

BRECKLAND DISTRICT COUNCIL

Report of: Executive Member of People and Information and Phil Adams, Executive Shared Manager of Public Protection and People

To: Overview & Scrutiny - 31st January 2019
Full Council - 21st February 2019

Author: Susie Richardson, HR Manager

Subject: Gender Pay Gap 31 March 2018

Purpose: To report findings of Gender Pay Gap (GPG) reporting as at 31 March 2018, actions taken in the last year and strategic recommendations to address results

Recommendation(s):

- 1) **To note the release of the report for upload onto the Government website in accordance with the Gender Pay Gap Information Regulations 2017**

1.0 BACKGROUND

1.1 Breckland Council is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

1.2 This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation. These calculations are:

- the difference in the mean pay of full-pay men and women, expressed as a percentage;
- the difference in the median pay of full-pay men and women, expressed as a percentage;
- the difference in mean bonus pay of men and women, expressed as a percentage;
- the difference in median bonus pay of men and women, expressed as a percentage;
- the proportion of men and women who received bonus pay; and
- the proportion of full-pay men and women in each of four quartile pay bands.

1.3 We are required to publish the results on our own website and a government website. We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

1.4 According to the Office of National Statistics (ONS), taken from the Annual Survey of Hours and Earnings 2017, the Gender Pay Gap nationally was 18.4%. Specifically for 'Local government administrative occupations' there was a 15.9% Gender Pay Gap. Our gender

pay gap for 2017 was 22.8% and for 2018 it has improved to 13.1%.

1.5 Infographics are included as an appendix to show the comparisons between 2017 & 2018

1.5.1 Our workforce profile is made up of 71.6% female and 28.4% male. The further split shows 67.6% of our female population work full time and 32.4% part time, with 90.1% of our male population working full time and 9.9% part time.

1.5.2 The improvement in our gender pay gap has been due to our programme of talent management in recruiting and promoting people based on their natural strengths and placing less emphasis on their qualifications and experience, therefore widening our pool of applicants. We have also improved our recruitment adverts to be gender neutral and we advertise roles more on social media and online publications which has proved a successful method in recruiting talent.

1.5.3 The contact centre is a place to learn how the Council operates and is essential part of learning and development. The contact centre is our nursery bed of talent and we harness the potential talent in here and look to progress people in the council who have a good foundation of knowledge. The stability, progression and benefits that these roles hold are crucial to the future of the organisation and again when recruiting should be emphasised. As the contact centre offers flexible working hours and part time roles it naturally attracts more females who are primary care givers outside of work, being a parent or carer and therefore needing flexibility. We don't want to detract from attracting this staffing group as we are providing opportunities to local people who require a good work/life balance.

1.5.4 Agile working is a key part to extending our flexibility as an employer and being an employer of choice to all groups, agile working is a large programme of work which will be undertaken and will assist us in further improving our gender pay gap

1.5.5 If the organisation was to remove ARP and the Contact Centre from the Gender Pay report a comparator table below highlights the differences.

	Inclusive of ARP/CC	Excluding ARP/CC
The difference in the mean pay of full pay men and women expressed as a %	13.1%	6.1%
The difference in the median pay of full-pay men and women	23.9%	10.9%
The difference in the mean bonus pay of men and women	79.1%	40.5%
The difference in the median bonus pay of men and women	66.7%	-100%
The proportion of men and women who receive bonus pay		
Males	11.1%	3.7%
Females	2.0%	1.5%

1.5.6 As per the Pay Quartile results contained in Appendix A, the first 3 Quartiles contain significantly higher proportions of females to males, however are broadly in line with the male: female workforce ratio. The uppermost Pay Quartile has a fairly even split of males and females within it.

1.5.7 Analysis

Our lowest paid roles are in our contact centre which we know has more females than males, as we do not employ our waste services directly we are not able to include those workers in our report, the likelihood is that those workers would significantly reduce our gap as they are predominantly male workers and would balance out our contact centre figures.

2.0 **OPTIONS**

2.1 To continue with our talent management programme to ensure we are attracting and retaining the right talent

2.2 Agile working to be supported as a programme of work in improving our offer as an organisation

2.3 Do nothing

3.0 **REASONS FOR RECOMMENDATION(S)**

3.1 To comply with legislation

3.2 Do nothing

4.0 **EXPECTED BENEFITS**

A reduced Mean GPG and increased opportunity to highlight career opportunities within the council using the contact centre as a talent bank for future position. A more diverse workforce that attracts the candidates from the region that reflects the population in which the Council operates.

5.0 **IMPLICATIONS**

5.1 **Constitution & Legal**

5.2 **Financial**

5.2.1 None

5.3 **Staffing**

5.3.1 None

5.4 **Stakeholders / Consultation / Timescales**

5.4.1 None

5.5 **Other**

5.5.1 None

6.0 **WARDS/COMMUNITIES AFFECTED**

6.1 None

7.0 **ACRONYMS**

7.1 GPG: Gender Pay Gap

Background papers:- None

Lead Contact Officer

Name and Post: Susie Richardson, HR Manager

Telephone Number: 01362 656828

Email: Susie.richardson@breckland.gov.uk

Key Decision: No

Exempt Decision: No

This report refers to a Non-Mandatory Service

Appendices attached to this report:

Appendix A: Gender Pay Gap Report

Appendix B: Infographic comparing 2017 & 2018 data