

Gender Pay Gap March 2022

Introduction

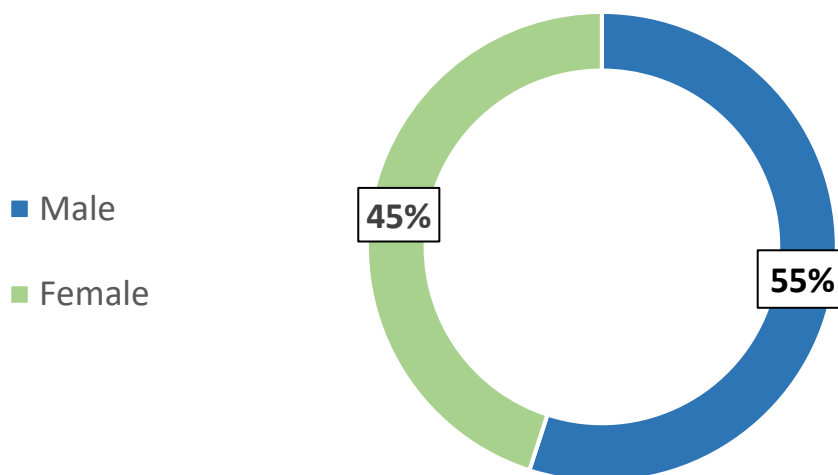
The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require that organisations with 250 employees or more must publish specific figures about their gender pay gap every year on a snapshot date of 31st March. This includes the requirement to base calculations on the ordinary pay for all staff paid on the snapshot date.

Gender Split

On 31st March 2022 our workforce totalled 905 individuals, of which 495 (55%) were male and 410 (45%) were female (all staff have disclosed either as male or female for the purposes of this information).

For the purpose of reporting the gender pay gap, all permanent, temporary and casual employees are included in the total workforce figure.

A positive pay gap indicates that men are paid more, whilst a negative pay gap indicates that women are paid more.



The regulations require us to report on:

Mean Gender Pay Gap	The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full pay relevant employees
Median Gender Pay Gap	The difference between the median hourly rate of pay of male full pay relevant employees and that of female full pay relevant employees
Mean Bonus Gap	The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
Median Bonus Gap	The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
Bonus Proportions	The proportions of male and female relevant employees who were paid bonus pay
Quartile Pay Band	The proportions of male and female full pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands

Gender Pay Gap

Year	Mean hourly rate pay gap	Median hourly rate pay gap
2022	7.8%	11%
2021	8.23%	9.48%
2020	-0.44%	2.13%
2019	4.74%	6.59%

Bonus Gender Pay Gap

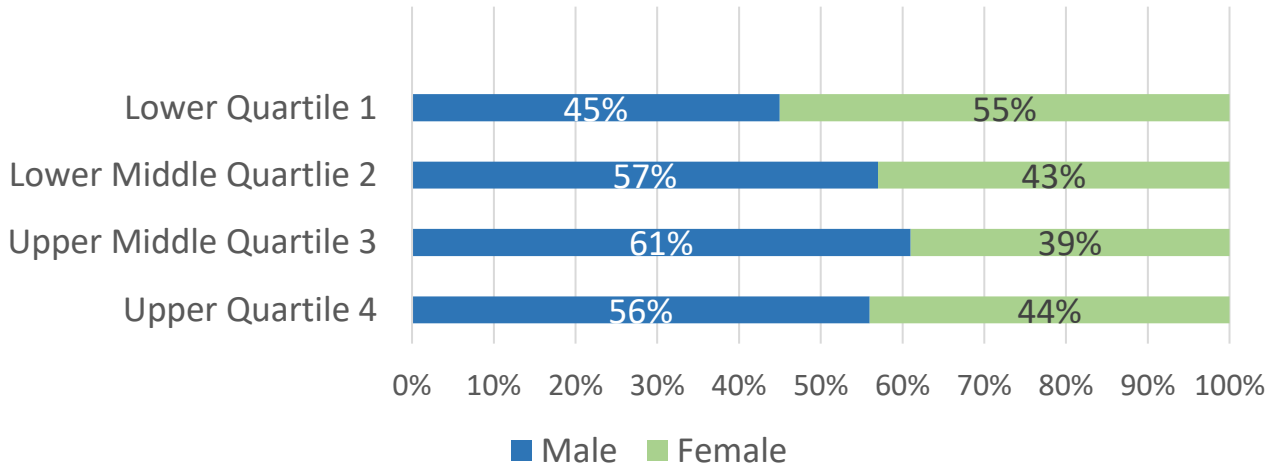
The only payment made by the council that meets the definition of a 'bonus' is a long service award, which is provided through a voucher of up to the value of £150 awarded to employees on completion of 25 years of service.

For the year 2021/22, 10 employees received the long service award all of which were male.

Gender	Percentage of staff in receipt of a bonus
Male	10
Female	0

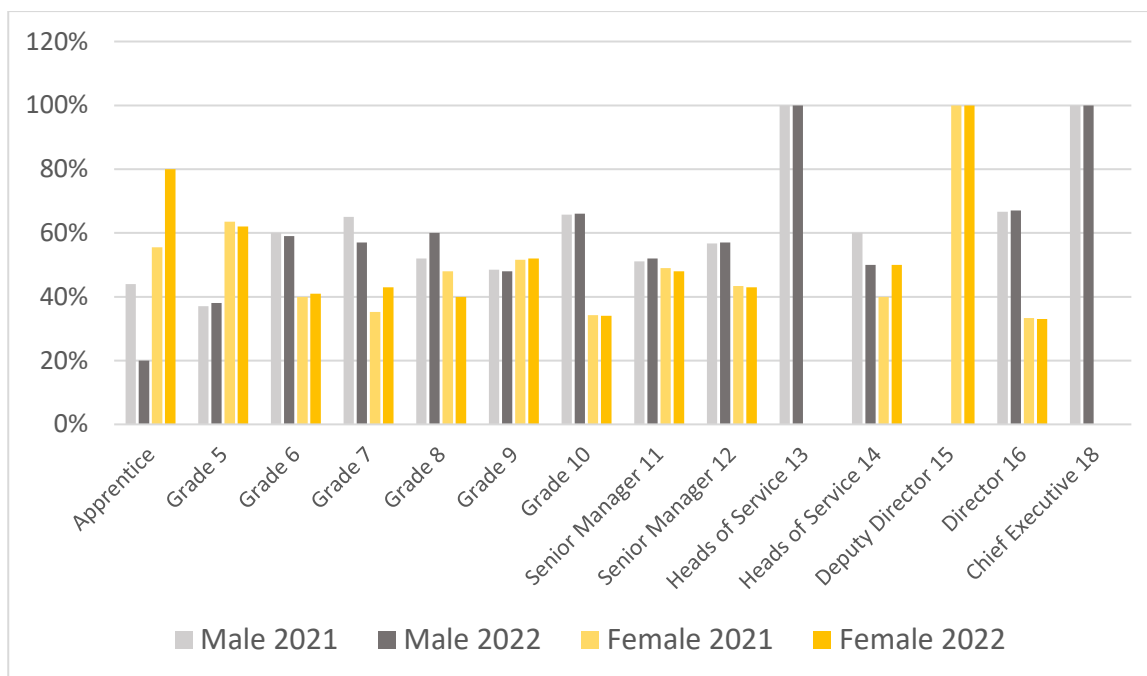
Mean Bonus Gap	0
Median Bonus Gap	0

Quartile Pay Band



The percentage of females in Upper Quartile 4 has remained consistent at 44% for the last few years. The proportion of females in lower pay quartiles has remained steady; a decrease in percentage of females in Lower Middle Quartile 2 from 46% in 2021 to 43% in 2022, but an increase for females in lower quartile 1 of 1% from 54% in 2021 to 55% in 2022. There has been an increase of females in the upper middle quartile 3 from 36% to 39%.

Proportion of Males and Females by Grade



Grade*	Male		Female	
	2021	2022	2021	2022
Apprentice	4	1	5	4
Grade 5	46	47	80	77
Grade 6	152 (2)	149	101 (8)	103
Grade 7	116	80	63	60
Grade 8	65 (1)	100	60 (1)	66
Grade 9	31 (1)	36	33	39
Grade 10	23	21	12	11
Senior Manager 11	24	25	23	23
Senior Manager 12	17	16	13	12
Heads of Service 13	4	4	0	0
Heads of Service 14	6	5	4	5
Deputy Director 15	0	0	1	1
Director 16	2	2	1	1
Chief Executive 18	1	1	0	0

*Figures in brackets indicate where employees are graded outside the council's pay grading system, but within a similar pay band.

Trend Analysis

The data tells us that in 2022 on average males are paid 7.8% (mean figure) more than females, this is a small decrease of 0.43% from the previous year.

The median pay gap however is greater than mean pay gap at 11%, resulting in a slight increase of 1.52% from the previous year.

A comparison of grade bandings and percentage females and males within each band does not indicate a significant change to the weighting of male and female postholders in each band from the previous year 2021.

As was reported in the last financial year the numbers of people employed who are female within Grade 5 are still proportionally higher than those females employed within other grade bandings 62% this year (63% last year). Grade 5 falls within the Councils reported Lower Quartile 1. Also within the Lower Quartile 1 are the councils apprenticeship posts. At the time of data recording the council had 5 apprentices and four of these (80%) were females.

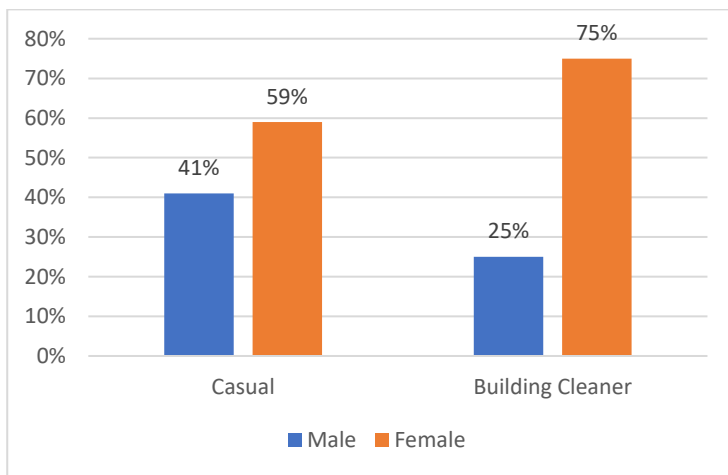
There have been no substantial changes in the other grade bandings in the weighting of male to female postholders year on year.

Lower Quartile 1 Analysis

As reported in 2021, the make-up of our workforce plays a part in the pay gap found, which following analysis is in the majority due to the nature of our lower quartile roles.

A breakdown of roles undertaken within Grade 5 can be shown below by gender.

Grade 5 Analysis



Casual	Male	39	41%
	Female	55	59%
		94	
Building Cleaner	Male	7	25%
	Female	21	75%
		28	

Females occupy 75% of the in-house building cleaning functions posts as well as 59% of our casual positions.

Historically building cleaning has attracted female applicants and has been a female dominated sector. Casual roles also tend to attract female applicants due to their flexible nature working around childcare and other commitments – as reported last year this increased during the pandemic and has remained at this level for this year.