

Gender Pay Gap Report 2022

Background

Tamworth Borough Council (TBC) has published its Gender Pay Gap 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 sixth annual report and provides data as at a "snapshot" date of 31st March 2022.

The gender pay gap report sets out Tamworth Borough Council's results in relation to 6 calculations:

Mean Gender Pay Gap	The difference between the mean hourly rate of pay of male full pay relevant employees and that of female full pay relevant employees.
Median Gender Pay Gap	The difference between the median hourly rate of pay of male full pay relevant employees and that of female full pay relevant employees.
Mean Bonus Gap	The difference between the mean bonus pay paid to male relevant employees and that paid to female full pay relevant employees.
Median Bonus Gap	The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.
Bonus proportions	The proportions of male and female relevant employees who were paid a bonus during the relevant period.
Pay Quartile	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 338 as at 31 March 2022.

215 (63.6%) of employees are female and 123 (36.4%) of employees are male. This is an increase in headcount of 31. The proportion of female employees has decreased by 0.23%.

Mean Hourly Pay:

The mean hourly pay for female employees is £14.64 and for male employees it is £15.57. The mean gender pay gap is 0.93p per hour or 5.96%. The mean hourly pay gap has **decreased** by 1.46% from 7.42% in 2021 to 5.96% in 2022.

Median Hourly Pay:

The median hourly pay for female employees is £13.41 and for male employees it is £14.16. The mean hourly pay gap is 0.75p per hour or 5.3%. The mean hourly pay gap **decreased** from 7% in 2021 to 5.3% in 2022.

Breakdown by quartile:

The breakdown of genders in each quartile shows a small reduction of female employees in the top quartile; 58.43% female employees compared to 59.49% in the previous year. 41.57% of employees in this quartile are male compared to 40.51% in the previous year. Despite this slight reduction of females in the upper quartile, the percentage remains reflective of the organisation's overall gender profile with 63.61% of females making up the workforce. There has been significant progress in this quartile, with an increase of 9.11% of female employees within this quartile since reporting commenced in 2018.

The upper middle quartile is 68.75% female and 31.25% male. The percentage of females in this quartile increased by 9.54% from the previous year. The number of females within this quartile is now higher than the organisation's overall gender profile.

The lower middle quartile is 54.44% female and 45.56% male. The percentage of females in this quarter decreased by 7.76% from the previous year which demonstrates that females have moved from this lower middle quartile to the upper middle quartile.

The lower quartile is 74.68% female and 25.32% male. This has slightly improved since last year by 1.03% and continues to reflect a disproportionate number of females in this quartile compared against the overall gender breakdown of the organisation.

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

Nationally, amongst all employees, in 2021 the median gender pay gap was 15.4%. In 2020 it was 14.9% and in 2019 it was 17.4%. For full time employees, the median gender pay gap in April 2021 was 7.9%, 7% in April 2020 and 9% in April 2019.

The gender pay gap has been declining slowly over time, falling approximately a quarter over the last decade.

With a median gender pay gap of 5.3% for all employees, Tamworth Borough Council is significantly below the national average.

However, it should be noted that the Office of National Statistics (ONS) advise that interpreting average earnings data is difficult at this moment in time as the data for 2020 was affected by both the coronavirus (COVID19) pandemic, in terms of wages and hours worked in the economy, and also the disruption to the collection of data from businesses. This means that comparisons need to be treated with caution.

Gender Pay Gap Outcomes

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

Gender	Full pay relevant employee count					
	31 March 2022	31 March 2021	31 March 2020	31 March 2019	31 March 2018	31 March 2017
Female	215 (63.61%)	196 (63.84%)	206 (64.58%)	216 (62.42%)	217 (63.26%)	214 (61.85%)
Male	123 (36.39%)	111 (36.16%)	113 (35.42%)	130 (37.58%)	126 (36.67%)	132 (38.15%)
Total	338	307	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 2022	31 March 2021	31 March 2020	31 March 2019	31 March 2018	31 March 2017
Female	14.64	14.63	13.92	13.60	13.11	13.11
Male	15.57	15.80	14.87	15.29	15.00	14.79
Mean Average	14.98	15.05	14.26	14.24	13.80	13.75
% mean hourly rate is lower for women	5.96%	7.42%	6.41%	11.03%	12.6%	11.37%

Therefore, at Tamworth Borough Council the mean hourly rate for female employees is 5.96% 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 2022	31 March 2021	31 March 2020	31 March 2019	31 March 2018	31 March 2017
Female	13.41	13.03	12.59	12.08	11.98	12.18
Male	14.16	14.01	13.63	13.19	13.05	12.97
Median Average	13.42	13.44	12.99	12.66	12.70	12.8
% median hourly rate is lower for women	5.3%	7%	7.63%	8.45%	8.2%	6.05%

Therefore, at Tamworth Borough Council the median hourly rate for female employees is 5.3% 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 submissions:

Proportion of male and female by quartile:

	2022	2021	2020	2019	2018	2017
Lower Quartile	79	70	128	71	69	61
Lower Middle Quartile	90	82	92	102	102	109
Upper Middle Quartile	80	76	83	84	86	103
Upper Quartile	89	79	78	89	86	73

Proportion of males in each quartile

	2022	2021	2020	2019	2018	2017
Lower Quartile	20 25.32%	17 24.29%	42 32.81%	18 25.35%	13 18.84%	14 22.95%
Lower Middle Quartile	41 45.56%	31 37.80%	33 35.87%	42 41.17%	41 40.20%	44 40.37%
Upper Middle Quartile	25 31.25%	31 40.79%	31 37.5%	27 32.14%	29 33.72%	37 35.92%
Upper Quartile	37 41.57%	32 40.51%	33 42.31%	43 48.31%	43 50%	37 50.68%

Proportion of females in each quartile

	2022	2021	2020	2019	2018	2017
Lower Quartile	59 74.68%	53 75.71%	86 67.19%	53 74.65%	56 81.16%	47 77.05%
Lower Middle Quartile	49 54.44%	51 62.20%	59 64.13%	60 58.82%	61 59.80%	65 59.63%
Upper Middle Quartile	55 68.75%	45 59.21%	52 62.65%	57 67.86%	57 66.28%	66 64.08%
Upper Quartile	52 58.43%	47 59.49%	45 57.69%	46 51.69%	43 50%	36 49.32%

The above charts 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).

Within the Council, 74.68% of the employees in the lower quartile are women and 24.53% are men. A disproportionate number 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's case roles such as Cleaners and Customer Service Assistants (i.e. grade B - the lowest pay grade within the Council) are still predominantly female.

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, 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.
- Recruitment adverts ensure inclusivity and are not gender biased.
- Applicants are shortlisted with their details anonymised.
- 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.
- A leave 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.
- Employees with caring responsibilities are supported with carers leave
- 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 recognises that last year's significant reduction in the gender pay gap was attributed to the new pay structure. Tamworth Borough Council's gender pay gap remains lower than the national average and lower than the average for the public sector. 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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