



EMPLOYMENT COMMITTEE – 1 FEBRUARY 2024

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 2023, 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. Employers are required to publish their data by 30 March 2024.

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 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 its 31 March 2023 results by 30 March 2024, to meet legislative requirements.

Results comparison: March 2021 - March 2024

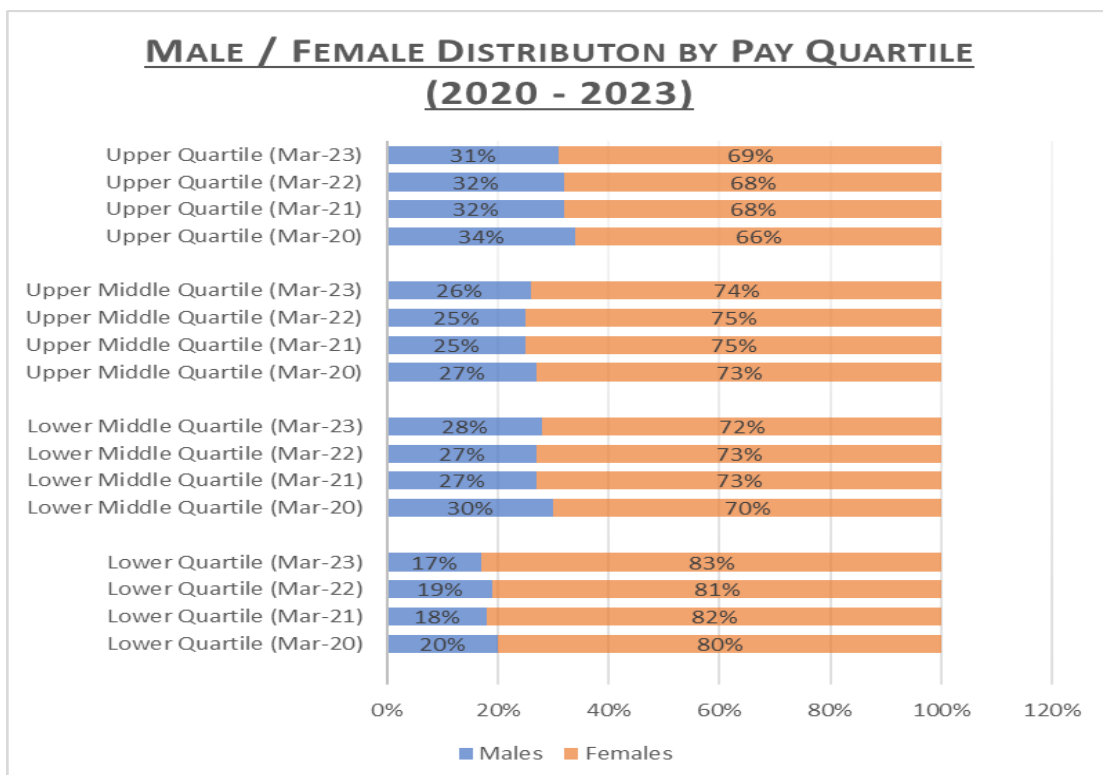
7. The initial results are set out below, of which all percentages are rounded to the nearest whole number.
- a. **Mean Gender Pay Gap**
 - i. **March 2020:** Females mean hourly rate is **10%** lower than males
 - ii. **March 2021:** Females mean hourly rate is **10%** lower than males
 - iii. **March 2022:** Females mean hourly rate is **11%** lower than males
 - iv. **March 2023:** Females mean hourly rate is **9%** lower than males
 - b. **Median Gender Pay Gap**
 - i. **March 2020:** Females median hourly rate is **4%** lower than males
 - ii. **March 2021:** Females median hourly rate is **6%** lower than males
 - iii. **March 2022:** Females median hourly rate is **8%** lower than males
 - iv. **March 2023:** 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 2023, there were 75% females and 25% males employed across the Council.

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 grades.
9. As evidenced in Table 1, and Figure 1, the figures show that there has been a percentage increase amongst women in both the lower and upper quartiles which will have contributed to the reduction in the mean gender pay gap figure, as well as the slight increase in the median figure.

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

	Males				Females			
	2020	2021	2022	2023	2020	2021	2022	2023
Lower quartile (up to Grade 6)	20%	18%	19%	17%	80%	82%	81%	83%
Lower middle quartile (Grade 6 to Grade 8)	30%	27%	27%	28%	70%	73%	73%	72%
Upper middle quartile (Grade 8 to Grade 10)	27%	25%	25%	26%	73%	75%	75%	74%
Upper quartile (Grade 10 onwards)	34%	32%	32%	31%	66%	68%	68%	69%

Figure 1 - Graphical representation of Table 1



10. Whilst the increase in female representation in more senior roles has continued, there has also been a continued increase in females in the lower quartile (up to grade 6) which may account for the slight increase in the median pay gap figure for this year.
11. By comparison, Newcastle City Council has a median of 5% and a mean of 1% and Warwickshire County Council a median of 2.5% and mean of 0.4%. Devon County Council report a median of 14% and a mean of 9% and Oxfordshire County Council a positive median of 4% and a mean of 1.2%. Leicester City Council has not published its 2023 figures as yet. A comparative table showing the Council against other councils who have already published their results for March 2023 (rounded to nearest whole figure) can be found at Appendix 2.

Supporting Women within the Workforce

12. 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 female managers as role models. International Women's Day is also celebrated annually, in March. There were 22 participants on the last Springboard programme and the current SpringForward programme has 11 female participants. The Aspiring Managers programme launched in January 2022 has seen 12 employees attain management roles prior to the course evaluation.
13. Leicestershire County Council has maintained its accreditation as a menopause friendly employer. Menopause Friendly accreditation is a recognised standard of achievement, and a highly qualified independent panel of judges were satisfied that the organisation has a clear understanding of how menopause can have an effect at work, that it is working towards long-term, sustainable change in the workplace, and that it is fostering an inclusive culture where everyone can be at their best.
14. During 2023/24 to date, 66 Managers have attended Menopause Awareness for managers training, 154 staff members attended menopause training and eight employees attended menopause training for partners. The podcast, Menopause with Mandy, has had 106 participants.
15. All Council staff are required to attend Equality, Diversity and Inclusion training on promoting fairness and respect. Managers have an additional requirement to attend a session on management of diversity and both of these courses cover elements of unconscious bias relating to gender. The Council also has a number of EDI Champions / Diversity Advocates who help to support and embed this across the Council.

Recommendations

16. The Committee is asked to note the content of the report and support publication of Gender Pay Gap by 30 March 2024.

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>

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017:

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

Equalities and 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

17. None.

List of Appendices

Appendix 1: Glossary of key terms

Appendix 2: Comparative table showing the Council against other councils

Equality Implications/Other Impact Assessments

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

Human Rights Implications

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

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