



Employment Committee

Wednesday, 15 January 2025

Report of: The Leader of the Council:
Councillor Ashley Baxter

Cabinet Member for Finance, HR and
Economic Development

Gender Pay Gap

Report Author

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Purpose of Report

To inform the Employment Committee regarding the Gender Pay Gap position as of 31 March 2024.

Recommendations

The Committee is asked to note the report.

Decision Information

Does the report contain any exempt or confidential information not for publication? No

What are the relevant corporate priorities? Effective 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: Paul Sutton Interim Head of Finance (Deputy s151)

Legal and Governance

- 1.2 The report facilitates the publication of data relating to the Council's gender pay gap position, which is a statutory requirement. There are no significant legal or governance implications rising from the report, which the Committee is invited to note.

Completed by: Graham Watts, Monitoring Officer

Equalities, 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

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 2024 (as per the regulations).

3. Key Considerations

- 3.1 South Kesteven District Council has a negative pay gap for the mean rates, this means that, on average women are paid slightly more than men. This is not uncommon but goes contrary to the overall national trend. The Council's mean gender pay gap for 31 March 2024 is a negative measure of -4.83% i.e. women at SKDC are paid 4.83% more than men. (The mean gender pay gap for 31 March 2023 was a negative measure of -0.98%). This means for every £1 a woman earns, a man earns 95p. The mean hourly rate for men is £15.92, and the mean hourly rate for women is £16.69.
- 3.2 The mean is defined as the average and is calculated by adding up all the salaries and dividing by the number of staff.
- 3.3 The median gender pay gap for 31 March 2024 is 0.80%, (the median gender pay gap for 31 March 2023 was 0%). The median hourly rate for women is £15.93 and the median hourly rate for men is £16.06.
- 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 presentation shown at Appendix 1 captures the snapshot data for 31 March 2024.
- 3.7 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 2024 (as required by the regulations).
- 3.8 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. 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.
- 3.9 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.
- 3.10 The gender pay gap for median gross hourly earnings for the whole economy decreased to 13.1% in April 2024, (down from 14.2% in April 2023). At 0.80%, our median gender pay gap is significantly lower.
- 3.11 The midpoint hourly rate for men is £16.06 and women is £15.93 resulting in the median gender pay gap at 0.80% for 31 March 2024.
- 3.12 When benchmarking against neighbouring Councils who have so far submitted their report, we are in a good situation with our figures:

	Difference in hourly rate (mean)	Difference in hourly rate (median)	Women in upper pay quarter	Women in upper middle pay quarter	Women in lower middle pay quarter	Women in lower pay quarter
South Kesteven District Council	-4.83%	0.80%	43%	50%	59%	34%
Charnwood Borough Council	13.2%	10.37%	37.5%	65.35%	57.81%	78.74%
Leicester City Council	-2.6%	0%	60%	55%	55%	54%
Lincolnshire County Council	3.6%	1.9%	69%	58%	72%	75%
Rushcliffe Borough Council	-8.87%	-6.26%	52%	37.5%	45%	28%

3.13 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.

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

3.15 Although the gender pay gap is not significant and the median is 0.80% this year, it is recognised that changes to the workforce will cause fluctuations in the data each year. As such the Council will continue to implement actions to ensure equality, including:

Pay and Grading:

We will ensure that grades continue to be determined through objective analysis and job evaluation to maintain the integrity of the pay and grading system.

Recruitment:

We aim to recruit from the largest possible talent pool by advertising job vacancies widely, ensuring gender-neutral language in job advertisements, and use of competency-based selection techniques to guard against unconscious bias in recruitment processes.

We will continue to promote several family friendly policies available for colleagues to take advantage of, including flexible working, menopause-friendly workplace and hybrid working measures.

The Carer's Leave Act 2023 came into force on 6th April 2024. The Council has already launched a Carers Network, held several Carers Workshops, and actively supported Carers Rights Day.

We will continue to support managers with recruitment processes to ensure our opportunities and processes are fair.

Monitoring:

We will monitor shifts in the gender pay gap data each year to identify any trends and analyse underlying causes. The Council will continue to implement measures to maintain its current gender pay gap position.

4. Appendices

4.1 Appendix 1 – Summary Presentation Document