



SOUTH  
KESTEVEN  
DISTRICT  
COUNCIL



## Committee

09 March 2022

**Report of:** Councillor Annie Mason

Cabinet Member for People and  
Safer Communities

## Gender Pay Gap 2020/2021

This report provides Employment Committee with the Gender Pay Gap position for 2020/2021.

### Report Author

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**Corporate Priority:**

**Administrative**

**Decision type:**

**Administrative**

**Wards:**

**All Wards**

<b>Reviewed by:</b>	Jane Jenkinson (Senior HR Officer)	17 February 2022
<b>Approved by:</b>	Alan Robinson (Deputy Chief Executive)	17 February 2022
<b>Signed off by:</b>	Councillor Annie Mason (Cabinet Member for People and Safer Communities)	23 February 2022

### Recommendation (s) to the decision maker (s)

1. That the Employment Committee notes the outcomes of the 2020/2021 Gender Pay Gap Reporting.

# 1 The Background to the Report

- 1.1 The Council's gender pay gap position for 2020/2021 is extremely positive. It shows significant improvement when compared against the national figure, the sector figure and its own performance in 2019/20.
- 1.2 The Council's mean gender pay gap for 2020/2021 is 0.45%, (2019/20 mean gender pay gap was 0.80%). The mean hourly rate for males was £13.36, and the mean hourly rate for females was £13.30.
- 1.3 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.
- 1.4 The median gender pay gap for 2020/2021 is 0%, (2019/20 median gender pay gap was 6.40%). The median hourly rate for both males and females was £11.36.
- 1.5 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.
- 1.6 The quartile information shown in Appendix 1 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.
- 1.7 The following information, together with the presentation (Appendix 1) highlights key aspects of the gender pay gap reporting requirements and the breakdown of the information, including any difference in hourly rates and the male/female ratio for each of the four quartiles.
- 1.8 The presentation shown at Appendix 1 captures the snapshot data for 2020/2021 as of 31 March 2021 and comparative data for 2019/20.
- 1.9 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 2021 (as per the regulations).
- 1.10 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.
- 1.11 The government's Gender Pay Gap website provides details of all organisations who have submitted their information for benchmarking purposes. This shows that the Council's gender pay gap compares favourably with others, including other public sector organisations.
- 1.12 The mean gender pay gap for the whole economy (according to the November 2021 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 14.9%, while in the public sector it is 14.8%. At 0.45%, our mean gender pay gap is significantly lower than the whole economy and our sector.
- 1.13 The median gender pay gap for the whole economy (according to the November 2021 ONS ASHE figures) is 15.4%, while in the public sector it is 18%. At 0%, our median gender pay gap is significantly lower than the whole economy and our sector.

- 1.14 The reason for our median gender pay gap reducing and reporting at 0% was due to more men who were paid over the median hourly rate leaving the organisation, and more women being paid above the median hourly rate joining the organisation. The statistics show that due to this change, the midpoint hourly rate for both men and women is equal.
- 1.15 When benchmarking against neighbouring/similar Councils who have so far submitted their figures, we are in a similar situation with our mean average figure towards the positive lower end, and our improvement on our median average figure bringing us to the positive lower end of the list as well. We will continue to benchmark against other Councils as figures are updated onto the Gov.uk website.
- 1.16 All the figures have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.
- The law requires that, 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.
- 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 evaluates job roles and pay grades as necessary to ensure a fair structure.
- 1.17 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.
- 1.18 The Council will continue to implement measures to maintain its current gender pay gap position, including:
- Promotion of a number of family friendly policies available for colleagues to take advantage of, including childcare vouchers, the flexible working framework, and potential hybrid working measures.
  - Delivery of training and development programmes around unconscious bias and recruitment procedures to ensure our opportunities and processes are fair.
- 1.19 In summary, there has been a significant improvement in the Council's performance on its gender pay gap when compared to the national and sector gender pay gap figures and its own performance in previous years. To maintain or further improve this, flexible working opportunities will continue to be promoted. The continued development of a performance management process will also aim to remove any barriers to progression by encouraging women to have a better perception of their own abilities.

## **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: Alison Hall-Wright, Head of Finance & ICT**

### **3 Legal and Governance Implications**

- 3.1 The report sets out the data that must by law be published. The attached presentation suggests that there has been an improvement on last year's figures, and the Council is continuing to work towards narrowing any gaps in the future

Legal Implications reviewed by: **Alan Robinson Monitoring Officer**

### **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 There are no community safety implications relating to this report.

### **8 Appendices**

- 8.1 Appendix 1 – Summary Presentation Document