



## EMPLOYMENT COMMITTEE – 6 FEBRUARY 2020

### GENDER PAY GAP

## 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 2019, and a comparison is also made against the results for the previous two years.

### 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 31 March 2019 results by 30 March 2020 to meet legislative requirements.

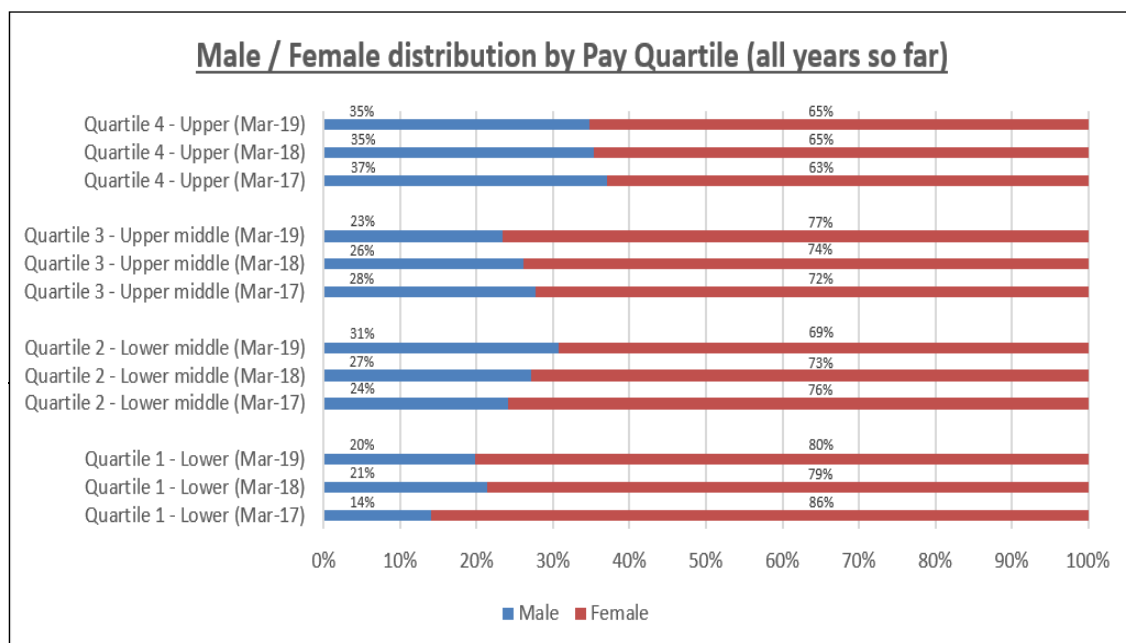
#### **Results comparison: March 2017, March 2018 and March 2019**

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 2020.
- 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;
    - iii. **March 2019:** 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;
    - iii. **March 2019:** Females median hourly rate is **7%** 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 2019 there were 74% females and 26% males employed across the Council. This percentage was the same as at 31 March 2017 and 31 March 2018. 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 up to and including grades 10, compared to the spread of male employees throughout all the grades. There was a noticeable change in results in 2018 due to reasons explained in our previous Gender Pay Gap report<sup>1</sup>.
8. As evidenced in Table 1 and Figure 1, early indications suggest that from 2018 to 2019 there has been a slight increase in females in the lower pay quartile, a decrease in females in the lower middle quartile, an increase in females in the upper middle quartile, whilst remaining relatively stable in the upper quartile.

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

	Males			Females		
	2017	2018	2019	2017	2018	2019
<b>Lower quartile</b> (up to Grade 6)	14%	21%	20%	86%	79%	80%
<b>Lower middle quartile</b> (Grade 6 to Grade 8)	24%	27%	31%	76%	73%	69%
<b>Upper middle quartile</b> (Grade 8 to Grade 10)	28%	26%	23%	72%	74%	77%
<b>Upper quartile</b> (Grade 10 onwards)	37%	35%	35%	63%	65%	65%



### **Supporting Women in our Workforce**

9. There are a number of examples of where the Council demonstrates its commitment to promoting the representation at all levels in the workplace. The Council has a number of programmes in place to promote female representation in senior roles. Examples include the Springboard and SpringForward management training programmes, demonstrating the Council actively celebrating our female managers as role models. International Women's Day is also celebrated annually in March.
10. The Council has also been commended for its menopause policy which was shortlisted for a national Personnel Today award, the only County Council on a shortlist with 7 other organisations.
11. One particular highlight was reported in a recent Equalities Board report in September 2019, concerning 'Spring' courses aimed at identifying and removing barriers that may exist to women, BME employees and LGBT+ employees progressing within the Council.
12. This report states that before attending these 'Spring'-related courses, 26% of female attendees had line management responsibility. After the course was undertaken and at the time the report was written, 33% of female attendees had line management responsibilities. 49% of respondents had also changed role since attending the course and of the female attendees who had changed roles, 72% had received a promotion (either in pay and/or responsibility).
13. The report highlights that from analysis of the data from the Oracle HR system this indicates that 619 of 2,542 females (24%) who have worked for the Council for the past four years have gained an increase in pay grade. 14% of attendees were on Grade 13 and above before undertaking 'Spring' courses and this increased to 21% of attendees were on Grade 13 and above after undertaking 'Spring' courses.
14. Referring back to Figure 1, the number of females within grades 6 to 8 has decreased from 76% to 69% between March 2017 and March 2019. Within grades 8 to 10, there has been an increase in female representation from 72% to 77% within the same period. Although it is difficult to attribute this to one factor, it is evident that all of the areas discussed above have influenced a positive shift in female representation in more senior roles between March 2017 and March 2019.

### **Recommendations**

15. The Committee is asked to note the content of the report and that the results of the analysis will be published by 30 March 2020.

### **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**

16. 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 2019.

### **Equality and Human Rights Implications/Other Impact Assessments**

17. 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.

### **Officer to Contact**

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