Appendix Three: Pay Gap Review
Updated February 2021

The Gender Pay Gap

1.0 Overview

The gender pay gap publication is presented to Committee alongside this review. From the summary of data to be published, it can be seen that the Council's mean average gender pay gap is 7%, a 1% reduction from 8% reported the previous year. This means that when the total female hourly earnings are divided by the number of female employees, compared with their male counterparts, women are earning an average of £1.23 less than male employees. An improvement from a difference of £1.37 for the previous period.

Our median gender pay gap for 2020 is 9%, which is the same as reported last year. When all of the hourly rates of pay for male and female employees are put in order of highest to lowest, women are on average earning £1.36 less than male co-workers, a slight increase in the difference last year of £1.34.

It should be remembered that although reported in March each year, the data is in fact a snap-shot of the workforce in the previous March. The mean average can often fluctuate if there is a large distribution between the highest and lowest salary values.

It is acknowledged that the reduction in the mean pay gap reported this year is small, however, any reduction in the pay gap is seen as positive. As previously outlined to Committee, a reduction in a pay gap with a large organisation such as the Council take time and targeted efforts. As can be seen from the update of actions in appendix two, there has been a considerable amount of work that has been completed, and will continue to take place to reduce the pay gaps.

We have analysed our gender pay gap for 2020, based on data as at 31st March 2020. We have seen a further reduction in our mean gender pay gap to 7.3% and our median gender pay gap has remained the same at 8.9%. These figures are published as 7% and 9% respectively in accordance with the regulations guidance in rounding to whole numbers. The graph below illustrated the downward direction of travel of our gender pay gap.

The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle salary. The mean gender pay gap is the difference between the average hourly earnings of men and women.

Figure 1: CCC Mean and Median Trend
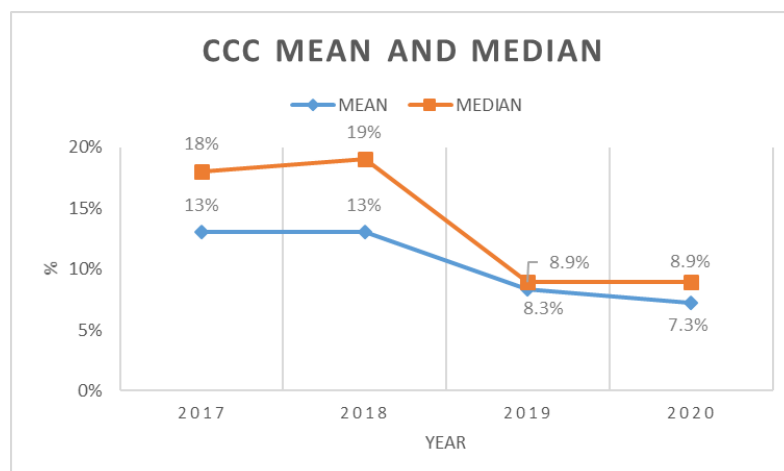
2.0 Starters and Leavers

From our starters and leavers data, we know that the Council does not have a problem in attracting and retaining a female workforce but could be doing more to develop and empower female colleagues. As a result, work is underway to promote our current coaching offering, as it was found that females are more likely to progress in their careers if they have a good external network of support.
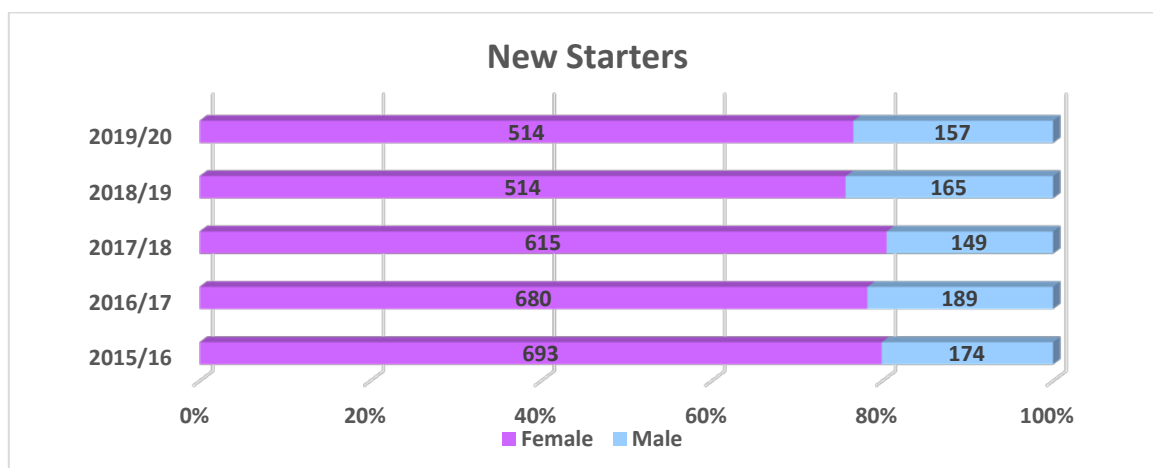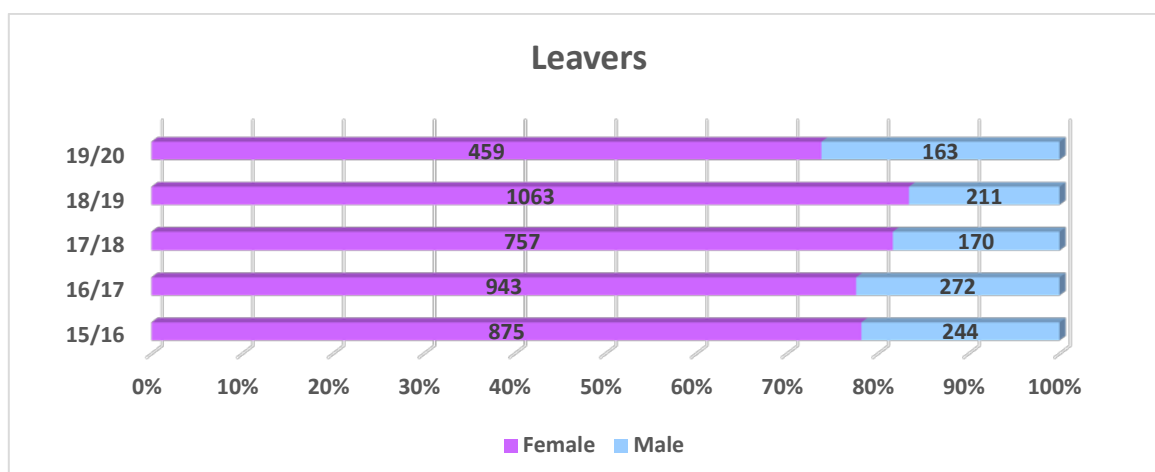
Figure 2: New Starters

New Starters

Year	Female	Male
2019/20	514	157
2018/19	514	165
2017/18	615	149
2016/17	680	189
2015/16	693	174

Figure 3: Leavers

Leavers

| Year	Female	Male
19/20	459	163
18/19	1063	211
17/18	757	170
16/17	943	272
15/16	875	244

The charts above demonstrate that, with the exception of last year's leavers which were 74% female, our starters and leavers are fairly representative of the workforce gender split.

3.0 Grades and Salary Banding

Figure 4 illustrates the full time equivalent (FTE) salary bands (in £10k increments) of our workforce by gender. The figure illustrates that our gender split in the salary bands up to and including £30-£40k are fairly representative of our 4:1 female to male ratio. Within the £40k-£70k bands, representation of female employees continues to reduce across each band with 60% of females within the £60-£70k salary band. However in the £70-£80k and £110-£120k salary bands, female representation is greater than the 4:1 ratio.

Figure 4: Salary bands by Gender

Salary bands by gender
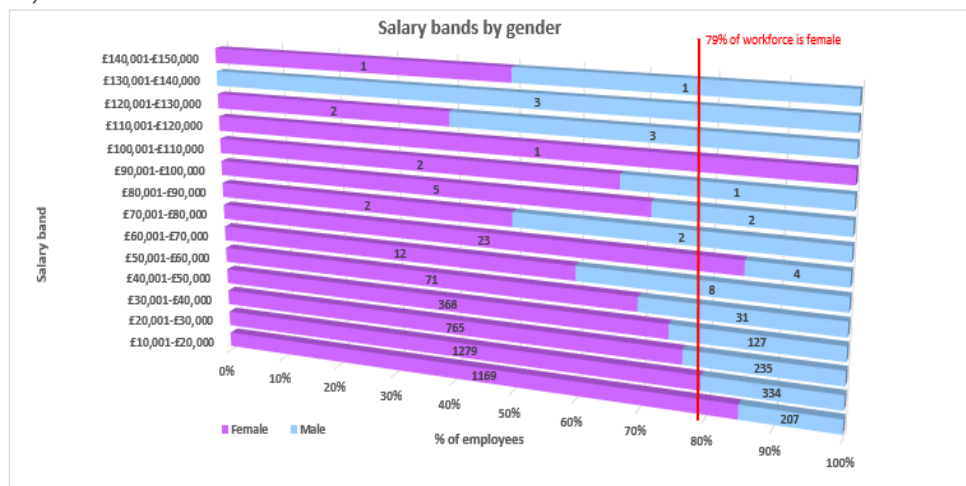
Our workforce is populated by 79% of female employees; 4 in every 5 employees are female which is consistent with trend data on our gender profile. This includes our relief workforce. Of the relief cohort, female employees account for 87% of relief workers.

Figure 5 below demonstrates the distribution of female and male employees across each grouped pay grade. The figures are fairly consistent with the data reported over the last two financial years, and reiterates the positive message that there is proportional representation of females in the majority of grades.

Figure 5: Grade by Gender

Grade by gender
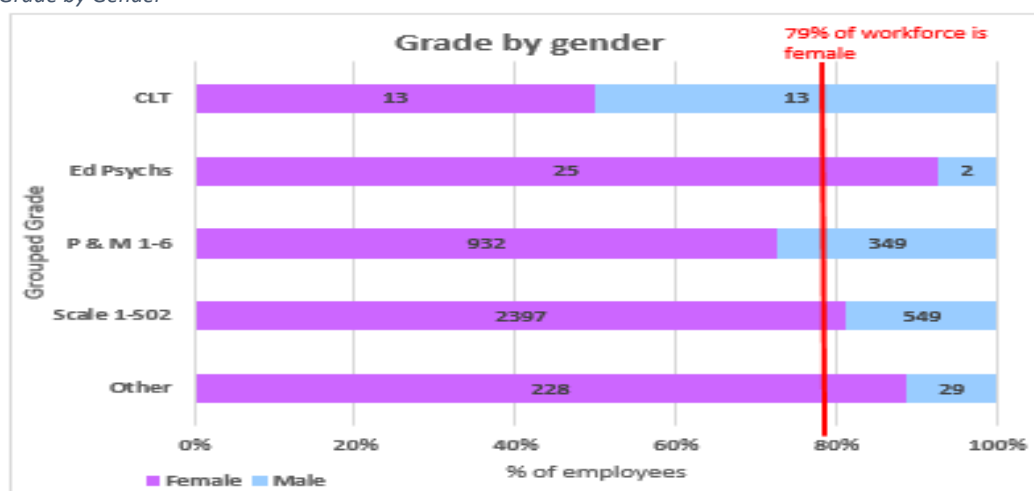
We currently have 123 employees undertaking apprenticeships, of which 84 are female. This accounts to 68% of our of workforce, which is not quite representative of our workforce gender split of 79% female. We need to continue to encourage more female employees to consider how an apprenticeship could further their development and skills.

The Ethnicity Pay Gap

As outlined in the main Committee report, until such a time that ethnicity pay gap reporting becomes a legislative requirement, the calculation that employers use is not likely to be consistent, and the method in which we report the ethnicity pay gap may differ in future from how we have approached it in this report.

Three in four of our employees have disclosed their ethnicity, 84 employees (2%) have told us they would 'prefer not to say' and a further 1106 people (26%) have not disclosed any information on their ethnicity.

Of the 74% of employees who have disclosed their ethnicity, 7% of employees have told us they consider themselves to be Black, Asian and Minority Ethnic (BAME) and 67% have disclosed they are White.

Our mean ethnicity pay gap is 2.5%. This means that when the total BAME employee hourly earnings are divided by the number of employees who have declared they are BAME, compared with employees who have disclosed they are white, BAME employees are earning an average of £0.41 less than White employees.

Our median ethnicity pay gap for 2020 is -2.9%, therefore our pay gap is in favour of employees who have disclosed they are BAME compared to employees who have declared they are White. When all of the hourly rates of pay for BAME and White employees are put in order of highest to lowest, White employees are on average earning £0.43p less than BAME colleagues. This would suggest that we have a higher proportion of BAME employees with higher hourly earnings.

Further and more in-depth analysis on the ethnicity pay gap will take place once we have more complete employee data.