**Gender Pay Gap Data as of 31st March 2022**

The Government requires all employers with over 250 employees to report their gender pay gap on an annual basis. This is the 6th year in which these figures have been published.

Our 20 year vision for 2023 – 2043 is to be a place where people live healthy, happy and fulfilled lives. The Chief Executive is championing the ‘Our Council’ Change Programme ensuring we are a modern and inclusive employer which includes future proofing the organisation and facilitating culture change through leadership development, learning, support, and wellbeing offers for all employees.  We will ensure the refreshed Council values and behaviours underpin everything we do so that we are a transparent and open Council. Our people are our most valuable asset, and we want to enable them to be committed to doing the very best for residents and communities.

At the heart of our approach is fair treatment and equal opportunity. Approximately 70% of the Council’s employees currently live in the Borough and we are committed to improving the gender pay gap within our organisation.

The gender pay gap data highlights the difference between the average pay of men and women; it is not a measure of equal pay, which relates to what men and women are paid for the same or similar roles or work of equal value.

The Council is an equal pay employer. This report does not refer to work of equal value. Our pay structure is subject to transparent and robust job evaluation processes using the recommended Gauge System.

The Council collected data on 31st March 2022 at which time our workforce consisted of 2618 full pay relevant employees, 707 men and 1911 women (27% / 73% respectively). This data does not include school-based employees.

**Gender Pay Gap Data on 31st March 2022**

The figures in the table below show that the Council has a mean gender pay gap of 16.2% which is the difference between average hourly rate of pay of male and female full pay relevant employees. This has decreased from 16.96% in March 2021.

The median gender pay gap is the difference between the median hour rate of male and female full pay relevant employees and is 18.0%, which is a slight increase from 17.98% in March 2021.

The Council’s workforce breakdown is made of up 60% full time employees (30 hpw or more) and 40% part time employees. There are 1053 employees who work part time (less than 30 hpw) and 87% of these employees are female. If the data is analysed to compare full time and part time employees separately the mean and median figures are shown below:-

|  |  |  |  |
| --- | --- | --- | --- |
|  | All employees | Full time employees | Part time employees |
| Mean | 16.2% | 7.8% | 10.9% |
| Median | 18.0% | 10.2% | 16.4% |

In March 2021 the mean hourly rate for men was £16.39 which increased to £16.65 in March 2022, an increase of 1.6%. The mean hourly rate for women increased from £13.61 to £13.95 over the same period which is an increase of 2.5% and this has contributed to the decrease in the mean gender pay gap.

The annual survey of hours and earnings (ASHE) gender pay gap tables released by the Office of National Statistics Great Britain in November 2021 shows an average mean gender pay gap across all employers in the Public Sector of 14.8% and a median gender pay gap of 18% therefore the Council figures are slightly higher than the national average for the mean gender pay gap.

The Council does not pay bonus payments and therefore does not have a gender pay gap in this area.

The proportion of men and women in each pay quartile is shown below. 55% of the total number of women (1042 employees) are in the lower and lower middle quartiles compared to 38% (267 employees) of men. 45% of women (869 employees) are in the upper middle and upper quartiles compared with 62% (440 employees) of men.

Proportion of men and women in each pay quartile (%) - Men Women

**Recognising the challenges**

The Council is responsible for delivering a number of diverse services in areas such as Adult Social Care, Children and Young People’s Services, ICT, Finance, Legal Services, Regeneration, Leisure Services etc. Roles within these areas are very different in terms of requirements and hours of work and certain roles have, historically seen a gender bias. Roles in areas such as Refuse Collection, ICT and Construction Services have tended to attract more men, whereas roles in areas such as Social Care, Customer Services, Catering and Cleaning have tended to attract more women especially in areas where a high proportion of roles are part time.

**Progress towards closing the gap**

The Council is committed to reducing the pay gap and prioritised key areas for action. We recognise that providing flexible working arrangements enables all employees to effectively balance home and work life priorities and we have a number of flexible working policies and arrangements in place which are continuously reviewed. Summer 2022 saw the launch of the extended flexi band width, for flexible working between the hours of 6am – 10am. By offering this we are supporting employees who may have the responsibility of being a carer(s), this can also assist with childcare and improve employee wellbeing in general. 60% of our female employees and 31% of our male employees work less than full time hours which includes, job share, part time, term time only etc so we are confident our flexible working arrangements are attractive to all employees but we need to ensure that men are equally encouraged to utilise these policies when they may wish too.

The Council is satisfied that our recruitment processes are fair and transparent and free from gender bias. We deliver Recruitment and Selection Training to our managers which includes information on all areas of discrimination, genuine occupational requirements and fair selection methods. We continue to ensure our recruitment adverts have gender-neutral language and vacancies are advertised through a number of channels to attract a broad range of applicants.

We have started to implement our EDI journey within the authority, to ensure this is embedded within our culture and is continued to be threaded through the organisation. Going forward we will continue to build on establishing networks for our employees including LGBTQ+, Neurodiversity/Pan Disability and Carers as most people will be a carer at some point within their life. Also a menopause network, as this will affect a large proportion of employees, with the aim to raise awareness within the workplace, and to also provide support, thus ensuring women can access help and advice as and when needed.

We have reviewed our succession planning and talent development opportunities. We are continuing to identify development opportunities for all employees, utilising opportunities via the apprenticeship levy to implement career pathways across services. We are currently delivering a Leadership Development Programme, identifying our key talent for succession progression and providing bespoke development to this group. We ensured that access to this programme was flexible to ensure employees across all services and working arrangements were able to be considered. Further bespoke development programmes are soon to launch - An Aspiring Managers Programme to support those employees looking to progress in to a manager or supervisor role and a ELT/CLT (Extended Leadership Team)/(Corporate Leadership Team) Development Programme aimed at our top team to support the Leadership Team in driving forward our culture change programme and includes new modules specifically incorporating (EDI) Equality, Diversity and Inclusion.

We are also using the Apprentice Levy to deliver Management Development Programmes. The Level 3 Team Leader/ Supervisor Apprenticeship is aimed at supervisory or first line managers and will give practical knowledge and skills from team leading through to project and resource management. We have a higher proportion of female employees at this level and they will be able to access this training to develop their skills and help with career progression in their first supervisory roles. The Level 5 Operations/Departmental Manager Apprenticeship is aimed at managers responsible for creating and delivering operational plans, managing projects and leading and managing teams, to managing change, financial and resource management, coaching and mentoring. Access to both of these development opportunities has been widely circulated and open to all employees. We also offer Level 7 Strategic Management Apprenticeships.