

Gender Pay Gap Report 2018

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Purpose

To brief CMT on Tamworth Borough Councils position with respect to the Gender Pay Gap on the snapshot date of 31 March 2018.

Recommendations
 1. To approve the 2018 Gender Pay Gap figures for publication by 30 March 2019 to meet mandatory government requirements

Background

In March 2018 Tamworth Borough Council published its first Gender Pay Gap report to meet government requirements that employers with 250 or more employees must publish information each year to show the difference in average pay between male and female employees.

This second report details the data for Tamworth Borough Council as at the “snapshot” date of 31 March 2018.

The gender pay gap report must set out Tamworth Borough Council’s results in relation to 6 calculations:

Mean Gender Pay Gap	Median Gender Pay Gap	Mean Bonus Gap	Median Bonus Gap	Bonus proportions	Pay Quartile
The difference between the mean hourly rate of pay of male full pay relevant employees and that of female full pay relevant employees.	The difference between the median hourly rate of pay of male full pay relevant employees and that of female full pay relevant employees.	The difference between the mean bonus pay paid to male relevant employees and that paid to female full pay relevant employees.	The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.	The proportions of male and female relevant employees who were paid a bonus during the relevant period.	The proportions of male and female full pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands.

The Council must publish its result both on its own website and the government gender pay gap service website. The data analysed relates to all employees of Tamworth Borough Council employed in temporary or permanent contracts on the reporting snapshot date (known as relevant employees). It includes those under an apprenticeship or contract to provide a service which falls under the IR35 regulations. Pay is based on ordinary pay which includes basic pay (hourly rate), contractual enhancements (such as stand by or essential car user) and sick pay. Pay excludes expenses, overtime pay, pay in lieu of leave, benefits in kind and redundancy pay.

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How does Tamworth Borough Council’s gender pay gap compare to last year?

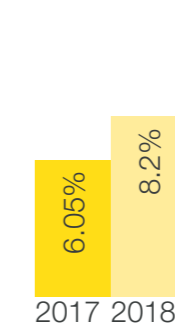
The mean hourly pay gap



Average pay



The median hourly gap



Median pay



Breakdown of genders in each quartile

Improvement shown in the top quartile as the gender split is now 50:50.

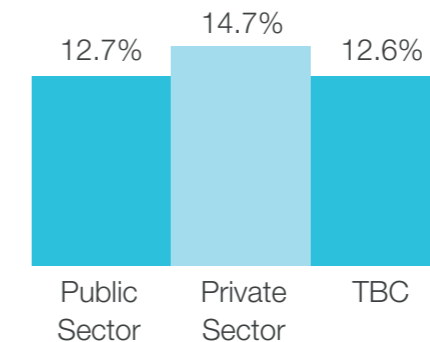
The lower quartile did not show improvement with the percentage of female staff in the lowest quartile increasing by 4.11%. Further details is contained in the gender pay gap outcomes section of this document.



How does Tamworth Borough Council’s gender pay gap compare with that of other organisations?

In 2017/18, 77% of organisations reporting in 2017/18 had a Gender Pay Gap in favour of men. The mean gender pay gap for the whole economy (according to the October 2018 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 17%. In April 2018 the gender pay gap was 12.7% in the public sector and 14.7% in the private sector. Positively at 12.6%, Tamworth Borough Council’s mean gender pay gap is significantly lower than that for the whole economy, and just below the average for the public sector.

Gender pay gap - April 2018



Gender Pay Gap Outcomes

The results of the 6 required calculations are outlined below, based on data for the snapshot date of 31 March 2018 and are also compared with the data from 31 March 2017.

Gender	Full pay relevant employee count	
	31 March 2018	31 March 2017
Female	217 (63.26%)	214 (61.85%)
Male	126 (36.67%)	132 (38.15%)
Total	343	346

Mean Gender Pay Gap

The mean (average) gender pay gap is the difference between the mean hourly pay rate of relevant male employees and that of relevant female employees as a percentage of men's earnings.

Gender	Mean hourly rate	
	31 March 2018	31 March 2017
Female	13.11	13.11
Male	15.00	14.79
Mean Average	13.80	13.75
% mean hourly rate is lower for women	12.6%	11.37%

Therefore, at Tamworth Borough Council the **mean** hourly rate for women is **12.6%** lower than for men.

Median Gender Pay Gap

The median (middle value) gender pay gap is the difference between the median hourly pay rate of the relevant male employees and that of relevant female employees as a percentage of men's earnings.

Gender	Median hourly rate	
	31 March 2018	31 March 2017
Female	11.98	12.18
Male	13.05	12.97
Median Average	12.70	12.80
& median hourly rate is lower for women	8.2%	6.05%

Therefore, at Tamworth Borough Council the **median** hourly rate for women is **8.2%** lower than for men.

Bonus Pay Gap

Tamworth Borough Council does not pay bonus payments to employees in line with the criteria within the scope of the data requirements and therefore we are unable to report on this element.

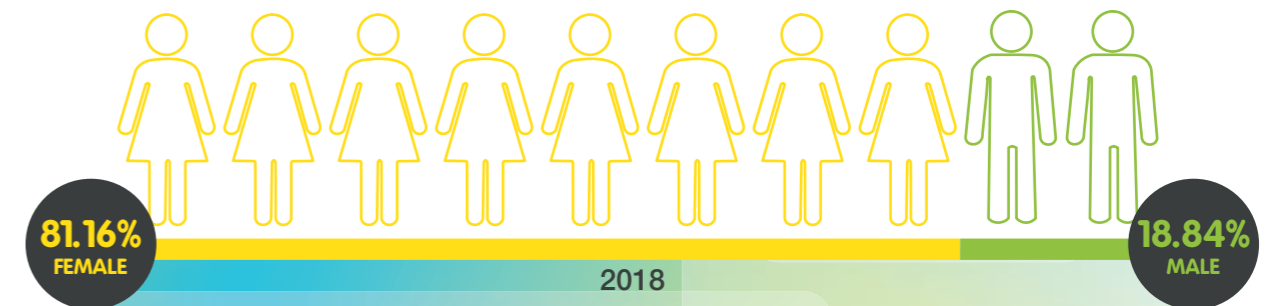
Quartile Pay Bands

The proportions of male and female relevant employees in the four quartiles for the current and previous submission (current year in highlighted columns):

	No. of employees 2018	No. of employees 2017	Male employees 2018	Male employees 2017	Female employees 2018	Female employees 2017
Lower quartile	69	61	13 18.84%	14 22.95%	56 81.15%	47 77.05%
Lower-middle quartile	102	109	41 40.20%	44 40.37%	61 59.80%	65 59.63%
Upper-middle quartile	86	103	29 33.72%	37 35.92%	57 66.28%	66 64.08%
Upper quartile	86	73	43 50%	37 50.68%	43 50%	36 49.32%

The above chart shows Tamworth Borough Council's workforce divided into four equal-sized groups based on hourly pay rates, the lowest paid 25% of employees (the lower quartile) rising to the highest paid 25% (the upper quartile).

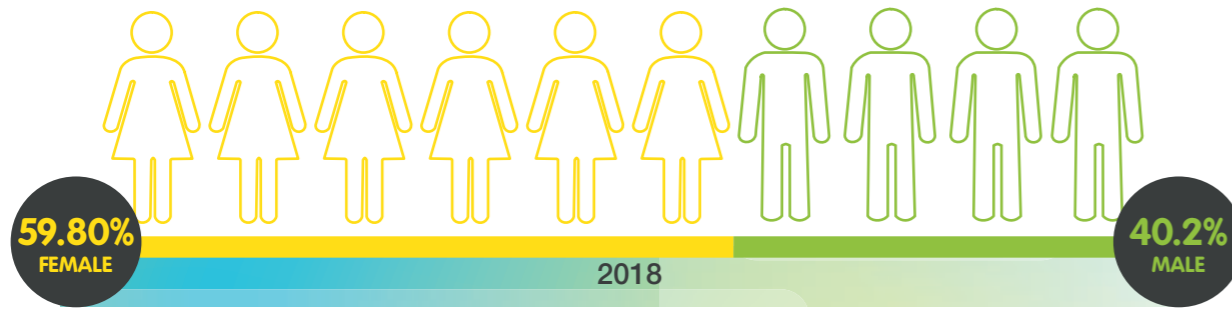
Lower quartile within the Council



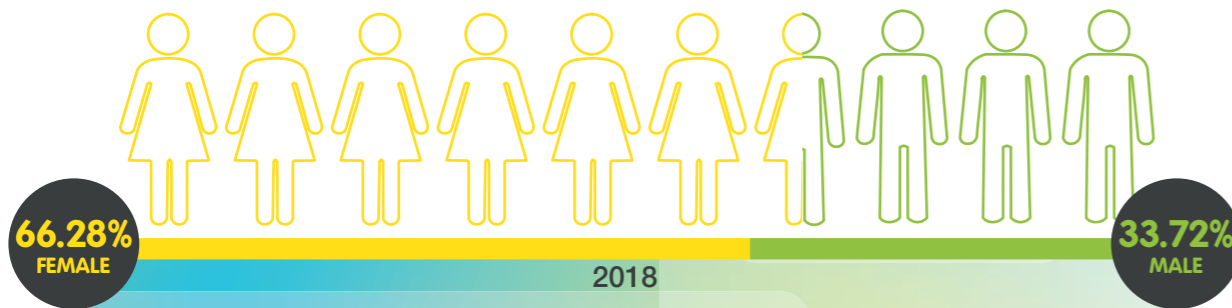
A disproportionate amount of women are within this quartile, which is known as occupational segregation, where more women than men are concentrated in certain occupations in TBC case roles such as Cleaners and Customer Service Assistants (i.e. grade 2 - the lowest pay grade within the Council).

On a positive note the percentage of female employees increases throughout the remaining Quartiles, from 59.80% in the lower middle quartile to 66.28% in the upper middle quartile. These quartiles are comparable with the gender breakdown of the whole organisation, where 63.26% of the organisation are women.

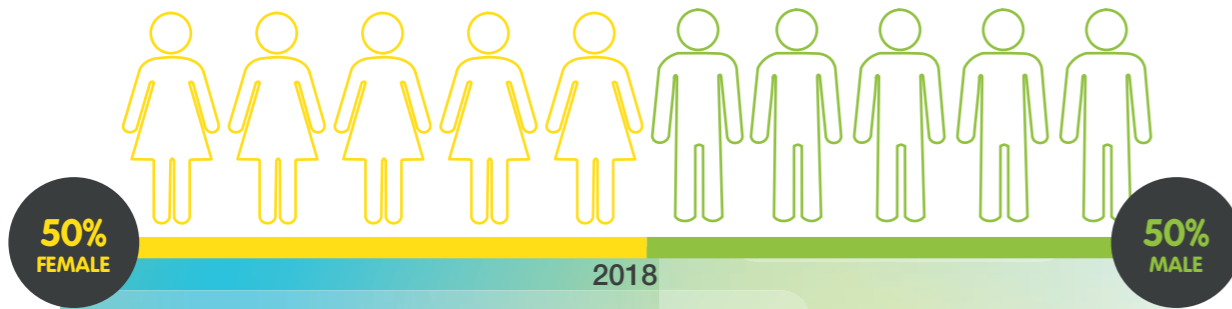
Lower-middle quartile within the Council



Upper-middle quartile within the Council



Upper quartile within the Council



This is an improvement from last year's return where men were 50.68% and women 49.32%.

What are the underlying causes of Tamworth Borough Council's gender pay gap?

Under employment legislation, men and women must receive equal pay for:

- The same or broadly similar work;
- Work related as equivalent under a job evaluation scheme; or
- Work of equal value.

Tamworth Borough Council is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women choose to apply for within the organisation and the salaries that these roles attract.

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 at the lower end of the organisation. Women are 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.

What is Tamworth Borough doing to address its gender pay gap?

Whilst Tamworth Borough Council's gender pay gap compares favourably with that of organisations across the whole UK economy, this is not a subject about which Tamworth Borough Council is complacent, and it is committed to doing everything that it can to reduce the gap.

Tamworth Borough 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, job roles are evaluated to determine pay grades irrespective of the post holder's gender.

To date, the steps that Tamworth Borough Council has taken to promote gender diversity in all areas of its workforce, including the following:

- An agile working policy promoting flexible working; including part time, job share, flexible start and finish times.
- Supports parents with maternity leave, shared parental leave and adoption leave.
- Male and female employees receive the same enhancements for overtime and allowances.
- All vacancies are eligible for part time and full time staff.
- Training and development (including professional qualifications) is available to all staff.
- Performance is not linked to pay awards. Research has proven men are more successful at negotiating higher performance ratings.
- Governance is in place to ensure starting salaries above the minimum spinal column point for the grade are fair and equitable. Analysis shows that in the 12 month reference period there were 30 new appointments, 50% were male and 50% were female. Of these 6 appointments were made above the bottom of the grade, 5 of which were internal transfers and the grade was determined to ensure there was no loss of salary. One appointment was made 2 SCP above the bottom due to the experience the post holder was bringing. In terms of gender of the 6 appointments above the bottom of the grade 3 were male and 3 female showing no gender bias. Research has found men are more willing to negotiate higher starting salaries than the minimum point; however this is not currently proven at Tamworth Borough Council.
- The executive levels of the organisation are appointed to spot a salary which limits the opportunity to negotiate and thus removes bias.

Future actions

To create an evidence base to identify any barriers to gender equality and inform priorities for action, in 2018 Tamworth Borough Council introduced gender monitoring and will widen this to understand:

- The proportions of men and women applying for jobs, being interviewed and being recruited
- The proportions of men and women applying for promotions
- The proportions of men and women leaving the organisation and their reasons for leaving
- The proportion of men and women who return to their original job after a period of maternity or other parental leave
- Proportions of men and women having access to development

Furthermore, recruitment adverts will be amended in accordance with recommendations from the Flexible Working Task Force to include the statement “happy to talk flexible working”.

None of these initiatives, will, of itself, remove the gender pay gap – and it may be several years before some have any impact at all.

Summary

In conclusion whilst the gender pay gap has had a slight increase there is no gender bias in our processes or policies however , Tamworth Borough Council is committed to reporting on an annual basis on what it is doing to reduce the gender pay gap will continue to embed equality and diversity within everything we do.

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