



EAST STAFFORDSHIRE BOROUGH COUNCIL

REPORT COVER SHEET

Title of Report:	Gender Pay Gap as at 31 st March 2022	To be marked with an 'X' by Democratic Services after report has been presented
Meeting of:	Corporate Management Team 15 th February 2023	
	Leader and Deputy Leaders 21 st February 2023	
	Leader's / Leader of the Opposition's Advisory Group / Independent Alliance Advisory Group 1 st & 2 nd March 2023	
	Cabinet 14 th March 2023 / Council n/a	
	Audit Committee n/a / Scrutiny Community Regeneration Committee n/a / Scrutiny Environment and Health and Well Being Committee n/a / Scrutiny Value for Money Council Services Committee n/a	



Is this an Executive Decision:	NO	Is this a Key Decision:	NO
Is this in the Forward Plan:	NO	Is the Report Confidential: If so, please state relevant paragraph from Schedule 12A LGA 1972:	NO n/a

Essential Signatories:

ALL REPORTS MUST BE IN THE NAME OF A HEAD OF SERVICE

Monitoring Officer: **John Teasdale**

Date Signature

Chief Finance Officer: **Sal Khan**

Date Signature

EAST STAFFORDSHIRE BOROUGH COUNCIL

Report to CMT

Date: 15th February 2023

REPORT TITLE: Gender Pay Gap 31st March 2022

PORTFOLIO: Andy O'Brien, Chief Executive

HEAD OF SERVICE: Andy O'Brien, Chief Executive

CONTACT OFFICER: Linda McDonald Ext. No. x1577

WARD(S) AFFECTED: n/a

1. Purpose of the Report

1.1. To discuss and present the Gender Pay Gap information.

2. Background

2.1 The Equality Act (Specific Duties and Public Authorities) Regulations 2017 requires us to publish our Gender Pay Gap Information. The snapshot date for the information contained in this report is at 31st March 2022, and this must be published on our website by 30th March 2023, and annually.

2.2 There is sometimes confusion with the difference with the Gender Pay Gap and Equal Pay. Whilst both deal with differences (disparity) in pay they are two different issues. Equal pay means that both men and women performing equal work must receive equal pay as set out in the Equality Act. That is jobs have to be graded on a common basis. The Gender Pay Gap is a measure of the difference between men and women's average earnings across the organisation and this is expressed as a percentage of men's earnings.

2.3 The Council addressed Equal Pay with the implementation of the single status pay agreement, all jobs within scope of the 'Green Book' were evaluated in 2007/8 and were given a value, this led to our current pay model. We have since maintained the integrity of this, as jobs change or new jobs arise, evaluations are carried out using the same scheme.

- 2.4 ESBC's Gender Pay Gap was first reported in March 2018.
- 2.5 The gender pay gap data we are required to publish is the:
- mean gender pay gap
 - median gender pay gap
 - The mean bonus gender pay gap
 - The median bonus gender pay gap
 - The proportion of males receiving a bonus payment
 - The proportion of females receiving a bonus payment
 - The proportion of males and females in each quartile pay band.
- 2.6 In producing the data there is an extended definition of who counts as an employee. It includes employees (with a contract of employment); contractors and some self-employed people. The information has been produced from the Council's payroll system along with some information from the Creditors system.
- 2.7 The gender pay gap shows the difference between the average (mean and median) earnings of men and women. This is expressed as a percentage of men's earnings.

3 Contribution to Corporate Priorities

- 3.1 Value for Money Council Services and Legal requirement.

Report

- 3.2 Our results are as follows:

3.2.1 Table 1 - As at 31st March 2022

Category	Mean hourly rate	Median hourly rate
Male	£14.37	£12.40
Female	£14.18	£12.90
Gender Pay Gap	1.32%	- 4.03%

3.2.2 Bonus:

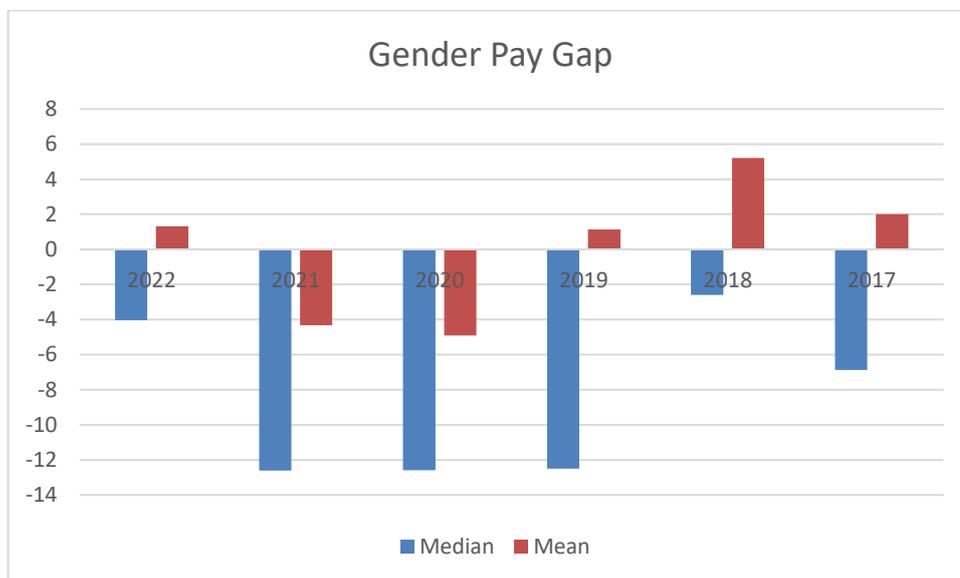
Category	
The mean bonus gender pay gap	5.96%
The median bonus gender pay gap	33.33%
The proportion of males receiving a bonus payment	22.09%
The proportion of females receiving a bonus payment	42.94%

3.2.3 Table 2 - As at 31 March 2022

Quartile	Male	Female
Upper Quartile	40.58% ↓	59.42% ↑
Upper Middle Quartile	31.88% ↑	68.12% ↓
Lower Middle Quartile	63.77% ↓	36.23% ↑
Lower Quartile	62.32% ↓	37.68% ↑

The arrows in table 2 above show the direction of travel.

- 3.3 The positive mean figure of 1.32% reveals that overall male employees have a higher pay than female employees (average of 19 pence per hour). This is a change to last year when the figure was -4.32% which revealed that overall female employees had higher pay than male employees (average of 59 pence per hour). The narrowing of this gap can be partly attributed to: the award of a market force supplement on 1 September 2021 to HGV drivers; changes to those participating in out of hours emergency calls and associated call out payments; as well as changes resulting from turnover, leavers and new starters.
- 3.4 The median average is also a negative figure -4.03%, which shows that male employees have a lower pay rate than female employees at the middle of the organisation. The gap has decreased significantly from -12.61% in March 2021. Again this largely due to award of a market force supplement from 1 September 2021 to HGV drivers. There is also a small increase in the percentage of females in the lower 2 quartiles, including casual workers in the lower quartile. The female median point being scp17 (Grade 5 max), a Revenues, Benefits and Customer Contacts Officer role. The male median point is at scp15 (within Grade 5 incremental progression) is in the same role. Previously the male median point was a HGV driver role in Environment Services at top of Grade 4.
- 3.5 The graph below shows the trajectory of our Gender Pay Gap figures since reporting began:



- 3.6 In March 2022 there are a higher proportion of females in roles in the upper and upper middle quartiles, and a higher proportion of males in roles in the lower and lower middle quartiles.
- 3.7 With a small workforce, small changes make a difference, especially to the mean average. These changes are because of a combination of factors including:

- 3.7.1 There was an increase in vacancies, with 39 arising in 2021/22 compared to 18 in the previous year (2020/21 activity was significantly reduced compared to pre-covid). Appointments to these were 58% male, 42% female, compared to 69% male, 31% female in 2020/21.
- 3.7.2 People on maternity leave and statutory paternity leave are excluded from the Gender Pay Gap figures. At 31st March 2022 we had 1 male on paternity leave (upper quartile), compared to none in March 2021. There were 2 females on maternity leave (upper and upper middle quartiles) compared to 4 females on 31st March 2021 in the upper and upper middle quartiles. This also contributed to the small increase in the female upper quartile percentage.
- 3.7.3 In the casual workforce, with re-opening and increase in activity in facilities that were closed due to the Covid outbreak there was an increase in number of casual workers that worked in March 2022 compared to March 2021. Of those casuals who worked in March, there were a higher proportion of females: this was 58% female (14 people) and 42% male (10 people) in March 2022, compared to 72% male and 28% female in March 2021. In the lower quartile this proportion was 67% female (8 people) and 33% male (4 people).
- 3.8 We are reporting on the gender pay gap for bonus for the second time. During 2020/21 a scheme was introduced to reward staff for their additional effort and contribution at the sharpest end of delivering services during the Covid-19 pandemic, with an honorarium payment of between £100 and £300. This was repeated in 2021/22 but for a fewer number of employees. Compared to 2020/21 this included a higher proportion of females and a smaller mean and median pay gap. (These bonus payments have now ended and will not feature in in the March 2023 report).
- 3.9 Much of the national commentary about addressing the gender pay gap is about promoting and facilitating progression of women in the workforce. The Government provides employers with advice on “actions that are likely to improve recruitment and progression of women and reduce the gender pay gap.”
- 3.10 Our employment policies around flexible working continue to be progressive. Both male and female employees have taken up the benefits of flexible working. 2020/21 actions included a scheduled review of our Family Leave Provisions. The Covid-19 pandemic brought about a sudden change to 100% homeworking for the vast majority of office staff. For 2021/22 this has continued for some employees but for the majority that have returned to the office there are significantly more hybrid working arrangement in place. To support our working parents during this time, we temporarily extended the paid dependent care leave provision to facilitate parents during the Covid-19 pandemic and associated school closures and this has continued.
- 3.11 The Council's Equal Opportunities policy and procedures for recruitment and selection provides for decisions to be made against the person specification for the roles. This includes structured interviews, and sometimes skills testing, for decisions to be based on merit regardless of sex.

- 3.12 We have continued to support staff to develop and progress in their careers, with annual appraisals; short courses; post entry training qualifications; as well as apprenticeships. We have seen a moderate increase in the take up of development opportunities as we have come out of the pandemic.
- 3.13 Benchmarking (CIPFA nearest neighbours group) information from the data published is attached, paragraph 13.1 appendix 1. Note that available data is at 31st March 2021

4 Financial Considerations

This section has been approved by the following member of the Financial Management Unit: Lisa Turner

- 4.7 There are no financial issues arising from this Report.

5 Risk Assessment and Management

- 5.7 The main risks to this Report and the Council achieving its objectives are as follows:

5.8 **Positive** (Opportunities/Benefits):

5.8.2 Continued success in the operation of our flexible working policy in supporting female employee's continuation in our employment, particularly in the upper middle and upper quartiles.

5.8.3 Our recruitment attraction strategy promotes family friendly provisions and being a mindful employer.

5.9 **Negative** (Threats):

5.9.2 Risk of noncompliance with the reporting requirement (not applicable as we will meet the required publication target).

- 5.10 The risks do not need to be entered in the Risk Register

6 Legal Considerations

This section has been approved by the following member of the Legal Team: John Teasdale

- 6.7 The main legal issues arising from this Report are as follows:

Compliance with the Equality Act (Specific Duties and Public Authorities) Regulations 2017, by the timely publication of our data.

7 Equalities and Health

7.7 **Equality impacts:** The subject of this Report is not a policy, strategy, function or service that is new or being revised. An equality and health impact assessment is not required.

7.8 **Health impacts:** The outcome of the health screening question does not require a full Health Impact Assessment to be completed.

9. Data Protection Implications – Data Protection Impact Assessment (DPIA)

9.1. A DPIA must be completed where there are plans to:

- use systematic and extensive profiling with significant effects;
- process special category or criminal offence data on a large scale; or
- systematically monitor publicly accessible places on a large scale
- use new technologies;
- use profiling or special category data to decide on access to services;
- profile individuals on a large scale;
- process biometric data;
- process genetic data;
- match data or combine datasets from different sources;
- collect personal data from a source other than the individual without providing them with a privacy notice ('invisible processing');
- track individuals' location or behaviour;
- profile children or target marketing or online services at them; or
- process data that might endanger the individual's physical health or safety in the event of a security breach

9.2 Following consideration of the above, there are no Data Protection implications arising from this report which would require a DPIA.

10 Human Rights

10.1 There are no Human Rights issues arising from this Report.

11 Sustainability (including climate change and change adaptation measures)

11.1 Does the proposal result in an overall positive effect in terms of sustainability (including climate change and change adaptation measures) N/A

12 Recommendation(s)

To discuss and approve data and narrative for publication

13 Appendices

13.1 Appendix 1: Compared GPG data as at 31.03.2021 – CIPFA Nearest Neighbours group

