

# Gender Pay Gap Data

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South Tyneside Council

**HELLO TOMORROW  
CHANGE IS HAPPENING**

## Introduction

The Government requires all employers with over 250 employees to report their gender pay gap on an annual basis. This is the 2nd year in which these figures have been published.

Our vision is to be an outstanding place to live, invest and bring up families. 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 2018 at which time our workforce consisted of 2542 full pay relevant employees, 725 men and 1817 women (29% / 71% respectively). This data does not include school based employees.

## Gender Pay Gap Data as at 31st March 2018

The figures in the table below show that the Council has a mean gender pay gap of 17.6% which is the difference between average hourly rate of pay of male and female full pay relevant employees. This has slightly increased from 17.5% in March 2017. The Council does not have a high turnover rate, however the gender pay gap for new starters between 1st April 2017 - 31st March 2018 is a mean of -2.14% and a median of 9.7% therefore women are paid higher than men for this group. Due to the relatively low numbers of new starters compared with the overall numbers of employees this does not have an impact on the overall mean gender pay gap however if this trend continues then this will contribute to a decrease in the gender pay gap over time.

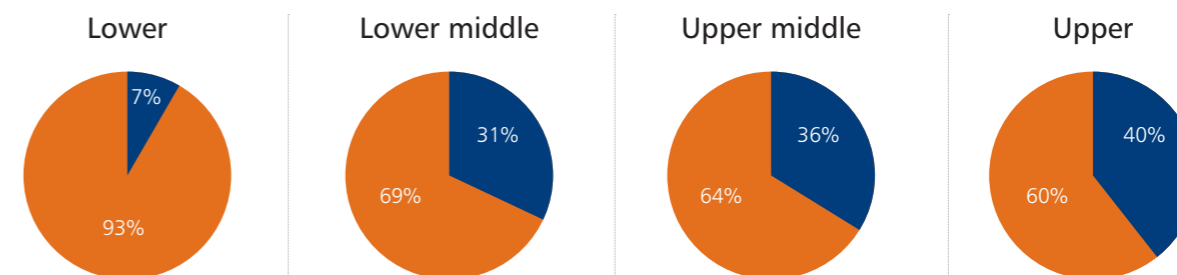
The median gender pay gap is the difference between the median hour rate of male and female full pay relevant employees and is 17.2%, this has reduced from 20.9% since March 2017. In March 2017 the median hourly rate for men was £12.39 which increased to £12.94 in March 2018, an increase of 4.4%. The median hourly rate for women increased from £9.80 to £10.71 over the same period which is an increase of 9.3% and this has resulted in the decrease in the median gender pay gap. The increase is due to in the main to the increase in the South Tyneside Living Wage which was above the % increase of the national pay award. As there are more women than men paid at the South Tyneside Living Wage rate this has resulted in a greater increase in the hourly rate. The annual survey of hours and earnings (ASHE) gender pay gap tables released by the Office of National Statistics Great Britain shows an average mean gender pay gap within the public sector of 17.5% and a median gender pay gap of 19%.

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

	Women's earnings are:	Women's earnings at 31st March 2018 are	Variance
Mean gender pay gap in hourly pay	17.6% lower	6% lower	0.1 increase
Median gender pay gap in hourly pay	17.2% lower	6% lower	3.7 decrease
Difference in mean bonus payments	0	0	
Difference in median bonus payments	0	0	

The proportion of men and women in each pay quartile is shown below. 57% of women (1029 employees) are in the lower and lower middle quartiles compared to 33% (242 employees) of men. 43% of women (778 employees) are in the upper middle and upper quartiles compared with 67% (483 employees) of men.

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



The average hourly rate per quartile is shown in the table below.

Quartile	Hourly rate
Lower	£8.34
Lower middle	£9.66
Upper middle	£12.80
Upper	£20.78

In 2015 the Council recognised the number of lower paid employees and took a decision to increase the minimum pay points. In 2016 the Council committed to paying the Living Wage Foundation minimum rate to be reviewed on an annual basis. The Foundation reviews this rate every November at which point the Council reviews this and affects any change from the following April. At the snapshot date of 31st March 2018 the Council was paying £8.45 as the minimum rate for all employees.

The Council has a higher proportion of part time employees, 1195 employees (47%) are full time and 1347 employees (53%) are part time. The numbers of full time and part time staff in each quartile are shown in the table below.

Quartile	Full time		Part time	
	Men	Women	Men	Women
Lower	14	38	32	551
Lower middle	109	182	87	258
Upper middle	159	182	67	228
Upper	232	279	25	99
Total	514	681	211	1136

The Council is committed to having flexible working policies which provide the opportunity for all employees to effectively balance home and work life priorities. However the figures show that, per quartile, the numbers of part time employees are in the lower and lower middle quartiles and women at those levels form the majority of part time workers.



## 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.

For example, our Catering and Cleaning Services make up 23% of our workforce with 596 employees. These services consist of predominately part time, lower paid roles within the Council. 574 (96%) employees within these services are women whilst only 22 (4%) are men. Of the 574 female employees, 98% (560) are part time compared to 50% (11) of the male employees in the services. A number of Councils have outsourced these services to the private sector. The Council has decided not to do this as we highly value these services. However for illustrative purposes our gender pay gap figures would reduce to a mean of 8.3% and a median of 5.3% if these services were outsourced.

## 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. 63% of our female employees and 29% 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 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 adverts have a gender-neutral language and vacancies are advertised through a number of channels to attract a broad range of applicants.

We have reviewed our succession planning and talent development opportunities. We are continuing to identify opportunities for development across all employees, utilising opportunities via the apprenticeship levy to implement career pathways across services. We have delivered a High Potential Programme in 2018/19, identifying our key talent for succession progression and providing bespoke development to this group. We have ensured that access to this programme has been flexible to ensure employees across all services and working arrangements have been able to be considered.

If you know someone who needs this information in a different format, for example large print, Braille or a different language, please call Marketing and Communications on 0191 427 1717.