organisations must publish within a year of the snapshot date; hence the Council will need to publish their 2018 results by 30 March 2019 to meet the requirements of the legislation.

Results comparison: March 2017 and March 2018

6. The initial results are set out below, of which all percentages are rounded to the nearest whole number. These results are subject to a further data review before the local authority publishing deadline of 30 March 2019.
- a. **Mean Gender Pay Gap**
 - i. **March 2017:** Females mean hourly rate is **18%** lower than males;
 - ii. **March 2018:** Females mean hourly rate is **12%** lower than males.
 - b. **Median Gender Pay Gap**
 - i. **March 2017:** Females median hourly rate is **20%** lower than males;
 - ii. **March 2018:** Females median hourly rate is **9%** lower than males.
 - c. **Mean bonus Gender Pay Gap** – Not applicable.
 - d. **Median bonus Gender Pay Gap** – Not applicable.
 - e. **Proportion of males and females receiving a bonus payment** – Not applicable.
 - f. **Proportion of males and females in each pay quartile** – see results in Table 1 below. As at 31 March 2018 there were 74% females and 26% males employed across the Council. This percentage was the same as at 31 March 2017 and remains the same as at 7 February 2019. However, the balance across the grades has changed, and this is reflected in Table 1 below.

7. The Council's workforce is predominantly female, with a large number of females undertaking job roles in grades 2 – 10, compared to the spread of male employees throughout all the grades. However, there has been a noticeable change in results compared to the previous year, which is explained further in paragraphs 8 - 13. The current profile explains the mean and median percentage differences set out in paragraph 6, with results for March 2017 and March 2018 analysed in comparison.

Table 1 - Proportion of males and females in each pay quartile

	Males		Females	
	2017	2018	2017	2018
Lower quartile (up to Grade 5)	14%	21%	86%	79%
Lower middle quartile (Grade 5 to Grade 8)	24%	27%	76%	73%
Upper middle quartile (Grade 8 to Grade 10)	28%	26%	72%	74%
Upper quartile (Grade 10 onwards)	37%	35%	63%	65%

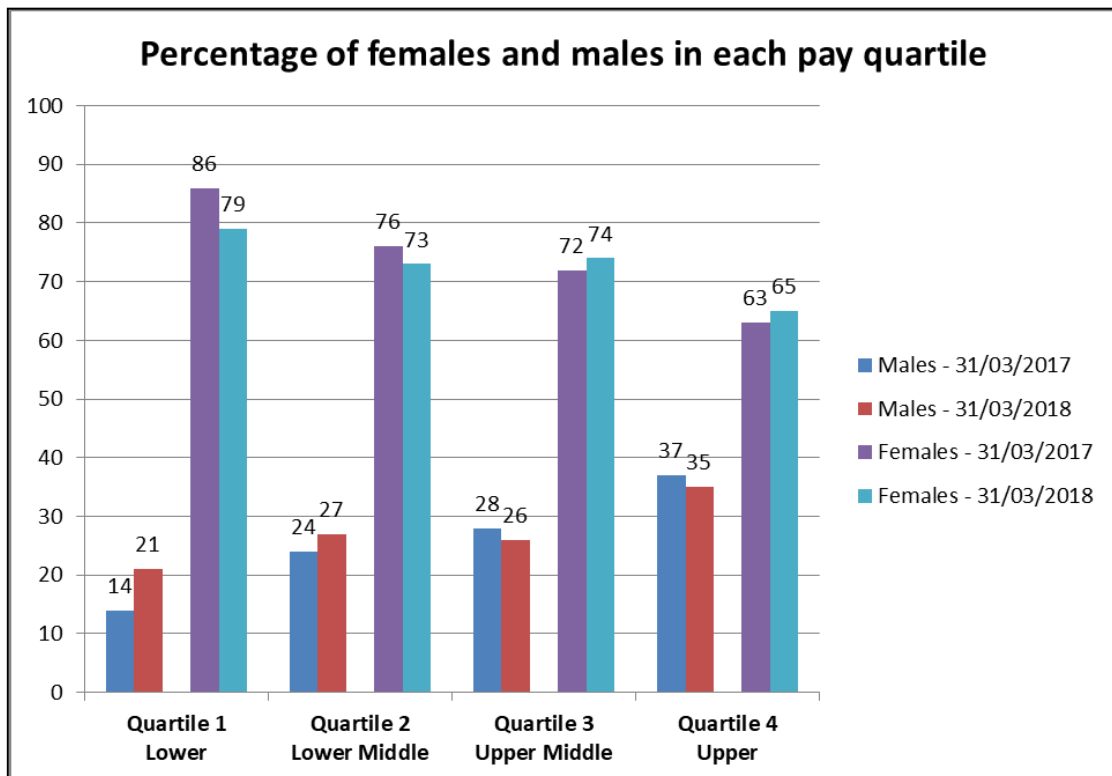


Figure 1 - Graphical representation of Table 1

Explanation of the difference in results

8. As displayed in Table 1, it is evident that there has been a significant change over a year in the percentage of males occupying the lower quartiles of pay.
9. One noticeable highlight includes the transfer in to the Council of the Recycling and Household Waste Sites to the Environment and Transport Department in July 2017. This transfer covered around 50, predominantly male staff, mainly on Grade 3.
10. It is also evident that there has been a general decrease in females occupying lower graded posts, with a general increase in males in lower graded posts. In terms of higher graded posts, an estimated 50 female new starters to the organisation have been employed in roles that are at Grade 12 or above. This is estimated to be double the amount of male new starters across similar grades.
11. There is further supporting evidence around the shift in percentages. For example, an estimated 30 male leavers at grades 13 and above, particularly at grades 18 and above where there have been three male leavers and no female leavers.
12. It is noticeable that there has been an increasing number of females progressing within grades in the Council. This further increases the proportion of females in higher quartiles, therefore reducing the number of females in the lower quartiles. Whilst there will be many reasons for this, the Council has a number of programmes in place with this aim in mind, such as the Springboard management training programme. Also, female managers are highlighted and celebrated as role models, including at the Council's annual International Women's Day event for staff on 8 March of each year.
13. There are also estimated to be more than 200 female employees who have been internally promoted to new roles between 30 March 2017 and 30 March 2018 in posts which are Grade 12 and above. This is more than double the number of male employees who were internally promoted.

Recommendations

14. The Committee is asked to note the content of the report and that the results of the analysis will be published by 30 March 2019.

Background Papers

- a. Central government Gender Pay Gap reporting overview
<https://www.gov.uk/guidance/gender-pay-gap-reporting-overview>
- b. List of employers publishing their Gender Pay Gap data
<https://gender-pay-gap.service.gov.uk/Viewing/search-results>
- c. Advisory, Conciliation and Arbitration Service (ACAS) guidance
<http://www.acas.org.uk/index.aspx?articleid=5768>
- d. Government Legislation
<https://www.legislation.gov.uk/ukdsi/2017/9780111152010>
- e. Equalities & Human Rights Impact Assessments (EHRIA)
<https://www.leicestershire.gov.uk/about-the-council/equality-and-diversity/equality-human-rights-impact-assessments-ehrias/ehria-overview>

Circulation under the Local Issues Alert Procedure

15. None.

List of Appendices

Appendix 1: Glossary of key terms.

Appendix 2: Comparative table showing Leicestershire County Council against other councils who have already published their results for March 2018.

Equality and Human Rights Implications/Other Impact Assessments

16. The Gender Pay Gap analysis has not identified any specific concerns, given the nature and profile of the workforce. Each department within Leicestershire County Council has also completed Equality and Human Rights Impact Assessments (EHRIA's) at least once since 2014-2015. Results from these have also not highlighted any specific concerns and there are therefore no equalities and human rights issues to address.

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