

**Tamworth Borough Council**  
**Gender Pay Gap Report 31 March 2023**

### Background

Tamworth Borough Council (TBC) is committed to embedding equality, diversity and inclusion in delivery of its services and in the employment of its workforce. We have a duty to comply with the Public Sector Equality Duty and Equality Act 2010. The gender pay gap information forms part of that.

We have a commitment to closing the gender pay gap and are proud of the work done since 2017 which continues to see a decline in the gap. We have published our 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 seventh annual report and provides data as at a "snapshot" date of 31st March 2023.

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 341 as of 31 March 2023.

225 (65.98%) of employees are female and 116 (34.02%) of employees are male. This is an increase in headcount of 3. The proportion of female employees has increased by 2.37%.



34.02%



65.98%

	Female's earnings are
Mean gender pay gap in hourly rate	6.39% lower
Median gender pay gap in hourly rate	1.58% lower

### Gender Pay Gap Outcomes

The results of the 6 required calculations are outlined below, based on data for the snapshot date of 31<sup>st</sup> March 2023 and are also compared with the data from previous years.

Gender	Full pay relevant employee count						
	31 March 2023	31 March 2022	31 March 2021	31 March 2020	31 March 2019	31 March 2018	31 March 2017
Female	225 (65.98%)	215 (63.61%)	196 (63.84%)	206 (64.58%)	216 (62.42%)	217 (63.26%)	214 (61.85%)
Male	116 (34.02%)	123 (36.39%)	111 (36.16%)	113 (35.42%)	130 (37.58%)	126 (36.67%)	132 (38.15%)
Total	341	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 2023	31 March 2022	31 March 2021	31 March 2020	31 March 2019	31 March 2018	31 March 2017
Female	15.83	14.64	14.63	13.92	13.60	13.11	13.11
Male	16.91	15.57	15.80	14.87	15.29	15.00	14.79
Mean Average	16.19	14.98	15.05	14.26	14.24	13.80	13.75
% mean hourly rate is lower for women	6.39%	5.96%	7.42%	6.41%	11.03%	12.6%	11.37%

The mean hourly pay for female employees is £15.83 and for male employees it is £16.91. The mean gender pay gap is 1.08p per hour or 6.39%. The mean hourly pay gap has **increased** by 0.43%.

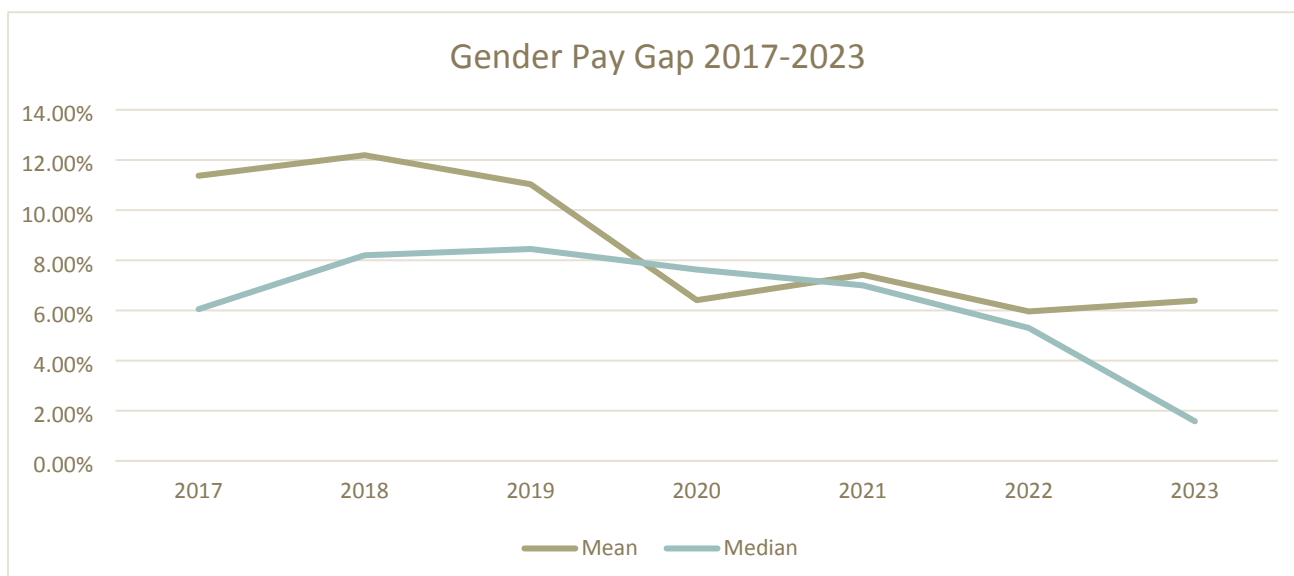
## Median Gender Pay Gap

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 2023	31 March 2022	31 March 2021	31 March 2020	31 March 2019	31 March 2018	31 March 2017
Female	14.63	13.41	13.03	12.59	12.08	11.98	12.18
Male	14.87	14.16	14.01	13.63	13.19	13.05	12.97
Median Average	14.63	13.42	13.44	12.99	12.66	12.70	12.8
% median hourly rate is lower for women	1.58%	5.3%	7%	7.63%	8.45%	8.2%	6.05%

The median hourly pay for female employees is £14.63 and for male employees it is £14.87. The mean hourly pay gap is 0.23p per hour or 1.58%. The mean hourly pay gap **decreased** by 3.72% to 1.58%.

## Comparison of mean and median:



	2017	2018	2019	2020	2021	2022	2023
Mean	11.37	12.19	11.03	6.41	7.42	5.96	6.39
Median	6.05	8.2	8.45	7.63	7.7	5.3	1.58

## Breakdown by quartile:

The breakdown of genders in each quartile shows an increase of female employees in the top quartile; 64.71% female employees compared to 58.43% in the previous year. 35.29% of employees in this quartile are male compared to 41.57% in the previous year. The percentage remains reflective of the organisation's overall gender profile with 65.98% of females making up the workforce. There has been significant progress in this quartile, with an increase of 15.39% of female employees within this quartile since reporting commenced.

The upper middle quartile is 68.24% female and 31.76% male. The percentage of females in this quartile remained the same from the previous year. The number of females within this quartile is now slightly higher than the organisation's overall gender profile.

The lower middle quartile is 57.65% female and 42.35% male. The percentage of females in this quarter increased by 3.21% from the previous year which demonstrates that females have moved from this lower middle quartile to the upper middle quartile.

The lower quartile is 74.12% female and 25.88% male. This is comparable to previous years and continues to reflect a disproportionate number of females in this quartile compared against the overall gender breakdown of the organisation.

## 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:

	2023	2022	2021	2020	2019	2018	2017
Lower Quartile	85	79	70	128	71	69	61
Lower Middle Quartile	85	90	82	92	102	102	109
Upper Middle Quartile	85	80	76	83	84	86	103
Upper Quartile	85	89	79	78	89	86	73

Proportion of males in each quartile

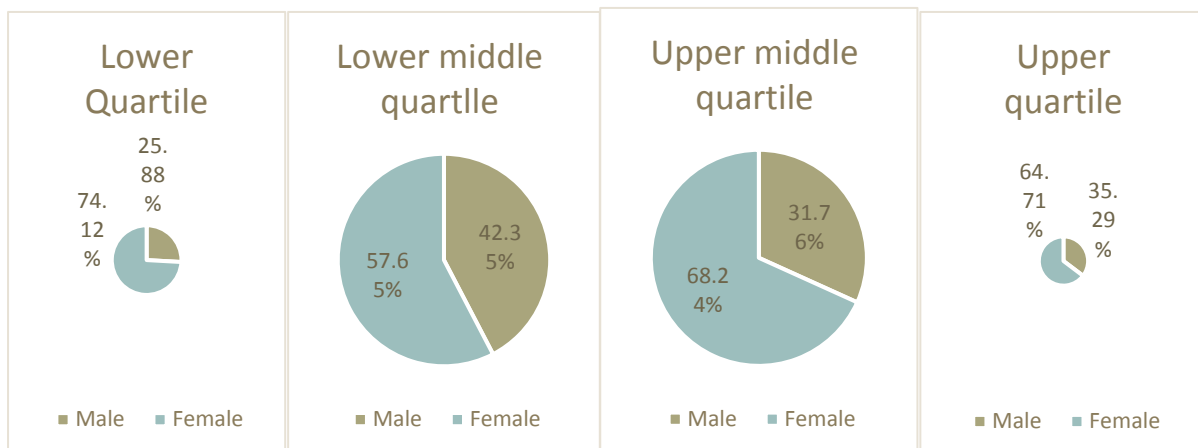
	2023	2022	2021	2020	2019	2018	2017
Lower Quartile	22 25.88%	20 25.32%	17 24.29%	42 32.81%	18 25.35%	13 18.84%	14 22.95%
Lower Middle Quartile	36 42.35%	41 45.56%	31 37.80%	33 35.87%	42 41.17%	41 40.20%	44 40.37%

Upper Middle Quartile	27 31.76%	25 31.25%	31 40.79%	31 37.5%	27 32.14%	29 33.72%	37 35.92%
Upper Quartile	30 35.29%	37 41.57%	32 40.51%	33 42.31%	43 48.31%	43 50%	37 50.68%

Proportion of females in each quartile

	2023	2022	2021	2020	2019	2018	2017
Lower Quartile	63 74.12%	59 74.68%	53 75.71%	86 67.19%	53 74.65%	56 81.16%	47 77.05%
Lower Middle Quartile	49 57.65%	49 54.44%	51 62.20%	59 64.13%	60 58.82%	61 59.80%	65 59.63%
Upper Middle Quartile	58 68.24%	55 68.75%	45 59.21%	52 62.65%	57 67.86%	57 66.28%	66 64.08%
Upper Quartile	55 64.71%	52 58.43%	47 59.49%	45 57.69%	46 51.69%	43 50%	36 49.32%

By pay quartile for employees of Tamworth Borough Council



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, 74.12% of the employees in the lower quartile are women and 25.88% 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 are the lowest pay grade within the Council and are still predominantly female.

## **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.

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

The Office of National Statistics (ONS) reports the median pay gap for 2022 was 8.2%.

The Annual Survey of hours and earnings, April 2002, reports within the public sector, it was 11.2%, private sector it was 13.8% and non-profit bodies it was 12.6%

The mean was reported as 4.1% in local authorities and for local authorities in the West Midlands area, it was 5.2%.

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

Incremental progress has been made since 2017 when we were first required to report on the 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.

The pay award effective from 1 April 2022 has favourably impacted on this year's gender pay gap. All employees received a lump sum payment of £1,925 (FTE), which amounted to a pay award ranging from 10% for those occupying the lowest graded roles, to 1.0% for the highest graded role. As females occupy more roles in the lowest quartile, their salaries increased more percentage wise, thus reducing the median gender pay gap.

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

Tamworth Borough Council is an inclusive and fair employer, 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.
- Our SMART Working strategy continues to assist to attract and develop the best talent.
- Applicants are shortlisted with their personal 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.
- Leave policies 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 carer's 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.

Work continues to deliver the actions above.

### **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 community impact assessed to minimise unfavourable treatment on staff. 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.

This page is intentionally left blank