

Gender Pay Gap Report March 2019

www.southglos.gov.uk



Contents

What is a Gender Pay Gap report?	3
Gender Distribution of South Gloucestershire Council Workforce	4
Gender Pay Gap	4
Mean Hourly Rate Gender Pay Gap	4
Median Hourly Rate Gender Pay Gap	5
Bonus Pay	5
Quartile Pay	5
Why is there a gender pay gap in South Gloucestershire Council?.....	6
What is South Gloucestershire Council doing to address its gender pay gap?	7

What is a Gender Pay Gap report?

Gender Pay Gap legislation introduced in April 2017 requires South Gloucestershire Council (SGC) 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 2019.

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.

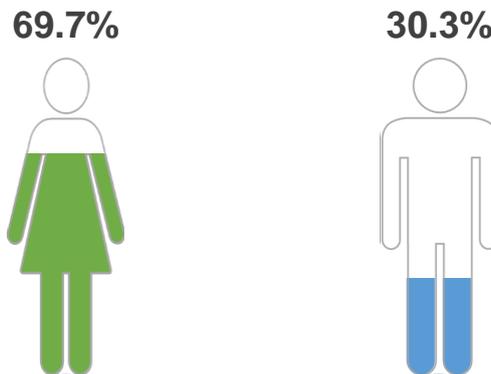
A Gender Pay Gap report does not differentiate what type of work is being completed by the post holder, only the overall average hourly rate by gender within an organisation. In other words, a gender pay gap can indicate which type of posts are being filled by men and women. It does not represent whether men and women are receiving equal pay for equal work.

As part of our Public Sector Equality Duty the council conducts regular Equal Pay Audits to compare the pay of men and women who are doing equal work, and this is published to our website¹.

¹ <https://www.southglos.gov.uk/community-and-living/equality-and-diversity/monitoring-equalities-information-and-reports/>

Gender Distribution of South Gloucestershire Council Workforce

The council's workforce is predominantly female. There has been a slight increase of less than 1% in female post holders compared to last year's report.



Gender Pay Gap

Mean Hourly Rate Gender Pay Gap



The mean gender pay gap at South Gloucestershire Council has remained static over the past three years, increasing by 0.1% compared to last year. The most current Gender Pay Gap benchmarking data for local government from the Local

Government Association² finds the mean gender pay gap for councils is 6.1%, and therefore South Gloucestershire Councils' mean gender pay gap is above this. The LGA does however note that the mean pay gap varies significantly between councils.

Median Hourly Rate Gender Pay Gap



The median gender pay gap at South Gloucestershire Council has reduced by 1% compared with the previous year. The most current Gender Pay Gap benchmarking data for local government from the Local Government Association finds the median gender pay gap for councils is 4.0%, and therefore South Gloucestershire Councils' median gender pay gap is above this. The LGA does however note that the median pay gap varies significantly between councils.

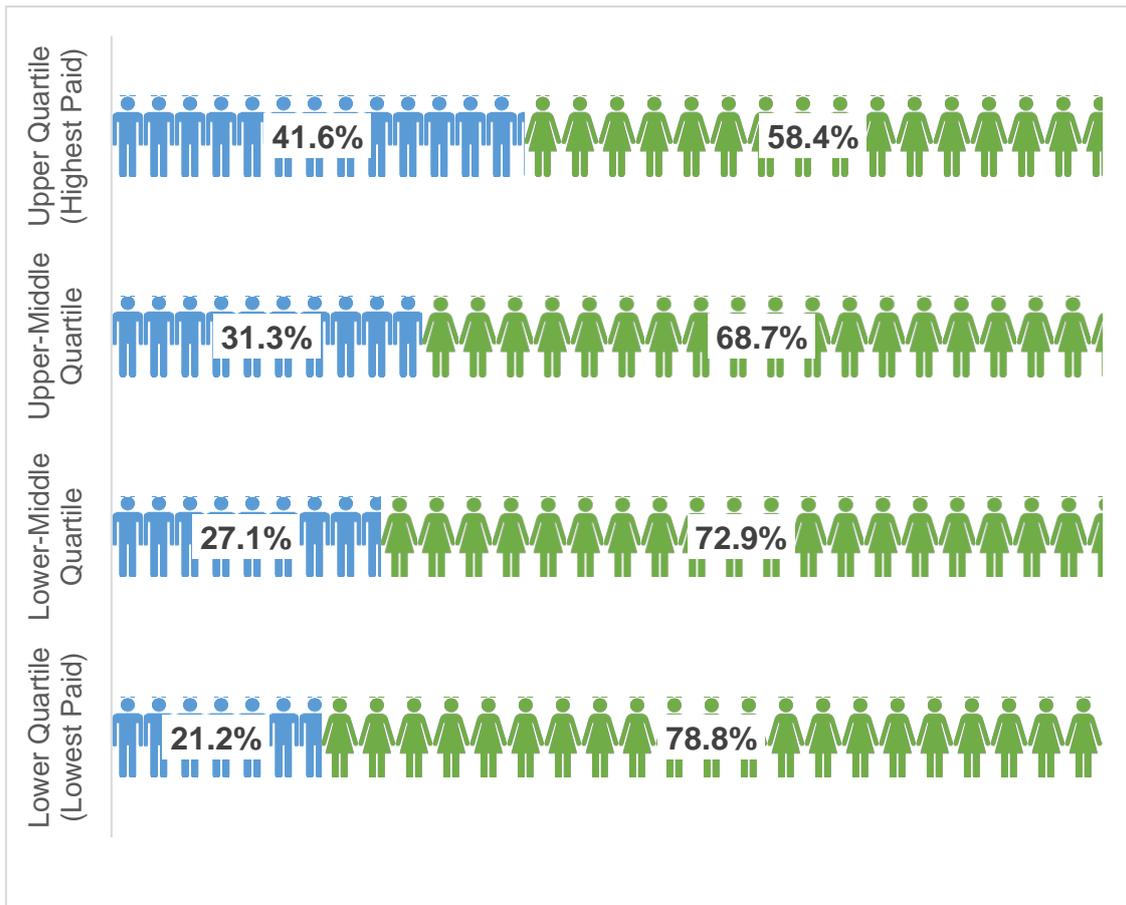
Bonus Pay

South Gloucestershire Council does not pay bonuses.

Quartile Pay

The quartile data graphic 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.

² <https://www.local.gov.uk/sites/default/files/documents/Gender%20pay%20gap%20report%202017%20April%202019.pdf>



The South Gloucestershire Council workforce is predominantly female, 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](#).

Compared with the previous year there has been a small increase in the proportion of female post holders that fell within the lower and lower-middle quartiles, whilst there has been a small increase in the proportion of male post holders than fell within the upper and upper middle quartiles. This is why the median gender pay gap is bigger than the mean gender pay gap.

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

The gender pay gap in South Gloucestershire Council is reflective of over-arching economic, cultural, societal and educational factors impacting the types of roles men and women occupy in the UK as a whole.

Data shows women with children are less likely to be in employment than men with children³, and more mothers than fathers reduce their working hours to help balance

³

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/articles/familiesandthelabourmarketengland/2019>

work and family life. This supports the premise that women are more likely to be responsible for child care than men, and also seek flexibility in work to enable this. Likewise, with the demands of adult social care increasing, a recent NHS survey found that almost 70% of unpaid caregivers in the UK are women⁴.

Part-time roles can offer flexibility to be able to carry out these caring responsibilities. As with the previous year more than half of all posts included in this report are part-time, zero hours or casual posts. Of this the majority (42%) fall in the lower quartile, and this number steadily reduces as pay rises to 16% of posts in the upper quartile. This trend was also found in last year's report.

There are more than twice as many women in part-time work in the UK than men⁵. There is also occupational segregation in the UK labour market⁶, 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 posts⁷.

When women occupy posts graded to be of equal or equivalent work to those occupied by men, the council offers equal pay for equal work.

Our Public Sector Equality Duty requires due regard to eliminate discrimination, to advance equality of opportunity, and foster good relations. This applies to all nine protected characteristics outlined in the Equality Act 2010, including gender.

As part of our Public Sector Equality Duty the council conducts regular Equal Pay Audits to compare the pay of men and women who are doing equal work. SGC evaluates job roles and applies pay grades using the well-established and transparent HAY job evaluation process, to identify equal or equivalent work.

The latest audit completed in 2019⁸ found there were no unjustifiable pay gaps between men and women performing equal or equivalent work, and therefore the council can demonstrate it offers equal pay for equal work by gender.

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

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

Our Annual Equalities in Employment report sets out steps that the council is already taking to help close the gender pay gap. The latest versions of the report is available on our website⁹.

4

<https://www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/healthandlifeexpectancies/articles/unpaidcarersprovide-social-care-worth-57-billion/2017-07-10>

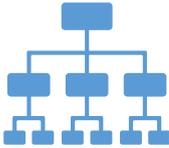
⁵ <http://researchbriefings.parliament.uk/ResearchBriefing/Summary/SN06838#fullreport>

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

⁷ <https://www.cipd.co.uk/knowledge/fundamentals/relations/gender-pay-gap-reporting/guide>

⁸ <https://www.southglos.gov.uk/community-and-living/equality-and-diversity/monitoring-equalities-information-and-reports/>

⁹ <https://www.southglos.gov.uk/community-and-living/equality-and-diversity/monitoring-equalities-information-and-reports/>

	<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>