

# Gender Pay Gap Report 2019

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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 2019.

**Recommendations**  
 1. To approve the 2019 Gender Pay Gap figures for publication by 30 March 2020 to meet mandatory government requirements

## Background

Tamworth Borough Council (TBC) has published its first Gender Pay Gap report since 2018 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 is TBC's third annual report and provides data as at a "snapshot" date of 31 March 2019.

The gender pay gap report sets 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.

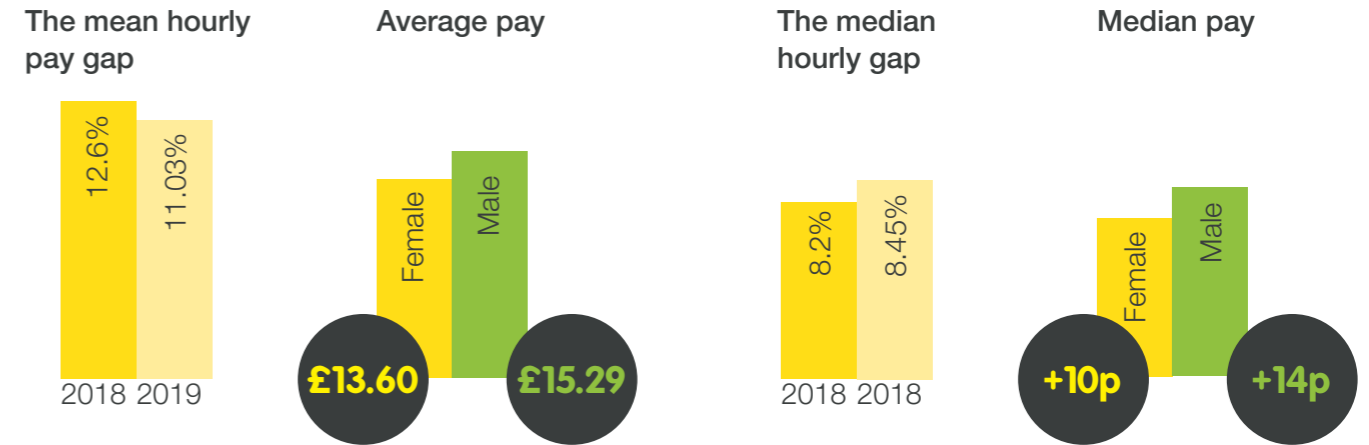
The Council must publish its result both on its own website and the government gender pay gap service website. The data analysed relates to all employees of Tamworth Borough Council employed in temporary or permanent contracts on the reporting snapshot date (known as relevant employees). It includes 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 previous years?

### Headcount

Tamworth Borough Council's headcount was static during the period 2017– 2019. In 2017 it was 346; it decreased to 343 in 2018 and increased to 346 in 2019. There has been a slight increase in female employees, rising by 2 FTE or 0.57%. 62.4% of the workforce are female and 38.6% are male.



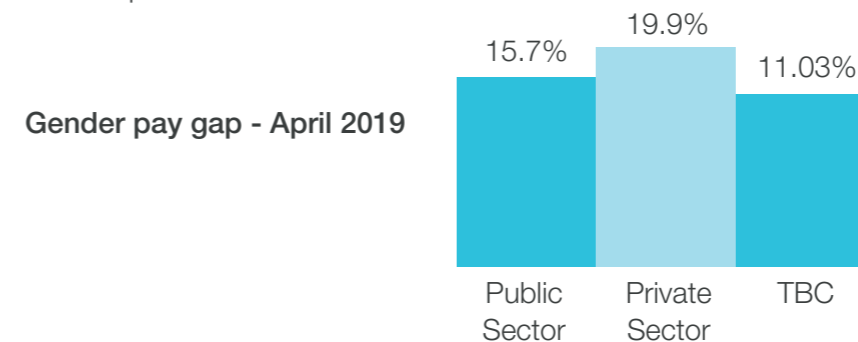
### Breakdown of genders in each quartile

The breakdown of genders in each quartile showed improvement in the top quartile as the gender split is now 51.69% (female) and 48.31% (male), an improvement of 1.69% from last year. Whilst there is improvement, this quartile is not representative of the organisation's ratio as a whole.



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

A quarter of companies and public sector bodies have a pay gap of more than 20% in favour of men. There was no significant improvement in the gender pay gap. The mean gender pay gap for the whole economy (according to the October 2019 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 17.3%. In April 2019 the gender pay gap was 15.7% in the public sector and 19.9% in the private sector and 18.4% in non-profit bodies or mutual associations. Positively, at 11.03%, Tamworth Borough Council's mean gender pay gap is significantly lower than that for the whole economy and the public sector.



## Gender Pay Gap Outcomes

The results of the 6 required calculations are outlined below, based on data for the snapshot date of 31 March 2019 and are also compared with the data from 31 March 2018 and 31 March 2017.

Gender	Full pay relevant employee count		
	31 March 2019	31 March 2018	31 March 2017
Female	216 (62.42%)	217 (63.26%)	214 (61.85%)
Male	130 (37.58%)	126 (36.67%)	132 (38.15%)
Total	346	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 2019	31 March 2018	31 March 2017
Female	13.60	13.11	13.11
Male	15.29	15.00	14.79
Mean Average	14.24	13.80	13.75
% mean hourly rate is lower for women	11.03%	12.6%	11.37%

Therefore, at Tamworth Borough Council the **mean** hourly rate for women is **11.03%** 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 2019	31 March 2018	31 March 2017
Female	12.08	11.98	12.18
Male	13.19	13.05	12.97
Median Average	12.66	12.70	12.80
& median hourly rate is lower for women	8.45%	8.2%	6.05%

Therefore, at Tamworth Borough Council the **median** hourly rate for women is **8.45%** lower than for men.

## Bonus Pay Gap

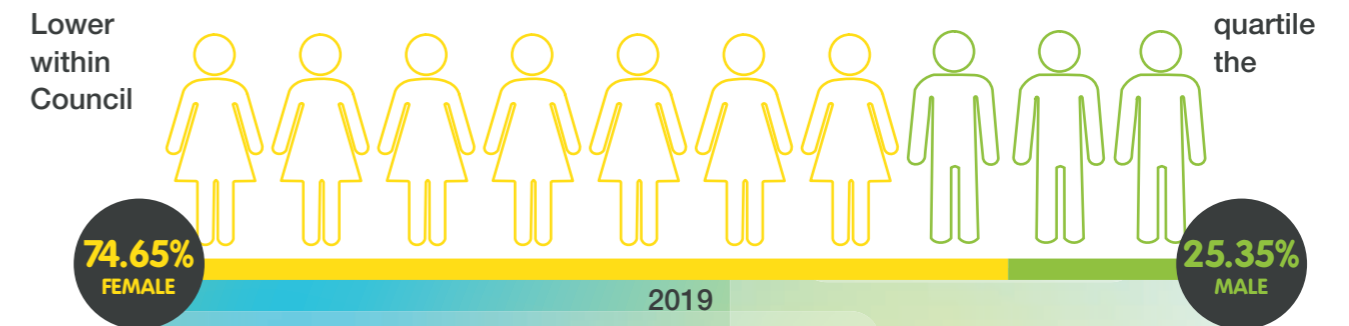
Tamworth Borough Council does not pay bonus payments to employees in line with the criteria within the scope of the data requirements and therefore we are unable to report on this element.

## 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):

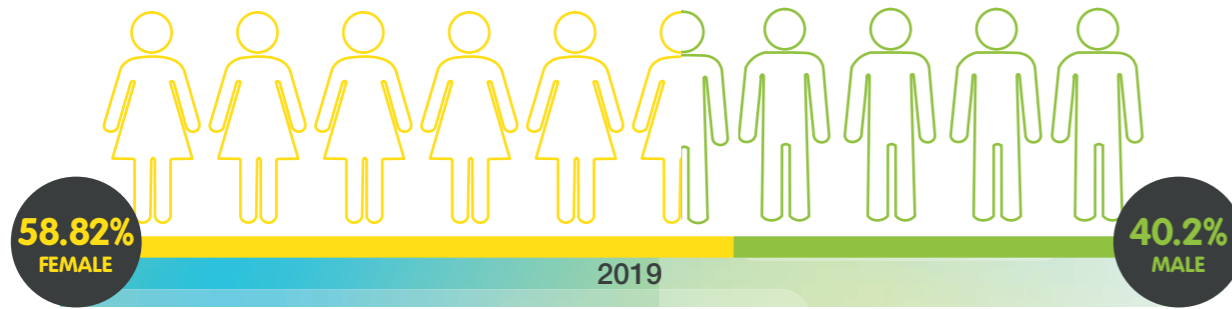
	No. of employees			Male employees			Female employees		
	2019	2018	2017	2019	2018	2017	2019	2018	2017
Lower quartile	71	69	61	18 25.35%	13 18.84%	14 22.95%	53 74.65%	56 81.15%	47 77.05%
Lower-middle quartile	102	102	109	42 41.18%	41 40.20%	44 40.37%	60 59.82%	61 59.80%	65 59.63%
Upper-middle quartile	84	86	103	27 32.14%	29 33.72%	37 35.92%	57 67.86%	57 66.28%	66 64.08%
Upper quartile	89	86	73	43 48.31%	43 50%	37 50.68%	46 51.69%	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).

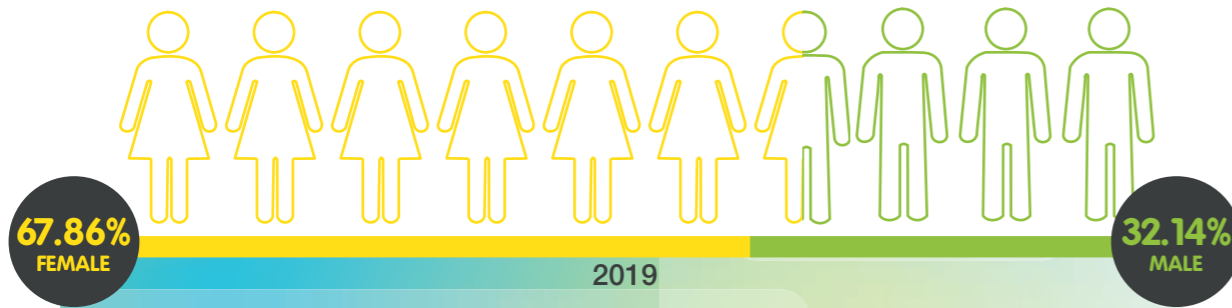


A disproportionate amount of women are within this quartile, which is known as occupational segregation, where more women than men are concentrated in certain occupations. Historical societal factors, such as gender stereotypes, affect career choices. In TBC case roles such as Cleaners and Customer Service Assistants (i.e. grade B - the lowest pay grade within the Council) are still predominantly female. On a positive note, this has improved from previous years.

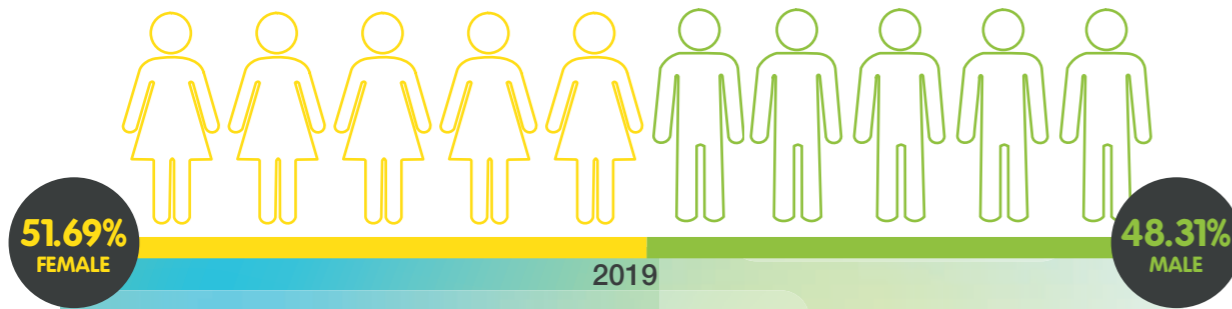
### Lower-middle quartile within the Council



### Upper-middle quartile within the Council



### Upper quartile within the Council



This is an improvement from last year but lower than the male:female ratio in the whole organisation.

### 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. The Council has considered all aspects of the employee life cycle; attraction, recruitment, on boarding, development, retention and separation, including the following:

- All vacancies are eligible for part time and full time staff.
- Recruitment is standardised with a structured interview and often with tasks to reduce bias.
- Governance is in place to ensure starting salaries above the minimum spinal column point for the grade are fair and equitable.
- All job roles are evaluated via nationally recognised mechanisms.
- The executive levels of the organisation are appointed to spot a salary which limits the opportunity to negotiate and thus removes bias.
- An agile working policy promoting flexible working; including part time, job share, flexible start and finish times.
- TBC supports parents with maternity leave, shared parental leave and adoption leave. Four employees returned from maternity indicating the organisation's commitment to flexible working.
- Male and female employees receive the same enhancements for overtime and allowances.
- Training and development (including professional qualifications) is available to all staff.
- All staff attends equality and diversity training and refresher training.
- Performance is not linked to pay awards. Research has proven men are more successful at negotiating higher performance ratings.
- Exit interviews are carried out and any areas of concern are examined.

## Future actions

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. In the meantime, TBC is committed to reporting on an annual basis on what it is doing to resolve the gender pay gap and the progress it is making. Furthermore, TBC policies are impact assessed to minimise unfavourable treatment on staff.

### Summary

In conclusion, TBC is pleased there has been a decrease of 1.57% (mean) in the gender pay gap for the reporting period and an increase of women in the upper quartile.

Tamworth Borough Council continues to be committed to report 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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