



EMPLOYMENT COMMITTEE – 4 FEBRUARY 2021

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 2020, and a comparison is also made against the results for the previous three 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.
3. Whilst the Government advised that employers did not have to report their data for 2019 to 2020 due to the COVID-19 pandemic, reporting has been reinstated for 2021 and as such must be published by 30 March 2021.

Background

4. From 6 April 2017 any organisation that has 250 or more employees has been required by law to publish and report specific figures about their Gender Pay Gap.
5. The following figures have to be reported annually on the Council's website and published by central government. A glossary of terms is attached at the Appendix:
 - 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
6. 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 2020 results by 30 March 2021 to meet legislative requirements.

Results comparison: March 2017 - March 2020

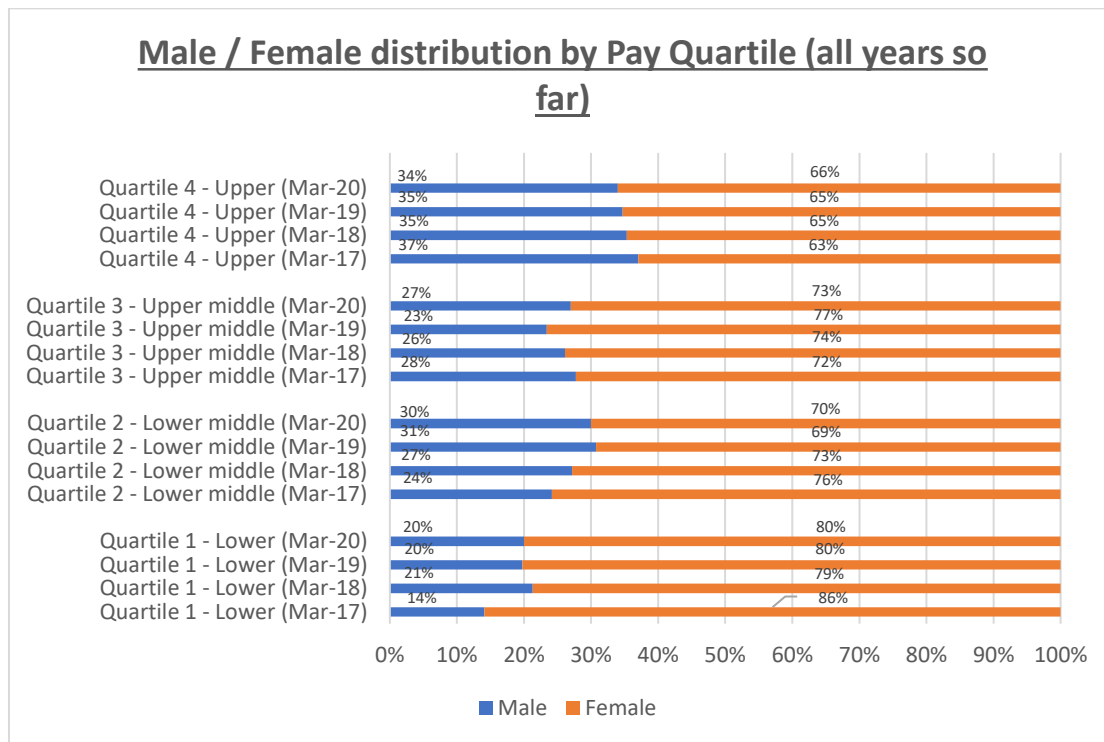
7. The initial results are set out below, of which all percentages are rounded to the nearest whole number.
- a) **Mean Gender Pay Gap**
 - i. **March 2017:** Females mean hourly rate is **18%** lower than males;
 - ii. **March 2018:** Females mean hourly rate is **12%** lower than males;
 - iii. **March 2019:** Females mean hourly rate is **12%** lower than males;
 - iv. **March 2020:** Females mean hourly rate is **10%** 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.
 - iv. **March 2020:** Females median hourly rate is **4%** 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 2020 there were 73% females and 27% males employed across the Council which indicates a 1% increase in males employed since 31st March 2019.
8. 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.
9. As evidenced in Table 1 and Figure 1, from 2019 to 2020 numbers of females in each quartile remained relatively stable except for a slight fall in numbers of females in the upper middle quartile following an increase in the previous year.

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

| | Males | | | | Females | | | |
|--|-------|------|------|------|---------|------|------|------|
| | 2017 | 2018 | 2019 | 2020 | 2017 | 2018 | 2019 | 2020 |
| Lower quartile (up to Grade 6) | 14% | 21% | 20% | 20% | 86% | 79% | 80% | 80% |
| Lower middle quartile (Grade 6 to Grade 8) | 24% | 27% | 31% | 30% | 76% | 73% | 69% | 70% |
| Upper middle quartile (Grade 8 to Grade 10) | 28% | 26% | 23% | 27% | 72% | 74% | 77% | 73% |
| Upper quartile (Grade 10 onwards) | 37% | 35% | 35% | 34% | 63% | 65% | 65% | 66% |

Figure 1 - Graphical representation of Table 1



10. The number of females within grades 6 to 8 increased by 1% point between March 2019 and March 2020. The previous two reporting periods had seen a decrease. Within grades 8 to 10, there was also a 4%-point decrease in female representation since March 2019 and it is difficult to attribute this to a particular factor. However, the increase in female representation in more senior roles has continued. It has not been possible to provide comparative data with similar local authorities for this report as to date no upper tier councils have published their gender pay gap data for this year.

Supporting Women in our Workforce.

11. There are a number of examples of where the Council demonstrates its commitment to promoting the representation of females 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. Delivery of the Springboard model has continued in a virtual format and there are 26 participants on the current programme. A new SpringForward programme will commence in March.
12. The Council's menopause policy was highly commended at the national Public Sector People Managers Awards in September 2020.

13. The period under review was at the very beginning of the COVID-19 pandemic and lockdown of March 2020. Analysis of the 2021 Gender Pay Gap will allow us to see if home working arrangements have in any way impacted the gap in pay for the 2020/21 financial year.

Recommendation

14. The Committee is asked to note the content of the report and support publication of the results of the Gender Pay Gap analysis by 30 March 2021.

Background Papers

Central government Gender Pay Gap reporting overview

<https://www.gov.uk/guidance/gender-pay-gap-reporting-overview>

List of employers publishing their Gender Pay Gap data

<https://gender-pay-gap.service.gov.uk/Viewing/search-results>

Advisory, Conciliation and Arbitration Service (ACAS) guidance

<http://www.acas.org.uk/index.aspx?articleid=5768>

Government Legislation

<https://www.legislation.gov.uk/ukdsi/2017/9780111152010>

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.

Appendix

Glossary of key terms.

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. A report on the Equal Pay Audit has also not highlighted any specific concerns and there are therefore no equalities and human rights issues to address.

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