

Gender Pay Gap March 2023

Introduction

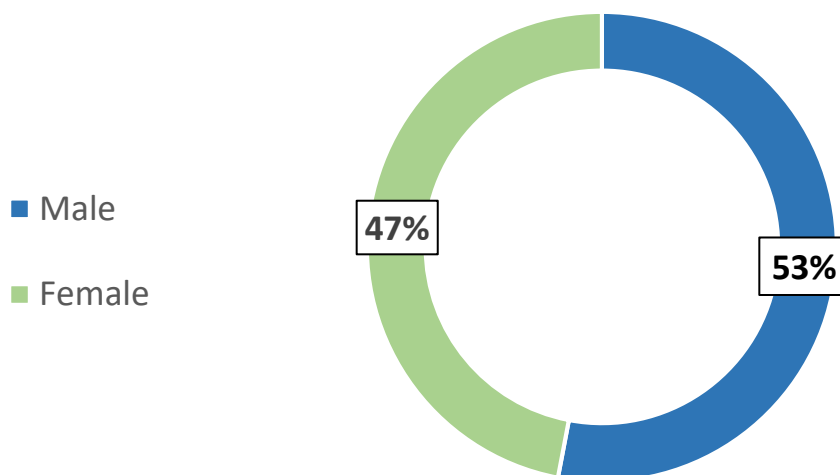
The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require that organisations with 250 employees or more must publish specific figures about their gender pay gap every year on a snapshot date of 31st March. This includes the requirement to base calculations on the ordinary pay for all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

Gender Split

On 31st March 2023 our workforce totalled 940 individuals, of which 499 (53%) were male and 441 (47%) 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 lower, lower middle, upper middle and upper quartile pay bands |

Gender Pay Gap

| Year | Mean hourly rate pay gap | Median hourly rate pay gap |
|------|--------------------------|----------------------------|
| 2023 | 10% | 14% |
| 2022 | 7.8% | 11% |
| 2021 | 8.23% | 9.48% |
| 2020 | -0.44% | 2.13% |
| 2019 | 4.74% | 6.59% |

Bonus Gender Pay Gap

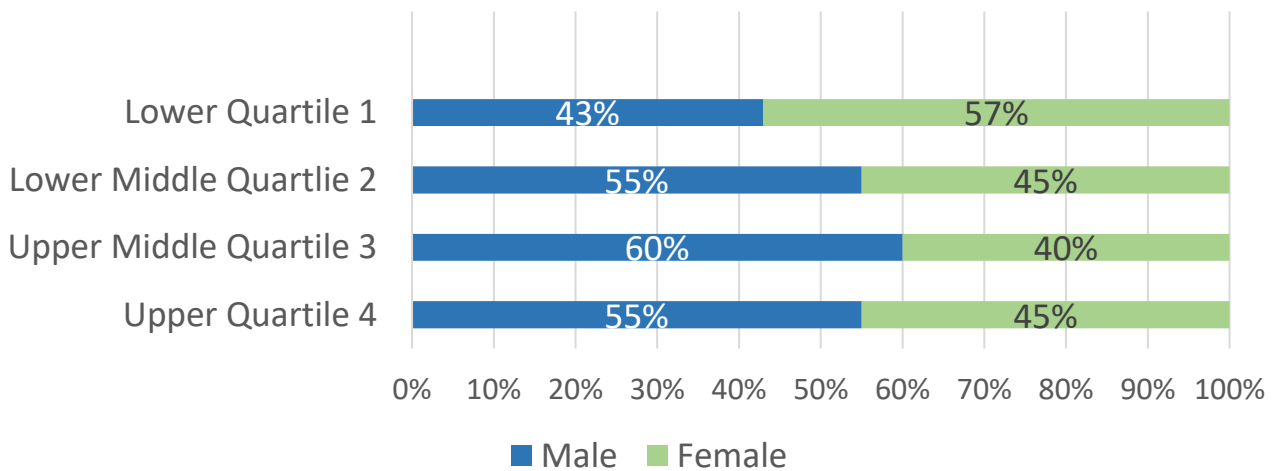
The only payment made by the council that meets the definition of a 'bonus' is a long service award, which is provided through a voucher of up to the value of £150 awarded to employees on completion of 25 years of service.

For the year 2022/23, 6 employees received the long service award all of which were male.

| Gender | Percentage of staff in receipt of a bonus |
|--------|---|
| Male | 6 |
| Female | 0 |

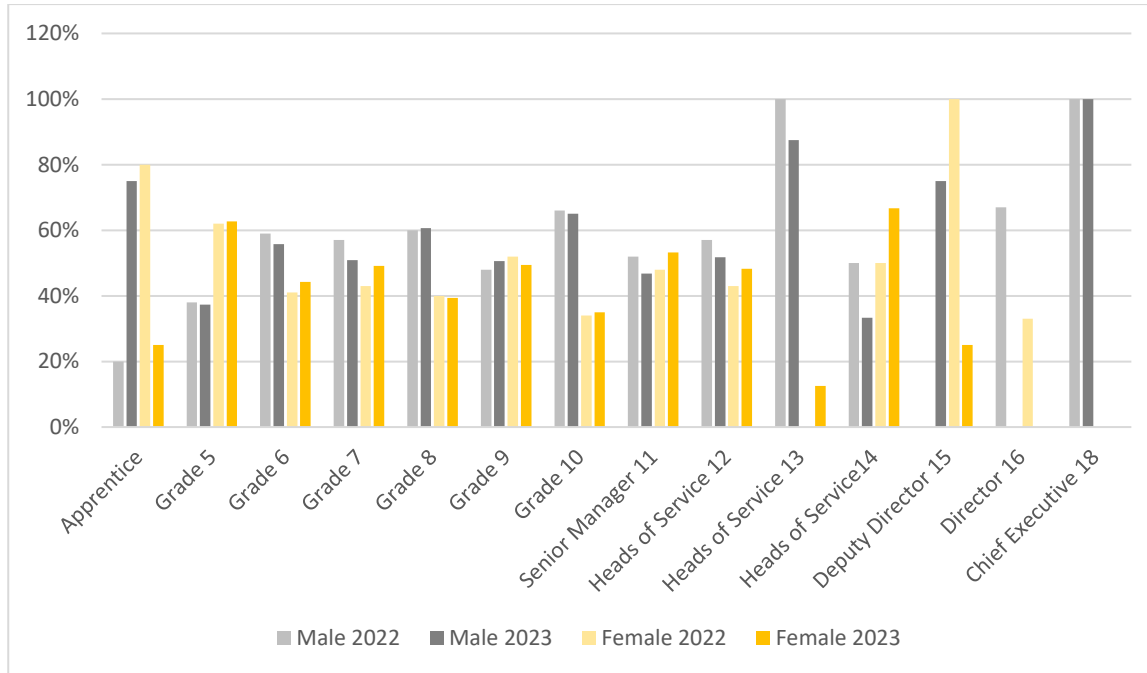
| | |
|------------------|---|
| Mean Bonus Gap | 0 |
| Median Bonus Gap | 0 |

Quartile Pay Band



The percentage of females in Upper Quartile 4 has remained consistent at 44% for the last few years but has increased to 45% in 2023. The proportion of females in lower pay quartiles has increased; there has been an increase in percentage of females in Lower Middle Quartile 2 from 43% in 2022 to 45% in 2023, and an increase for females in lower quartile 1 of 2% from 55% in 2022 to 57% in 2023. There has been an increase of females in the upper middle quartile 3 from 39% to 40%.

Proportion of Males and Females by Grade



| Grade* | Male | | Female | |
|---------------------|------|------|--------|------|
| | 2022 | 2023 | 2022 | 2023 |
| Apprentice | 1 | 3 | 4 | 1 |
| Grade 5 | 47 | 56 | 77 | 94 |
| Grade 6 | 149 | 145 | 103 | 115 |
| Grade 7 | 80 | 56 | 60 | 54 |
| Grade 8 | 100 | 117 | 66 | 76 |
| Grade 9 | 36 | 44 | 39 | 43 |
| Grade 10 | 21 | 26 | 11 | 14 |
| Senior Manager 11 | 25 | 22 | 23 | 25 |
| Senior Manager 12 | 16 | 15 | 12 | 14 |
| Heads of Service 13 | 4 | 7 | 0 | 1 |
| Heads of Service 14 | 5 | 1 | 5 | 2 |
| Deputy Director 15 | 0 | 6 | 1 | 2 |
| Director 16 | 2 | 0 | 1 | 0 |
| Chief Executive 18 | 1 | 1 | 0 | 0 |

Trend Analysis

The data tells us that in 2023 on average males are paid 10% (mean figure) more than females, this is an increase of 2.2% from the previous year.

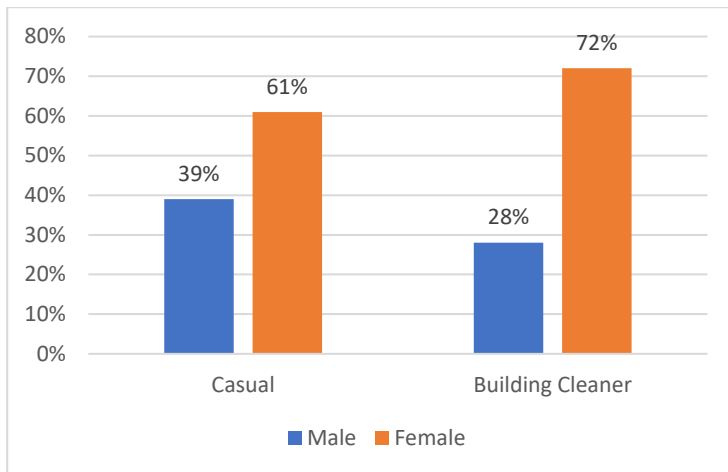
The median pay gap however is greater than mean pay gap at 14%, resulting in an increase of 3% from the previous year.

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 2022.

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. Grade 5 falls within the Councils reported Lower Quartile 1.

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

Grade 5 Analysis



| Grade 5 Further Analysis | | | |
|--------------------------|--------|------------|-----|
| Casual | Male | 46 | 39% |
| | Female | 71 | 61% |
| | | 117 | |
| Building Cleaner | Male | 9 | 28% |
| | Female | 23 | 72% |
| | | 32 | |

Females occupy 72% of the in-house building cleaning functions posts as well as 61% 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.

It should be noted that as a Real Living Wage employer the Council do pay real living wage for our lowest paid staff, which from April 2024 is increasing to £12 per hour.