



EMPLOYMENT COMMITTEE – 2 FEBRUARY 2023

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 results for 31 March 2022, 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 there are differences in pay between their male and female employees.
3. Employers are required to publish their data by 30 March 2023.

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 must be reported annually on the Council's website 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
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 2022 results by 30 March 2023 to meet legislative requirements.

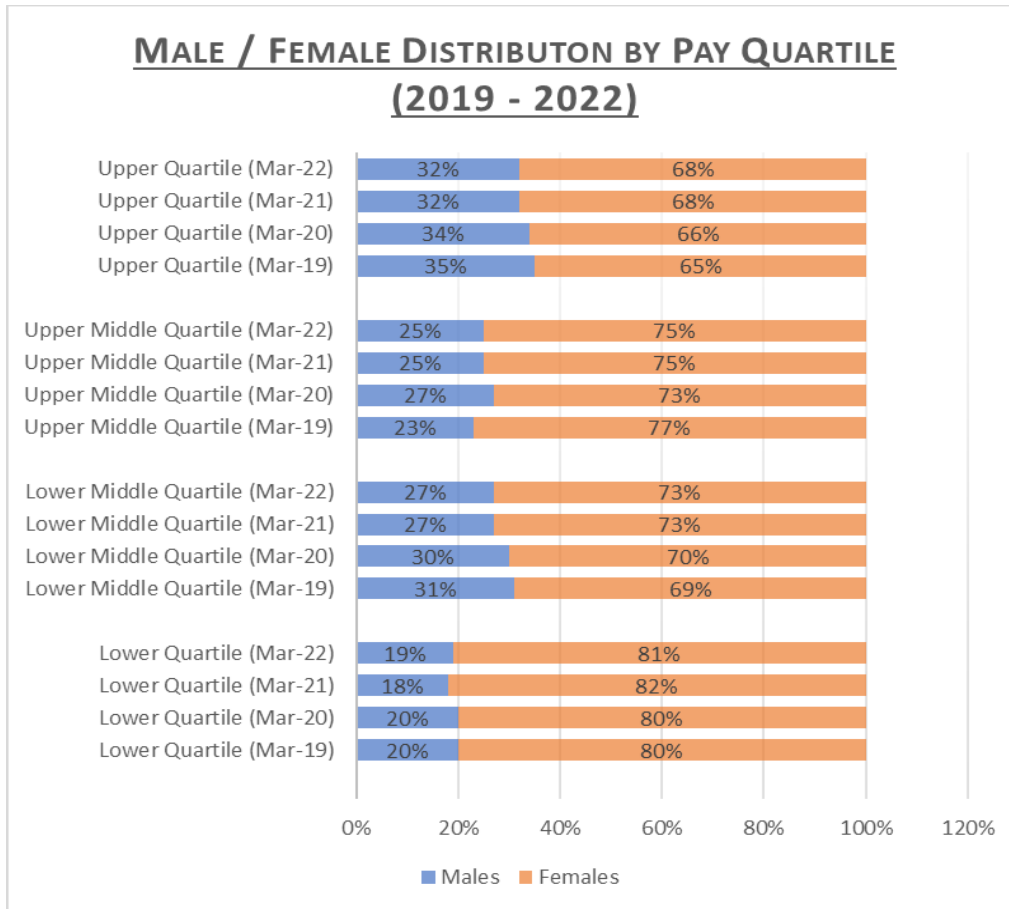
Results comparison: March 2019 - March 2022

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 2019:** Females mean hourly rate is **12%** lower than males,
 - ii. **March 2020:** Females mean hourly rate is **10%** lower than males
 - iii. **March 2021:** Females mean hourly rate is **10%** lower than males
 - iv. **March 2022:** Females mean hourly rate is **11%** lower than males
 - b. **Median Gender Pay Gap**
 - i. **March 2019:** Females median hourly rate is **7%** lower than males.
 - ii. **March 2020:** Females median hourly rate is **4%** lower than males
 - iii. **March 2021:** Females median hourly rate is **6%** lower than males
 - iv. **March 2022:** Females median hourly rate is **8%** lower than males
 - c. **Mean bonus Gender Pay Gap** - Leicestershire County Council does not operate any bonus schemes. However, to meet the Gender Pay Gap reporting requirements, any one-off payments, for example golden hellos or retention payments, that were paid during the snapshot pay period are treated as bonus payments for the purpose of reporting. In March 2022, a retention payment was made to employees in the Reablement Service, following funding from the Government, in respect of the Covid-19 pandemic. The bonus pay gap is reported below.

- d. **Mean bonus Gender Pay Gap** 0.1% in favour of females
- e. **Median bonus Gender Pay Gap** – 81% in favour of females
- f. **Proportion of males and females receiving a bonus payment** –7.6% female 7.3% male.
- g. **Proportion of males and females in each pay quartile** – see the results in Table 1 below. As at 31 March 2022, there were 74% females and 26% males employed across the council which indicates a 1% decrease in males employed since 31 March 2021.
8. The Council's workforce is predominantly female, with a large number of females undertaking job roles up to and including grade 10, compared to the spread of male employees throughout all the grades.
9. As evidenced in Table 1 and Figure 1, early indications suggest that from 2021 to 2022 there has been a slight change in the percentage of females in the lower quartile, however the raw data shows that in fact the number of females in the lower quartile increased which would account for the mean and median pay gap results.

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

	Males				Females			
	2019	2020	2021	2022	2019	2020	2021	2022
Lower quartile (up to Grade 6)	20%	20%	18%	19%	80%	80%	82%	81%
Lower middle quartile (Grade 6 to Grade 8)	31%	30%	27%	27%	69%	70%	73%	73%
Upper middle quartile (Grade 8 to Grade 10)	23%	27%	25%	25%	77%	73%	75%	75%
Upper quartile (Grade 10 onwards)	35%	34%	32%	32%	65%	66%	68%	68%

Figure 1 - Graphical representation of Table 1

10. Representation across the three other quartiles remained static compared with 2021 data.
11. By comparison, Lincolnshire County Council reported a median pay gap of 2.6% and a mean of 5%. Newcastle City Council reported a median of 0.5% and a mean of 2.5 %.

Supporting Women within the Workforce.

12. There are a number of examples of where the Council clearly demonstrates its commitment to promoting the representation at all levels in the workforce. There are specific programmes in place to promote female representation in senior roles. Examples include the SpringBoard and SpringForward management training programmes, which actively celebrate female managers as role models. International Women's Day is also celebrated by the Council annually in March.
13. Currently, there are 25 participants in the SpringBoard programme and all of these are female. The next SpringForward programme starts in February 2023 and there are currently 13 registered – 12 are female and one is male.

14. There are 73 attendees on the Corporate Aspiring Manager Programme – 61 are female and 12 are male. The Developing Effective Leaders Programme in Children and Family Services had 102 attendees, 88 are female and 14 are male. In Environment and Transport, two supervisory development programmes have been piloted, a total of 14 employees participated - 12 are male and two are female.
15. Leicestershire County Council was awarded the Menopause Friendly Accreditation in December 2022. Menopause Friendly accreditation is a recognised standard of achievement, one which means that the Council satisfied a highly qualified independent panel of judges that the organisation has a clear understanding of how menopause can have an effect at work, that we are working towards long-term, sustainable change in the workplace and are fostering an inclusive culture where everyone can be at their best.
16. Furthermore, in September 2022, Leicestershire County Council received two awards at the inaugural Menopause Friendly Employer Awards. The awards were Best Training Initiative, an award which recognises the organisation which has launched the best early-stage training initiative to begin the process of transforming their culture into a receptive workplace for conversations around menopause. In addition, Mandy Baughurst, Learning and Development Adviser, won the Community Award for the individual who had provided the greatest support, either for others around them or by taking the lead to make their own organisation menopause friendly.

Recommendations

17. The Committee is asked to note the content of the report and support publication of Gender Pay Gap by 30 March 2023.

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

18. None.

Equality Implications

19. 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 equality implications arising from the recommendations in this report.

Human Rights Implications

20. There are no human rights implications arising from the recommendations in this report.

List of Appendices

Appendix 1 - Glossary of key terms.

Appendix 2 - Comparative Data 2022

Officer to Contact

Gordon McFarlane, Assistant Director, Corporate Services

Tel: 0116 305 6123

Email: gordon.mcfarlane@leics.gov.uk

Glossary of key terms in this report

Full-pay Employees	'Full-pay Employees' are employees that are paid their full usual pay during the pay period in which the snapshot date falls (31 March 2022 for the Council)
Mean	The mean can be defined as the average of a set of numbers. This is achieved by adding up the values and then dividing by the number of values
Median	The median can be defined as the middle number in a ranked list of numbers. The median can be used to determine an approximate average
Quartile	<p>Quartiles divide ranked data into four quarters. These are:</p> <ul style="list-style-type: none"> • Lower quartile - The lowest 25% of numbers • Lower middle quartile - The second lowest 25% of numbers • Upper middle quartile - The second highest 25% of numbers • Upper quartile - The highest 25% of numbers

Appendix 2

Comparative table showing the Council against other councils who have already published their results for March 2022 (rounded to nearest whole figure)

	Leicestershire County Council <small>(over 5K employees)</small>	Lincolnshire County Council <small>(over 5K employees)</small>	Newcastle City Council <small>(over 5K employees)</small>
Mean	10% lower than Males	5% lower than Males	0.5% lower than Males
Median	6% lower than Males	2.6% lower than Males	2.5% lower than Males
Lower quartile	19% Male 81% Female	27% Male 73% Female	32% Male 68% Female
Lower middle quartile	27% Male 73% Female	28% Male 72% Female	50% Male 50% Female
Higher middle quartile	25% Male 75% Female	44% Male 56% Female	50% Male 50% Female
Upper quartile	32% Male 68% Female	33% Male 67% Female	40% Male 60% Female