

Gender Pay Gap Report 2021

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 fifth annual report and provides data as at a "snapshot" date of 31st March 2021.

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 307 as at 31 March 2021. 196 (63.84%) of employees are female and 111 (36.16%) of employees are male. This is a decrease in headcount of 12 from 2020 and the proportion of female employees has decreased by 0.74%.

Mean Hourly Pay:

The mean hourly pay for female employees is £14.63 and for male employees it is £15.80. The mean hourly pay gap has **increased** from 6.41% in 2020 to 7.42% in 2021. However, since reporting commenced in 2018, this has decreased by 3.95%.

Median Hourly Pay:

The median hourly pay for female employees is £13.03 and for male employees it is £14.01. The mean hourly pay gap **decreased** from 7.63% in 2020 to 7% in 2021.

Breakdown by quartile:

The breakdown of genders in each quartile continues to show improvement in the top quartile as the gender split is now 59.49% female and 40.51% male, an improvement of 1.8% from last year. Therefore, the percentage of females in the top quartile continues to move towards reflecting the organisation's overall gender profile. There has been significant progress in this quartile, increasing by 10.17% since reporting commenced in 2018.

The upper middle quartile is 59.21% female and 40.79% male. The percentage of females in this quartile decreased by 3.44% from last year and is no longer as reflective of the organisation's overall gender profile.

The lower middle quartile is 62.2% female and 37.80% male. The percentage of females in this quarter decreased by 1.93% from last year but has improved overall by 2.57% since reporting began in 2018. It is still reflective of the organisation's overall gender profile.

The lower quartile is 75.71% female and 24.29% male. This has worsened since last year 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?

The median gender pay gap for the whole economy (according to the Annual Survey of Hours and Earnings (ASHE) figures 2020) was 14.9% for all employee and 7% for full time employees .

At 7% for all employees Tamworth Borough Council's median gender pay gap for all employees is significantly below the whole economy.

The median gender pay gap for the public sector is 11.2% meaning Tamworth Borough Council remains significantly lower than other public sector employers.

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 2021	31 March 2020	31 March 2019	31 March 2018	31 March 2017
Female	196 (63.84%)	206 (64.58%)	216 (62.42%)	217 (63.26%)	214 (61.85%)
Male	111 (36.16)	113 (35.42%)	130 (37.58%)	126 (36.67%)	132 (38.15%)
Total	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 2021	31 March 2020	31 March 2019	31 March 2018	31 March 2017
Female	14.63	13.92	13.60	13.11	13.11
Male	15.80	14.87	15.29	15.00	14.79
Mean Average	15.05	14.26	14.24	13.80	13.75
% mean hourly rate is lower for women	7.42%	6.41%	11.03%	12.6%	11.37%

Therefore, at Tamworth Borough Council the mean hourly rate for female employees is 7.42% 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 2021	31 March 2020	31 March 2019	31 March 2018	31 March 2017
Female	13.03	12.59	12.08	11.98	12.18
Male	14.01	13.63	13.19	13.05	12.97
Median Average	13.44	12.99	12.66	12.70	12.8
% median hourly rate is lower for women	7%	7.63%	8.45%	8.2%	6.05%

Therefore, at Tamworth Borough Council the median hourly rate for female employees is 7% 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:

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

Proportion of males in each quartile

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

Proportion of females in each quartile

	2021	2020	2019	2018	2017
Lower Quartile	53 75.71%	86 67.19%	53 74.65%	56 81.16%	47 77.05%
Lower Middle Quartile	51 62.20%	59 64.13%	60 58.82%	61 59.80%	65 59.63%
Upper Middle Quartile	45 59.21%	52 62.65%	57 67.86%	57 66.28%	66 64.08%
Upper Quartile	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, 75.71% of the employees in the lower quartile are women and 24.29% are men. 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.

The percentage of female employees decreases throughout the remaining Quartiles, with 62.20% in the lower middle quartile and 59.21% in the upper middle quartile. These quartiles are still comparable with the gender breakdown of the whole organisation, as 63.84% of the organisation are female.

The percentage of women and men in the upper quartile is not as reflective of the organisation's gender profile; 59.49% are female and 40.51% are male. However, improvement continues to be made with an increase of female employees in this quartile of 1.8% 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%. An increase to 7.42% still means an overall improvement of 3.61%.

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.
- Shortlisting is undertaken with candidate information anonymised.
- Recruitment adverts ensure inclusivity and are not gender biased.

- 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.
- Employees with caring responsibilities are supported with carers 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 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.