



**SOUTH  
KESTEVEN  
DISTRICT  
COUNCIL**

# Employment Committee

23 September 2020

**Report of:** Councillor Kelham Cooke

The Leader of the Council



## Gender Pay Gap

This report provides Employment Committee with the Gender Pay Gap position for 2018/19 and seeks feedback from the Committee in relation to improving gender equality.

### Report Author

Elaine Pepper, Head of Organisational Development



01476 406132



[e.pepper@southkesteven.gov.uk](mailto:e.pepper@southkesteven.gov.uk)

Corporate Priority:	Decision type:	Wards:
<b>Administrative</b>	<b>Administrative</b>	<b>All Wards</b>

<b>Reviewed by:</b>	Lee Sirdifield, Strategic Director for Transformation and Change	2 September 2020
<b>Approved by:</b>	Paul Thomas, Strategic Director for Growth	3 September 2020
<b>Signed off by:</b>	Councillor Kelham Cooke, The Leader of the Council	10 September 2020

### Recommendations to the decision makers

1. That the Employment Committee notes the outcomes of the 2018/2019 Gender Pay Gap Reporting.
2. That the Employment Committee reviews and provides feedback on the action plan for addressing the issues and improving gender equality within South Kesteven District Council.

# 1 The Background to the Report

1.1 Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, the Council is required by law to publish an annual gender pay gap report. The information contained within this report is for the snapshot date of 31 March 2019 (as per the regulations).

1.2 The gender pay gap shows the difference between the average (mean or median) earnings of men and women. This is expressed as a percentage of men's earnings, for example in the format: 'women earn 15% less than men'. If used to its full potential, gender pay gap reporting is a valuable tool for assessing levels of equality in the workplace; female and male participation; and how effectively talent is being maximised.

1.3 The gender pay gap varies by occupation, age group and even work patterns. The tables below capture the snapshot data for the last three years, since the requirement for publishing the data began in 2017. A series of summary tables are shown as Appendix 1.

1.4 Summary of Data for South Kesteven District Council 2019

• The mean gender pay gap	4.44%
• The median gender pay gap	9.95%
• The mean gender bonus gap	N/A
• The median gender bonus gap	N/A
• The proportion of male employees in South Kesteven District Council receiving a bonus is	N/A
• And the proportion of female employees receiving a bonus is	N/A

1.5 In terms of hourly rates this equates to:

	Male	Female	Difference
Standard <b>mean</b> hourly rate	£12.96	£12.39	£0.57
Standard <b>median</b> hourly rate	£12.05	£10.85	£1.20

1.6 Pay Quartiles by Gender

Pay quartiles by gender			
Band	Males	Females	Description
A	62%	38%	Includes all employees whose standard hourly rate places them in the lowest quartile ( <b>lowest paid</b> )
B	43%	57%	Includes all employees whose standard hourly rate places them above the lower quartile
C	55%	45%	Includes all employees whose standard hourly rate places them below the upper quartile
D	51%	49%	Includes all employees whose standard hourly rate places them in the top quartile ( <b>highest paid</b> )

1.7 Summary of Data for South Kesteven District Council 2018

• The mean gender pay gap	6.2%
• The median gender pay gap	11.7%
• The mean gender bonus gap	N/A
• The median gender bonus gap	N/A
• The proportion of male employees in South Kesteven District Council receiving a bonus is	N/A
• And the proportion of female employees receiving a bonus is	N/A

1.8 In terms of hourly rates this equates to:

	Male	Female	Difference
Standard <b>mean</b> hourly rate	£12.41	£11.64	£0.77
Standard <b>median</b> hourly rate	£10.64	£9.39	£1.25

1.9 Pay Quartiles by Gender

Pay quartiles by gender			
Band	Males	Females	Description
A	31%	69%	Includes all employees whose standard hourly rate places them in the lowest quartile ( <b>lowest paid</b> )
B	57%	43%	Includes all employees whose standard hourly rate places them above the lower quartile
C	68%	32%	Includes all employees whose standard hourly rate places them below the upper quartile
D	54%	46%	Includes all employees whose standard hourly rate places them in the top quartile ( <b>highest paid</b> )

1.10 Summary of Data for South Kesteven District Council 2017

• The mean gender pay gap	3.7%
• The median gender pay gap	20%
• The mean gender bonus gap	N/A
• The median gender bonus gap	N/A
• The proportion of male employees in South Kesteven District Council receiving a bonus is	N/A

<ul style="list-style-type: none"> <li>• And the proportion of female employees receiving a bonus is</li> </ul>	N/A
---	-----

1.11 In terms of hourly rates this equates to:

	Male	Female	Difference
Standard <b>mean</b> hourly rate	£12.11	£11.66	£0.45
Standard <b>median</b> hourly rate	£11.69	£9.29	£2.40

1.12 Pay Quartiles by Gender

Pay quartiles by gender			
Band	Males	Females	Description
A	59%	41%	Includes all employees whose standard hourly rate places them in the lowest quartile ( <b>lowest paid</b> )
B	37%	63%	Includes all employees whose standard hourly rate places them above the lower quartile
C	54%	46%	Includes all employees whose standard hourly rate places them below the upper quartile
D	55%	45%	Includes all employees whose standard hourly rate places them in the top quartile ( <b>highest paid</b> )

1.13 The mean is defined as the average of the figures and is calculated by adding up all the figures and dividing by the number of staff. The median is defined as the salary that lies at the midpoint and is calculated by ordering all salaries from highest to lowest and the median is the central figure. The quartile information is calculated by listing all salaries from highest to lowest and then splitting that information into four equal quarters to determine the percentage of male/female employees in each quartile.

1.14 All the figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Under the law, men and women must receive equal pay for:

- The same or broadly similar work
- Work rated as equivalent under a job evaluation scheme or
- Work of equal value.

1.15 The Council is committed to the principle of equal opportunities and equal treatment for all employees, and it has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other protected characteristic as set out in the Equality Act 2010). As such, it:

- Carries out pay and benefits audits at regular intervals
- Evaluates job roles and pay grades as necessary to ensure a fair structure.

1.16 The Council is therefore confident that its gender pay gap does not result from paying men and women differently for the same or equivalent work.

1.17 Rather, the gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract. However, there is a need to look beyond the data to identify any issues, influences and practices that determine our gender pay gap.

- 1.18 Small changes can make a difference. The fact that we already have established processes and policies that contribute to the equality of the organisation, officers already have access to flexible working and that we already offer shared parental leave must not be overlooked. Therefore, an action plan was produced to complement, build and strengthen initiatives already in place. An updated plan is attached to this report at Appendix 2.
- 1.19 The Gender Pay Report for South Kesteven District Council was published on the government website by 31 March 2020.

## 2 Financial Implications

- 2.1 There are no specific financial implications arising from this report. The financial considerations of the Council's employment arrangements are included in the budget framework.

**Financial Implications reviewed by: Richard Wyles, Interim Director of Finance**

## 3 Legal and Governance Implications

- 3.1 The report sets out the data that must by law be published. The Council has reduced the gender pay gap from 2018 to 2019. The anomalies between the pay for men and women could benefit from further analysis as the median pay figures suggest that overall men occupy higher paid roles than women in the workforce.

**Legal Implications reviewed by: Shahin Ismail, Director of Law and Governance**

## 4 Equality and Safeguarding Implications

- 4.1 As covered in the report, delivery of the Gender Pay Gap Action Plan will build on the work already undertaken and will enhance the reputation of the Council as an Equal Opportunities Employer. It is recognised that the Gender Pay Gap report focusses on the protected characteristic of gender and the action plan considers equality implications in detail.

## 5 Risk and Mitigation

- 5.1 Not Applicable

## 6 Community Safety Implications

- 6.1 There are no community safety implications relating to this report.

## 7 How will the recommendations support South Kesteven District Council's declaration of a 'climate emergency'?

- 7.1 The recommendations in this report have no carbon impact.

## 8 Appendices

- 8.1 Appendix 1 - Summary Tables
- 8.2 Appendix 2 - Gender Pay Gap Action Plan

<b>Report Timeline:</b>	Date of Publication on Forward Plan (if required)	Not applicable
	Previously Considered by: Employment Committee	17 February 2020
	Final Decision date	23 September 2020

## Appendix 1 : Pay Gap Comparison Tables – 2017-2019

### Summary Data 2017 - 2019

	2019	2018	2017
• The mean gender pay gap	4.44%	6.2%	3.7%
• The median gender pay gap	9.95%	11.7%	20%
• The mean gender bonus gap	N/A	N/A	N/A
• The median gender bonus gap	N/A	N/A	N/A
• The proportion of male employees in South Kesteven District Council receiving a bonus is	N/A	N/A	N/A
• And the proportion of female employees receiving a bonus is	N/A	N/A	N/A

### Hourly Rates 2017 - 2019

	2019			2018			2017		
	Male	Female	Difference	Male	Female	Difference	Male	Female	Difference
Standard <b>mean</b> hourly rate	£12.96	£12.39	£0.57	£12.41	£11.64	£0.77	£12.11	£11.66	£0.45
Standard <b>median</b> hourly rate	£12.05	£10.85	£1.20	£10.64	£9.39	£1.25	£11.69	£9.29	£2.40

### Pay Quartiles by Gender 2017 - 2019

							Pay quartiles by gender
	2019		2018		2017		Description
Band	Males	Females	Males	Females	Males	Females	
A	62%	38%	31%	69%	59%	41%	Includes all employees whose standard hourly rate places them in the lowest quartile ( <b>lowest paid</b> )
B	43%	57%	57%	43%	37%	63%	Includes all employees whose standard hourly rate places them above the lower quartile
C	55%	45%	68%	32%	54%	46%	Includes all employees whose standard hourly rate place them below the upper quartile
D	51%	49%	54%	46%	55%	45%	Includes all employees whose standard hourly rate places them in the top quartile ( <b>highest paid</b> )