

Gender Pay Gap Report March 2020

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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. The mean is the average of a range of values (sum of total values divided by the number of values), whilst the median is the middle number within a set of values (when the values are ordered smallest to largest).

This is the Gender Pay Gap report for the snapshot date of 31 March 2020.

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.

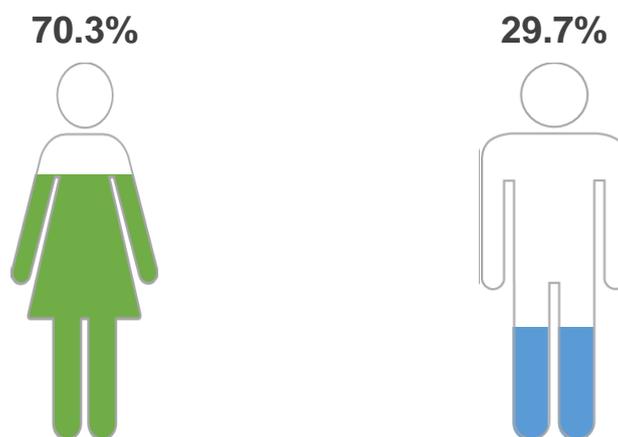
A Gender Pay Gap report does not differentiate what type of work is being completed by the post holder, only the overall average hourly rate by gender within an organisation. In other words, a gender pay gap can indicate which type of posts are being filled by men and women. It does not represent whether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

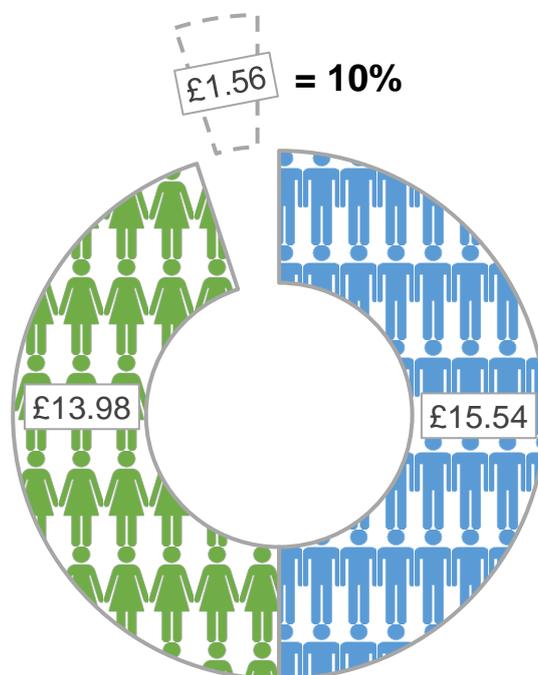
Gender Distribution of South Gloucestershire Council Workforce

The council's workforce is predominantly female. There has been an increase of 0.6% in female post holders compared to last year's report, continuing a slight upward trend over the last few years.



Gender Pay Gap

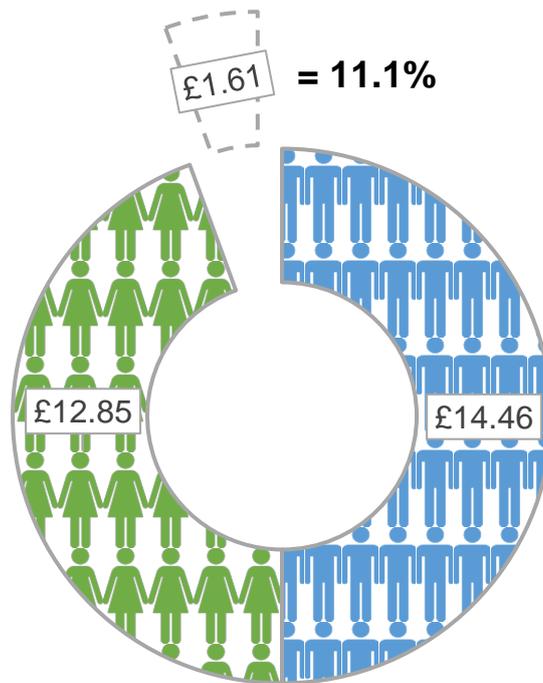
Mean Hourly Rate Gender Pay Gap



The mean gender pay gap at South Gloucestershire Council has decreased from 11.8% in 2019 to 10% in 2020, after being previously consistent in earlier years (Appendix 1).

The most recent Local Government Association (LGA) workforce summary reports that the mean gender pay gap for councils is 5.9%², therefore South Gloucestershire Councils' mean gender pay gap remains above this. There is a technical note that due to the COVID-19 pandemic, the LGA data does not include figures from all councils, however this figure remains in-line with the 6.1% gap reported the previous year³. Even with this consideration, the underlying trend remains that the SGC gap is greater than the reported LGA figure.

Median Hourly Rate Gender Pay Gap



The median gender pay gap at South Gloucestershire Council has seen a more significant reduction than the mean, decreasing by 2.5% compared with the previous year (13.6% median gap in 2019). This indicates a continuing trend to lessening the gap, as a fall of 1% was seen between 2018 and 2019.

The most recent Local Government Association (LGA) workforce summary reports the median gender pay gap for councils is 4.3%⁴, therefore South Gloucestershire Councils' median gender pay gap remains significantly above this. A technical note relating to the LGA data details that due to the COVID-19 pandemic, this does not include data for all councils, however this figure remains comparative to the 4.0% gap reported the previous year⁵ for councils by the LGA.

Bonus Pay

South Gloucestershire Council does not pay bonuses.

² <https://www.local.gov.uk/sites/default/files/documents/Workforce%20infographic%20-%20March%202021.pdf>

³ <https://www.local.gov.uk/sites/default/files/documents/Gender%20pay%20gap%20report%2017%20April%202019.pdf>

⁴ <https://www.local.gov.uk/sites/default/files/documents/Workforce%20infographic%20-%20March%202021.pdf>

⁵ <https://www.local.gov.uk/sites/default/files/documents/Gender%20pay%20gap%20report%2017%20April%202019.pdf>

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.



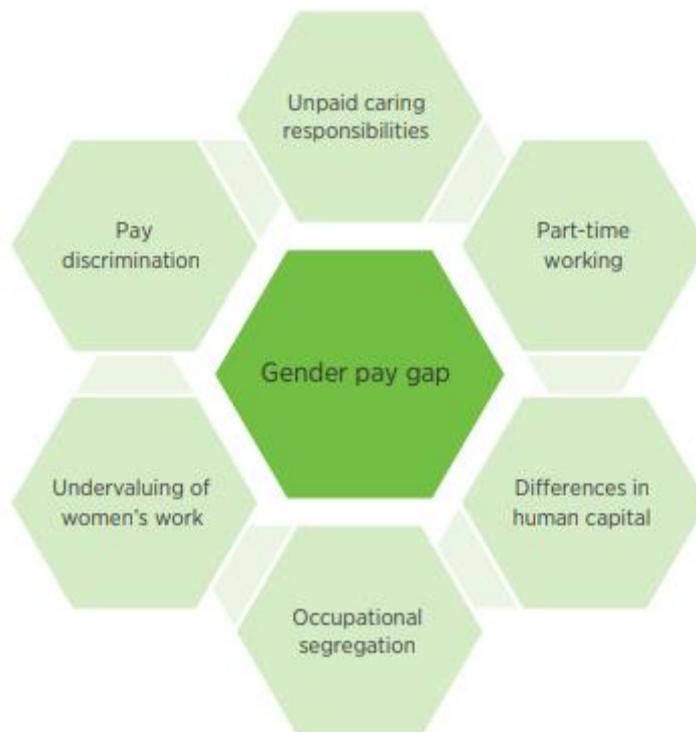
The South Gloucestershire Council workforce is predominantly female, which explains why there is a higher percentage of females across all quartiles. For there to be no gender pay gap, the percentages within each of the quartiles would need to reflect the [gender percentages of the makeup of the workforce](#) (Male = 29.7% Female = 70.3%).

Compared with the previous year, the middle quartiles remain consistent and closest to the workforce gender makeup, whilst there was an increase in the percentage of women in the upper (60.6%) and lower (79.5%) quartiles (58.4% and 78.8% in 2019 respectively). The upper quartile (highest paid) differs most from the gender split within the workforce, which contributes to why the median gender pay gap is slightly more than the mean gender pay gap. The lowest quartile also sees almost 10% variance from the workforce makeup, therefore something to continue monitoring.

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.

The CIPD⁶ summarises key causes of the overall UK gender pay gap as:



Data shows that although women represent 51% of the population, they make up 58% of unpaid carers, which impacts many aspects of their lives, including employment.⁷ Part-time roles can offer flexibility to be able to carry out these caring responsibilities. Just over 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, with only 16% of these posts being within the upper quartile. This trend was also found in last year's report.

The CIPD reports that 73% of part-time workers are women, and 41% of women work part-time compared to 12% of men⁸. As part-time workers typically earn less per hour than those working full-time, this therefore disproportionately affects women. There remains occupational segregation in the UK labour market overall⁹, with the most common sectors for women's employment in the UK being health and social work (accounting for 20% of all jobs held by women at Sept 2020), wholesale and retail (14%) and education (12%)¹⁰.

⁶ https://www.cipd.co.uk/Images/gender-pay-gap-guide-march21_tcm18-91629.pdf

⁷ <https://post.parliament.uk/research-briefings/post-pn-0582/>

⁸ https://www.cipd.co.uk/Images/gender-pay-gap-guide-march21_tcm18-91629.pdf

⁹ <http://researchbriefings.parliament.uk/ResearchBriefing/Summary/SN06838#fullreport>

¹⁰ <http://researchbriefings.parliament.uk/ResearchBriefing/Summary/SN06838#fullreport>

The most recent benchmarking data published by CIPFA found that the overall public sector gender pay gap mean was 7% and the median was 6.4% in 2019¹¹.

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. 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. South Gloucestershire Council evaluates job roles and applies pay grades using the well-established and transparent HAY job evaluation process, to identify equal or equivalent work.

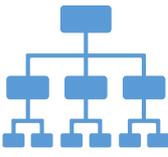
The most recent equal pay audit completed in 2019¹² found there were no unjustifiable pay gaps between men and women performing equal or equivalent work, and therefore the council can demonstrate it offers equal pay for equal work by gender.

In conclusion, multiple factors contribute to the existing gender pay gap at the council, although there has been an improvement compared to 2019 and continuing trend to lessen the gap. The final section considers current measures and our action plan.

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

South Gloucestershire Council is committed to improving our gender pay gap. This will be a key consideration in the organisational reset work, moving forward from the Covid-19 pandemic, with any outcomes monitored and reviewed on an on-going basis, to ensure there are no un-intended consequences of any new work practices/policies implemented.

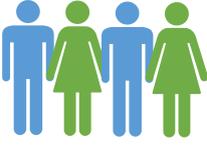
Our latest Annual Equalities in Employment report (2020) sets out steps that the council is already taking to help close the gender pay gap. The latest version of the report is available on our website¹³.

	<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>South Gloucestershire Council has several active staff equalities groups, including a Women's staff network which meets bi-monthly seeking to identify issues relating to equality for women and working to influence positive change to reduce gender inequalities. Our Director of Resources and Business Change is the SLT ambassador for this group, to help promote the aims of the network.</p>

¹¹ <https://www.cipfa.org/cipfa-thinks/cipfa-thinks-articles/gender-pay-gap-benchmarking#:~:text=Gender%20pay%20gap%20benchmarking%20Analysis%20undertaken%20by%20CIPFA,required%20to%20provide%20information%20on%20gender%20pay%20distribution>

¹² <https://www.southglos.gov.uk/community-and-living/equality-and-diversity/monitoring-equalities-information-and-reports/>

¹³ <https://www.southglos.gov.uk/community-and-living/equality-and-diversity/monitoring-equalities-information-and-reports/>

	<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, well-being support and initiatives. 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. Put in place a workforce Equalities Action Plan, in line with the overall South Gloucestershire Council Plan for 2020-2024.</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>