

Gender Pay Gap Report 2020

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 2020.

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.

How does Tamworth Borough Council's gender pay gap compare to previous years?

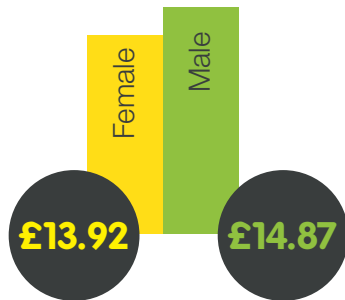
Headcount

Tamworth Borough Council's headcount was 319 as at 31 March 2020. 206 (64.58%) of employees are female and 113 (35.42%) of employees are male. This is a decrease in headcount from 2019 and the proportion of female employees has increased by 2.18%.

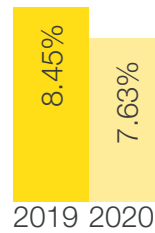
The mean hourly pay gap



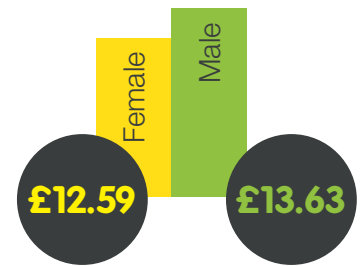
Average pay



The median hourly gap

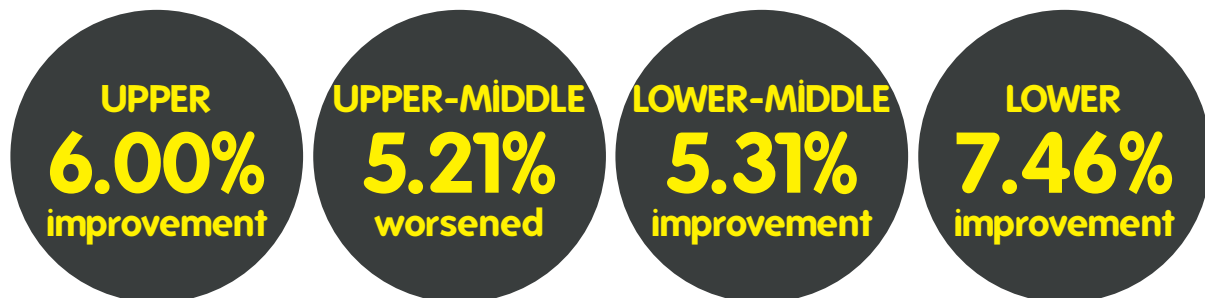


Median pay



Breakdown of genders in each quartile

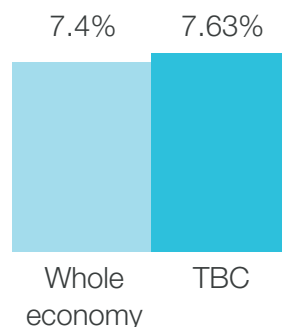
The breakdown of genders in each quartile continues to show improvement in the top quartile as the gender split is now 57.69% (female) and 42.31% (male), an improvement of 6% from last year. Therefore, the percentage of females in the top quartile continues to move towards reflecting the organisation's gender profile.



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

The median 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) was 9%. In April 2020 this reduced to 7.4%. Evidence from the ASHE and the Labour Force Survey suggests that COVID19 factors did not have a notable impact on the Gender Pay Gap in 2020 but it is accepted that the impact of the pandemic may not be fully reflected. Tamworth Borough Council did not furlough staff during 2020. At 7.63%, Tamworth Borough Council's median gender pay gap is comparable the whole economy.

Median gender pay gap - April 2020



Gender Pay Gap Outcomes

The results of the 6 required calculations are outlined below, based on data for the snapshot date of 31 March 2020 and are also compared with the data from previous years.

Gender	Full pay relevant employee count			
	31 March 2020	31 March 2019	31 March 2018	31 March 2017
Female	206 (64.58%)	216 (62.42%)	217 (63.26%)	214 (61.85%)
Male	113 (35.42%)	130 (37.58%)	126 (36.67%)	132 (38.15%)
Total	319	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 2020	31 March 2019	31 March 2018	31 March 2017
Female	13.92	13.60	13.11	13.11
Male	14.87	15.29	15.00	14.79
Mean Average	14.26	14.24	13.80	13.75
% mean hourly rate is lower for women	6.41%	11.03%	12.6%	11.37%

Therefore, at Tamworth Borough Council the **mean** hourly rate for female employees is **6.41%** lower than for male employees.

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 2020	31 March 2019	31 March 2018	31 March 2017
Female	12.59	12.08	11.98	12.18
Male	13.63	13.19	13.05	12.97
Median Average	12.99	12.66	12.70	12.80
& median hourly rate is lower for women	7.63%	8.45%	8.2%	6.05%

Therefore, at Tamworth Borough Council the **median** hourly rate for female employees is **7.63%** lower than for male employees.

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.

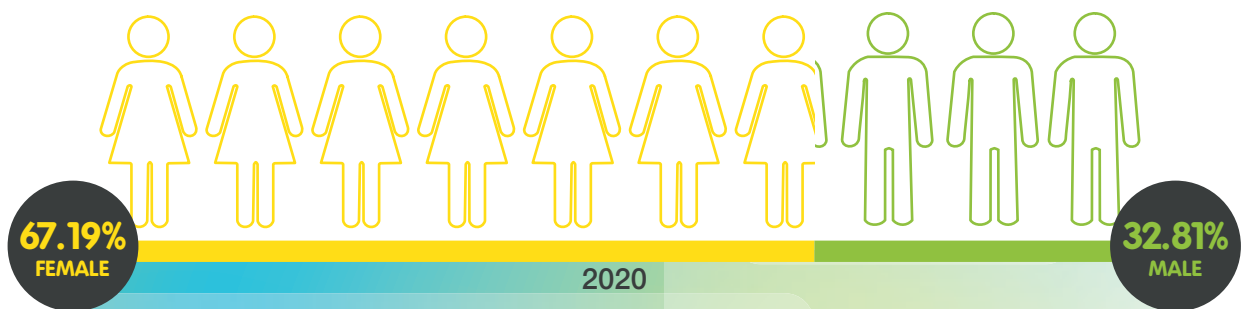
Quartile Pay Bands

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			
	2020	2019	2018	2017	2020	2019	2018	2017	2020	2019	2018	2017
Lower quartile	128	71	69	61	42 32.81%	18 25.35%	13 18.84%	14 22.95%	86 67.19%	53 74.65%	56 81.15%	47 77.05%
Lower-middle quartile	92	102	102	109	33 35.87%	42 41.18%	41 40.20%	44 40.37%	59 64.13%	60 58.82%	61 59.80%	65 59.63%
Upper-middle quartile	83	84	86	103	31 37.35%	27 32.14%	29 33.72%	37 35.92%	52 62.65%	57 67.86%	57 66.28%	66 64.08%
Upper quartile	78	89	86	73	33 42.31%	43 48.31%	43 50%	37 50.68%	45 57.69%	46 51.69%	43 50%	36 49.32%

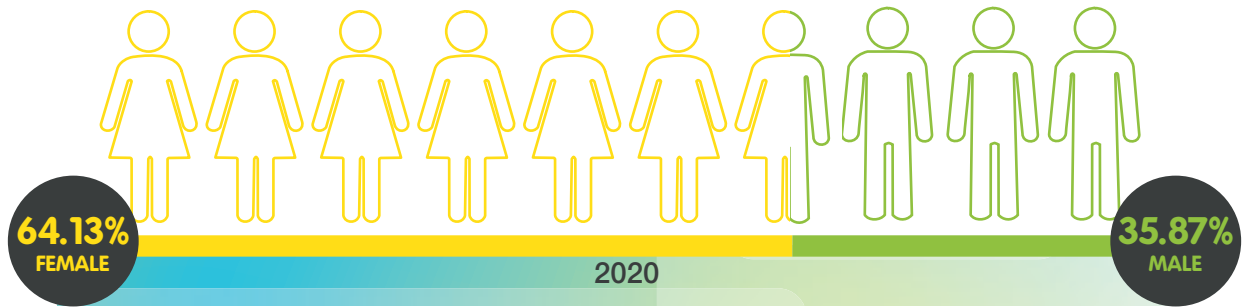
The above chart shows Tamworth Borough Council's workforce divided into four equal-sized groups based on hourly pay rates, the lowest paid 25% of employees (the lower quartile) rising to the highest paid 25% (the upper quartile).

Lower quartile within the Council

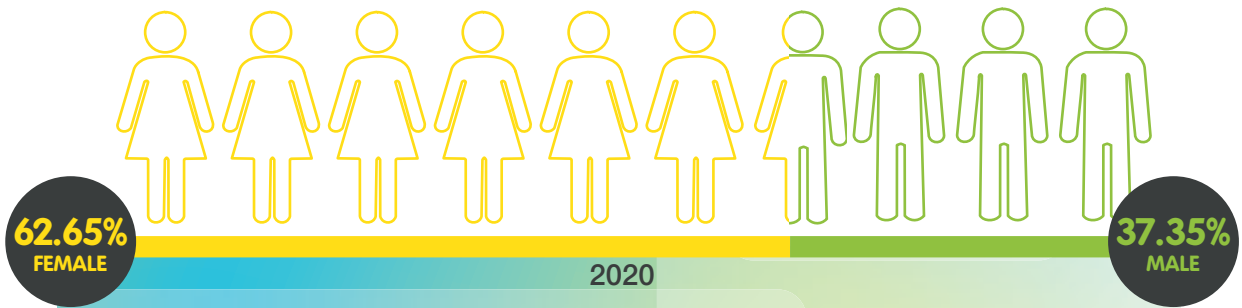


A slightly disproportionate amount of women are within this quartile, which is known as occupational segregation, where more women than men are concentrated in certain occupations. Historical societal factors, such as gender stereotypes, affect career choices. In TBC case roles such as Cleaners and Customer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

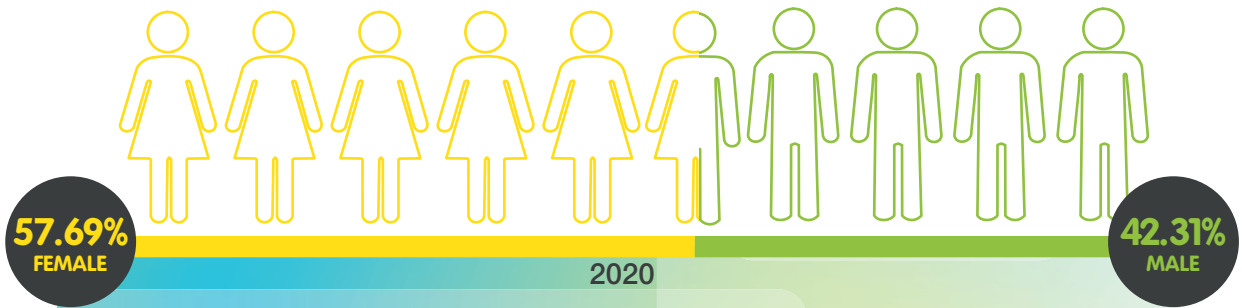
Lower-middle quartile within the Council



Upper-middle quartile within the Council



Upper quartile within the Council



Improvement continues to be made with an increase of female employees in this quartile of 6% from the previous year.

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.

The introduction of the new pay structure, effective from 1 April 2019, made a positive impact on the gender pay gap, reducing the mean percentage gap significantly from 11.03% to 6.41%. Employees on spinal column points 1-5 (Grade A-C) received a higher percentage pay increase (ranging from 5.27%-7.3%) compared against a 2% increase for higher grades.

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, Tamworth Borough Council has taken steps 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 for all staff and new entrants.
- TBC supports parents with maternity leave, shared parental leave and adoption leave.
- Male and female employees receive the same enhancements for overtime and allowances.

- Training and development (including professional qualifications) is available to all staff.
- We will continue to encourage and monitor the take up of mandatory Diversity and Inclusion training to further minimise discrimination.
- We will provide a leadership and management development programme to establish a talent pipeline for leaders and managers of the future.
- 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, Tamworth Borough Council is pleased there has been a decrease of 4.62% (mean) in the gender pay gap for the reporting period and three of the quartiles are representative of the staffing gender profile whilst the upper quartile continues to progress towards being representative of the organisational gender profile.

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.

Accessibility

If you require this document in another format or language, please contact us.
Tel: 01827 709709 or email: enquiries@tamworth.gov.uk

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