



SOUTH
KESTEVEN
DISTRICT
COUNCIL



Employment Committee

15 March 2023


Report of: Councillor Annie Mason

Cabinet Member for People and Safer
Communities

Gender Pay Gap 2021/22

Report Author

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Purpose of Report

This report provides Employment Committee with the Gender Pay Gap position for 2021/22.

Recommendations

That the Committee/Council:

That the Employment Committee notes the outcomes of the 2021/22 Gender Pay Gap Reporting.

Decision Information

Does the report contain any exempt or confidential information not for publication?	No
What are the relevant corporate priorities?	High performing Council
Which wards are impacted?	All wards

1. Implications

Taking into consideration implications relating to finance and procurement, legal and governance, risk and mitigation, health and safety, diversity and inclusion, safeguarding, staffing, community safety, mental health and wellbeing and the impact on the Council's declaration of a climate change emergency, the following implications have been identified:

Finance and Procurement

- 1.1 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.

Completed by: Richard Wyles, Chief Finance Officer

Legal and Governance

- 1.2 The report sets out the data that must by law be published. The attached presentation suggests that there is a negative gender pay gap; However, the Council is continuing to work towards narrowing any gaps in the future.

Completed by: Graham Watts, Monitoring Officer

Diversity and Inclusion

- 1.3 This report provides an overview of the current Gender Pay Gap information and therefore focuses on the protected characteristic of sex. The Equality Act 2010 protects people from being discriminated against because of being a man or a woman. Section 11 of the Equality Act defines this as a male or female of any age. Sex is understood as binary – being male or female with a person's legal sex being determined by what is recorded on their birth certificate based on biological sex.

Completed by: Carol Drury, Community Engagement Manager

Human Resources

- 1.3 HR implications are referred to throughout the entirety of this report which provides an important review and reporting framework of gender pay gap information.

Completed by: Fran Beckitt, HR Manager

2. Background to the Report

- 2.1 In 2017 the government introduced legislation requiring all organisations with more than 250 employees to publish their gender pay gap each year. The gender pay gap shows the difference in mean and median of both hourly pay and bonus payments for men and women across the organisation. This differs from equal pay which considers the difference in pay of men and women in roles of equal value. The information contained within this report is for the snapshot date of 31 March 2022 (as per the regulations).

3. Key Considerations

- 3.1 The Council's mean gender pay gap for 2021/22 is negative 3.38%, (2020/21 mean gender pay gap was 0.45%). The mean hourly rate for males is £13.91, and the mean hourly rate for females is £14.38.
- 3.2 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.
- 3.3 The median gender pay gap for 2021/22 is negative 11%, (2020/21 median gender pay gap was 0%). The median hourly rate for males is £11.56 and females is £12.84.
- 3.4 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.
- 3.5 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.
- 3.6 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.
- 3.7 The presentation shown at Appendix 1 captures the snapshot data for 2021/22 as of 31 March 2022 and comparative data for 2020/21.
- 3.8 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 2022 (as per the regulations).

- 3.9 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.
- 3.10 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.
- 3.11 The mean gender pay gap for the whole economy (according to the October 2022 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 8.3%. At negative 3.38%, our mean gender pay gap is significantly lower than the whole economy.
- 3.12 The median gender pay gap for the whole economy (according to the October 2022 ONS ASHE figures) is 14.9%. At negative 11%, our median gender pay gap is significantly lower than the whole economy.
- 3.13 The reason for the reduction in our gender pay gap to a negative figure is predominately due to changes in the Senior Management Team, including a male Director and male Assistant Chief Executive leaving the organisation during the year. In addition to this, three female members of the Senior Management Team took on additional responsibilities during 2021/22, some of which were temporary arrangements prior to the Corporate Restructure in April 2022.
- 3.14 The statistics show that due to this change, the midpoint hourly rate for both men and women is no longer equal with women earning 11% more than men.
- 3.15 When benchmarking against neighbouring Councils who have so far submitted their figures, we are in a good situation with our figures in the negative. Gedling Borough Council have reported their median hourly pay for women is 1.5% higher than men's, however women's mean hourly pay 3.8% lower than men's. Rushcliffe Borough Council have reported their median hourly pay for women is 5.9% higher than men's, and women's mean hourly pay is 3.5% higher than men's. Whereas at Lincolnshire County Council, women's median hourly pay is 2.6% lower than men's, and women's mean hourly pay is 5% lower than men's.
- 3.16 All the figures have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.
 - a. 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.

- b. 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.
- 3.17 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.
- 3.18 The Council will continue to implement measures to maintain its current gender pay gap position, including:
- Promotion of several family friendly policies available for colleagues to take advantage of, including flexible working, menopause-friendly workplace, and hybrid working measures.
 - Supporting managers with recruitment processes, including unconscious bias, to ensure our opportunities and processes are fair.
- 3.19 In summary, the Council's gender pay gap has changed from virtually no gap the previous year to a small negative gender pay gap but continues to compare favourably against the national and sector gender pay gap figures and its own performance in previous years.

4. Appendices

- 4.1 Appendix 1 – Summary Presentation Document