

# Gender Pay Gap March 2017

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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 2017.

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.

## Gender Pay Gap



**Mean Gender Pay Gap: 11.8%**

**Median Gender Pay Gap: 12.0%**

ONS Annual Survey of Hours and Earnings (ASHE) October 2017 report states that the whole economy mean Gender Pay Gap is 17.4% whereas the Median Gender Pay Gap 18.4%. The data from the new Gender Pay Gap reporting requirement is not available for benchmarking at the time of the publication of this report.

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 website<sup>1</sup>; and
- evaluates job roles and applies pay grades using the well-established and transparent HAY job evaluation process.

The causes of the gender pay gap are complex and overlapping. South Gloucestershire Council can demonstrate that we pay men and women the same for the same or equivalent work<sup>2</sup>. Our gender pay gap is reflective of the causes of gender pay gap at a societal level.

Across the UK economy as a whole, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations), while women are more likely than men to be in front-line roles which tend to attract lower salaries. Research has also identified that, although parents are increasingly flexible, the responsibility of childcare still falls disproportionately upon women<sup>3</sup>. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part-time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid. Research has identified that very few men work part-time; 60% of working fathers work more than 40 hours a week compared to just a third of working mothers<sup>4</sup>.

## 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.

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<sup>1</sup> <http://www.southglos.gov.uk/community-and-living/equality-and-diversity/monitoring-equalities-information-and-reports/attachment/equal-pay-audit-2015-16-final/>

<sup>2</sup> <http://www.southglos.gov.uk/documents/Equal-Pay-Audit-2015-16-FINAL.pdf>

<sup>3</sup>

[https://www.equalityhumanrights.com/sites/default/files/research\\_report\\_15\\_work\\_and\\_care\\_study\\_of\\_modern\\_parents.pdf](https://www.equalityhumanrights.com/sites/default/files/research_report_15_work_and_care_study_of_modern_parents.pdf)

<sup>4</sup>

[https://www.equalityhumanrights.com/sites/default/files/research\\_report\\_15\\_work\\_and\\_care\\_study\\_of\\_modern\\_parents.pdf](https://www.equalityhumanrights.com/sites/default/files/research_report_15_work_and_care_study_of_modern_parents.pdf)

Quartile			Difference in % of females in each quartile compared with SGC overall workforce
Upper quartile (highest paid)	42.4%	57.6%	-11.1%
Upper middle quartile	30.7%	69.3%	0.6%
Lower middle quartile	28.4%	71.6%	2.9%
Lower quartile (lowest paid)	23.6%	76.4%	7.7%

The South Gloucestershire Council workforce is predominantly female, made up of 68.7% female and 31.3% 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. 68.7% female and 31.3% male).

The biggest percentage difference is within the upper quartile (highest paid) where there is a much higher percentage of males; 42.4% of the upper quartile is male compared to the actual workforce which is 31.3% male, a difference of 11.1%.

Likewise, the lower quartile shows a higher percentage of female workers; 76.4% when compared to the actual workforce which is 68.7% female, an increase of 7.7%.

This would suggest that the gender pay gap is due to more female workers undertaking lower paid roles than men, which ties in with the research above and the UK economy as a whole.

## 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 Audit<sup>5</sup> 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 report<sup>6</sup>:

<sup>5</sup> <http://www.southglos.gov.uk/documents/Equal-Pay-Audit-2015-16-FINAL.pdf>

<sup>6</sup> <http://www.southglos.gov.uk/documents/Equalities-in-Employment-Report-2016-17-FINAL.pdf>

	<p>A programme of positive action is underway, to include: a career development programme open to all council staff and tailored training programmes aimed at increasing the number of women in management roles. Which would fall into our upper quartile pay?</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>