

Gender Pay Gap March 2018

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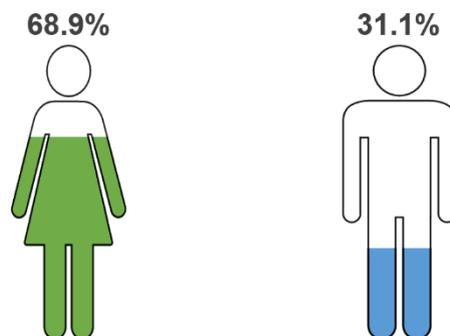
Gender Pay Gap legislation introduced in April 2017 requires South Gloucestershire Council to publish an annual gender pay gap report.

The gender pay gap is an equality measure that shows the difference in average (mean and median) earnings between women and men, expressed as a percentage of male earnings.

This is the Gender Pay Gap report for the snapshot date of 31 March 2018.

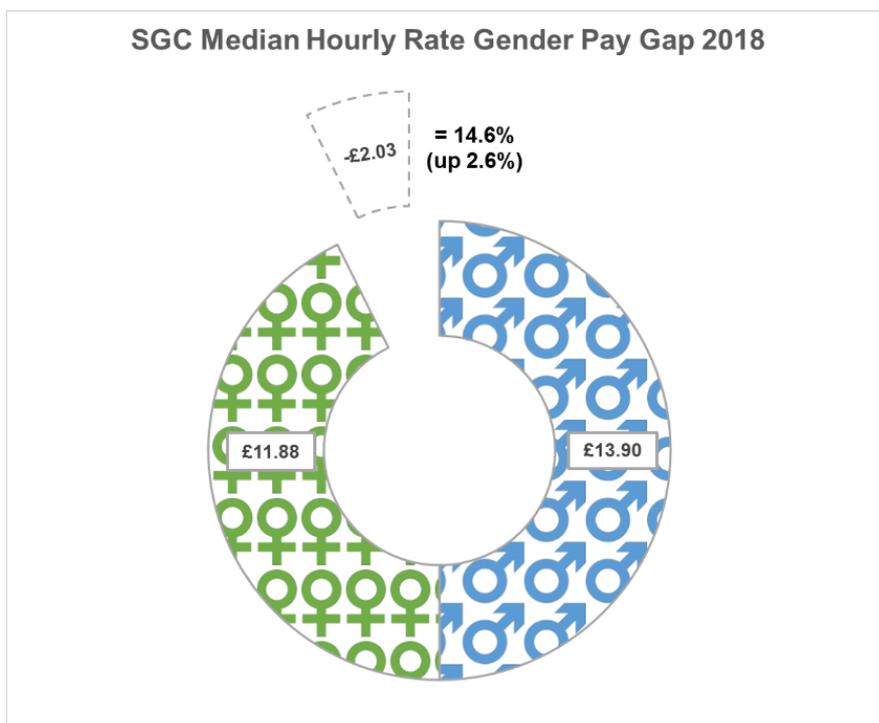
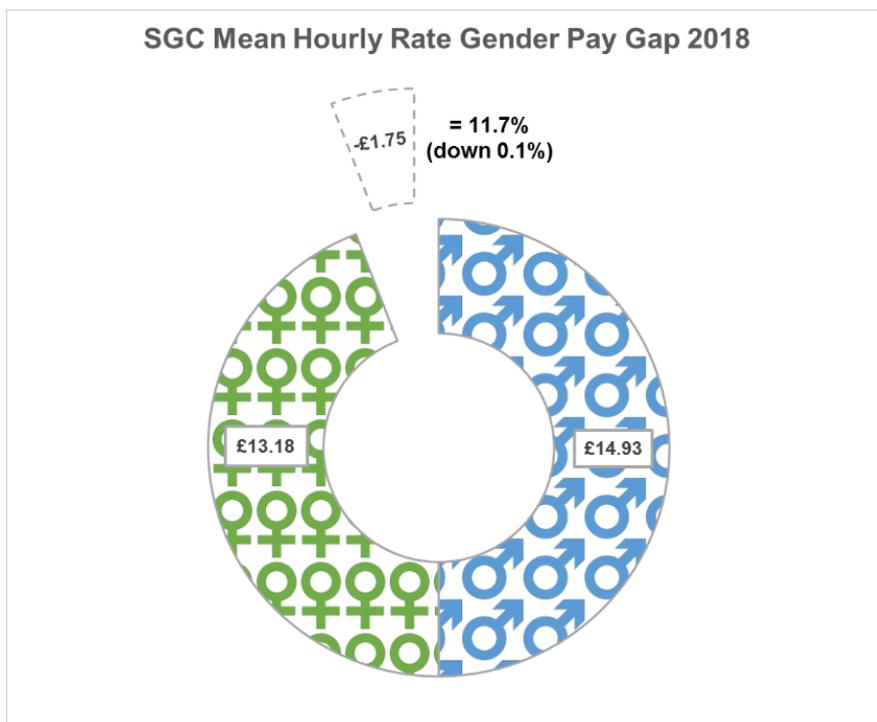
The data set out in this report has been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This includes calculating an hourly rate for all staff who were paid on the snapshot date using ordinary pay. Ordinary pay is defined in regulation 3 as including basic pay, allowances, pay for piecework, pay for leave and shift premium pay. Ordinary pay does not include pay related to overtime, redundancy or termination of employment. The calculation is based on gross pay after any reduction for a salary sacrifice scheme and any ordinary pay received in the relevant pay period that relates to a different pay period is excluded.

Gender Distribution of South Gloucestershire Council Workforce



South Gloucestershire Council's workforce is predominantly female. The numbers have changed by 0.2% when compared to last year, showing a slight increase in females.

Gender Pay Gap



Although South Gloucestershire Council's mean gender pay gap is comparative to last years, the median gender pay gap has increased by 2.6%. This increase in the median gender pay gap is caused by a rise in the number of women in lower paid posts. The reasons for this are analysed further in the Quartile Pay section.

The ONS 2018 public sector gender pay gap data¹ shows that the mean Gender Pay Gap for all employees is 17.5% and the median gender pay gap is 19% this year. South Gloucestershire Council's mean and median gender pay gaps are therefore still below these levels.

Why is there a gender pay gap in South Gloucestershire Council?

South Gloucestershire Council is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, it:

- carries out equal pay audits at regular intervals, the latest version is available on our website²; and
- evaluates job roles and applies pay grades using the well-established and transparent HAY job evaluation process.

South Gloucestershire Council can demonstrate that we pay men and women the same for the same or equivalent work³. Our gender pay gap is reflective of overarching economic, cultural, societal and educational factors impacting the UK as a whole.

Data shows women with children are less likely to be in employment than men with children⁴, supporting the premise that women are more likely to be responsible for child care than men. Furthermore, the demands of adult social care are increasing and are more commonly falling to women to offer unpaid care for relatives⁵. Part-time roles offer flexibility to be able to carry out these responsibilities. There are more than twice as many women in part-time work in the UK than men⁶. There is also occupational segregation in the UK labour market⁷, with women providing more front-line roles. Due to the oversupply of labour to complete part-time and front-line low skilled roles, wages are suppressed and are typically lower in these kind of posts⁸.

1

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/annualsurveyofhoursandearningsashegenderpaygaptables>

2 <http://www.southglos.gov.uk/community-and-living/equality-and-diversity/monitoring-equalities-information-and-reports/attachment/equal-pay-audit-2015-16-final/>

3 <http://www.southglos.gov.uk/documents/Equal-Pay-Audit-2015-16-FINAL.pdf>

4

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/articles/understandingthegenderpaygapintheuk/2018-01-17>

5 <https://www.carersuk.org/for-professionals/policy/policy-library/facts-about-carers-2015>

6 <http://researchbriefings.parliament.uk/ResearchBriefing/Summary/SN06838#fullreport>

7 <http://researchbriefings.parliament.uk/ResearchBriefing/Summary/SN06838#fullreport>

8 <https://www.cipd.co.uk/knowledge/fundamentals/relations/gender-pay-gap-reporting/guide>

The ONS 2018 gender pay gap data⁹ shows the mean gender pay gap for part-time posts in the public sector is over twice that of full-time posts, at 31.4%. Over half of all posts included in this report are part-time, zero hours or casual posts. 41% of these fall into the lower quartile. This number reduces steadily as pay rises, to 18% of posts being part-time in the upper quartile.

Bonus Pay

South Gloucestershire Council does not pay bonuses.

Quartile Pay

The quartile data table below shows South Gloucestershire Council's workforce divided into four equal-sized groups based on calculated hourly pay rates, each quartile made up of 25% the workforce. The lowest-paid 25% of employees are the lower quartile and the highest-paid 25% are the upper quartile.

Quartile			Difference in % of females in each quartile compared with SGC overall workforce
Upper quartile (highest paid)	42.2%	57.8%	-11.0%
Upper middle quartile	30.7%	69.3%	0.5%
Lower middle quartile	29.6%	70.4%	1.6%
Lower quartile (lowest paid)	22.1%	77.9%	9.0%

The South Gloucestershire Council workforce is predominantly female, made up of 68.9% female and 31.1% male which explains why there is a higher percentage of females across all quartiles. For there to be no gender pay gap, the percentages within each of the quartiles would reflect the gender percentages of the makeup of the workforce (i.e. 68.9% female and 31.1% male).

The biggest percentage difference is within the upper quartile (highest paid) where there is a much higher percentage of males; 42.2% of the upper quartile is male compared to the actual workforce which is 31.1% male, a difference of 11.0%. This is a slightly reduced difference from last year when the difference was 11.1%.

Likewise, the lower quartile shows a higher percentage of female workers; 77.9% when compared to the actual workforce which is 68.9% female, an increase of 9%. This has increased on last year when the difference of females in the lower quartile compared to the percentage of females within the council was 7.7%. The increase in the median gender pay gap is caused by a rise in the number of women in lower paid posts.

⁹

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/dataset/annualsurveyofhoursandearningsashegenderpaygaptables>

Although there are less posts occupied at the time of the 2018 snapshot compared to the 2017 snapshot, there has been an increase in female occupants of part-time and flexible posts that fall into the lower quartile. These include Mentors in Public Health, Youth Support Workers in Children's Services and Library Assistants. This has brought the female median pay down, and caused an increase in the median gender pay gap.

The increased proportion of lower paid posts filled by women has widened the gap in the lower quartile. In turn it has pushed some existing employees into the lower middle quartile. Including newly filled posts, male representation in this quartile has increased by almost a third. These are typically male employees in higher pay grades with longer tenures, and therefore earning a higher amount than newly joining female employees.

What is South Gloucestershire Council doing to address its gender pay gap?

South Gloucestershire Council is committed to improving the gender pay gap.

The Equal Pay Audit¹⁰ sets out steps that the council is already taking to help close the gender pay gap, and other planned steps are included within the Annual Equalities in Employment report¹¹:

	<p>A positive action programme is in place aimed at supporting women employees to develop their careers and to increase the number of women in management and more senior job roles. These include Women In Leadership courses that are open to all female council employees, and the Springboard Development Plus programme aimed at more senior women leaders looking to maximise their potential in the next stage of their career.</p>
	<p>Significant action to develop and reinvigorate staff equalities groups has been taken, which includes a group for women.</p>
	<p>Ensuring flexible working practices promote equality of opportunity in the workforce e.g. adoption leave, childcare vouchers, dependants care leave, flexible working, homeworking, maternity leave, parental leave, paternity leave. South Gloucestershire council provide enhanced benefits above the statutory entitlement for many of these areas.</p>
	<p>Continue existing good practice to take a fair and consistent approach to pay and grading through robust job evaluation processes.</p>
	<p>Compliance with equalities legislation.</p>
	<p>Continue to produce and publish an Annual Equalities in Employment report in order to assess a wide range of equalities in employment issues and continue to report on, monitor and review an annual Gender Pay Gap report.</p>
	<p>Continue to publish a welcome message on our recruitment website stating that South Gloucestershire Council is committed to treating everyone fairly, to challenging inequalities and to promoting equality of opportunity for all. We welcome applications from everyone and value diversity in our workforce.</p>

¹⁰ <http://www.southglos.gov.uk/documents/Equal-Pay-Audit-2015-16-FINAL.pdf>

¹¹ <http://www.southglos.gov.uk/documents/Equalities-in-Employment-Report-2016-17-FINAL.pdf>