

Tamworth Borough Council
Gender Pay Gap Report 31 March 2024

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 eighth annual report and provides data as at a "snapshot" date of 31 March 2024.

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 358 as of 31 March 2024.

232 (64.80%) of employees are female and 126 (35.20%) of employees are male. This is an increase in headcount of 17. The proportion of female employees has decreased by 1.18%.



35.20%



64.80%

	Female's earnings are
Mean gender pay gap in hourly rate	0.8% lower
Median gender pay gap in hourly rate	1.4% higher

Gender Pay Gap Outcomes

The results of the 6 required calculations are outlined below, based on data for the snapshot date of 31st March 2024 and are also compared with the data from previous years.

Gender	Full pay relevant employee count							
	31 March 2024	31 March 2023	31 March 2022	31 March 2021	31 March 2020	31 March 2019	31 March 2018	31 March 2017
Female	232 (64.80%)	225 (65.98%)	215 (63.61%)	196 (63.84%)	206 (64.58%)	216 (62.42%)	217 (63.26%)	214 (61.85%)
Male	126 (35.2%)	116 (34.02%)	123 (36.39%)	111 (36.16%)	113 (35.42%)	130 (37.58%)	126 (36.67%)	132 (38.15%)
Total	358	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 2024	31 March 2023	31 March 2022	31 March 2021	31 March 2020	31 March 2019	31 March 2018	31 March 2017
Female	17.32	15.83	14.64	14.63	13.92	13.60	13.11	13.11
Male	17.46	16.91	15.57	15.80	14.87	15.29	15.00	14.79
Mean Average	17.37	16.19	14.98	15.05	14.26	14.24	13.80	13.75
% mean hourly rate is lower for women	0.8%	6.39%	5.96%	7.42%	6.41%	11.03%	12.6%	11.37%

The mean hourly pay for female employees is £17.32 and for male employees it is £17.46. The mean gender pay gap is 0.14 pence per hour or 0.8%. The mean hourly pay gap has **decreased** by 5.59%.

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 2024	31 March 2023	31 March 2022	31 March 2021	31 March 2020	31 March 2019	31 March 2018	31 March 2017
Female	15.96	14.63	13.41	13.03	12.59	12.08	11.98	12.18
Male	15.74	14.87	14.16	14.01	13.63	13.19	13.05	12.97
Median Average	15.92	14.63	13.42	13.44	12.99	12.66	12.70	12.8
% median hourly rate is lower for women	-1.4%	1.58%	5.3%	7%	7.63%	8.45%	8.2%	6.05%

The median hourly pay for female employees in £15.96 and for male employees it is £15.74. The mean hourly pay gap is -0.22 pence per hour or -1.4%. The mean hourly pay gap **decreased** by 2.98% to -1.4% which means that women's median hourly rate is now more than males.

Comparison of mean and median:



	2017	2018	2019	2020	2021	2022	2023	2024
Mean	11.37	12.19	11.03	6.41	7.42	5.96	6.39	0.8%
Median	6.05	8.2	8.45	7.63	7.7	5.3	1.58	-1.4%

Breakdown by quartile:

The breakdown of genders in each quartile shows an increase of female employees in the top quartile; 65.17% female employees compared to 64.71% in the previous year. 34.83% of employees in this quartile are male compared to 35.29% in the previous year. The percentage remains reflective of the organisation's overall gender profile with 64.80% of females making up the workforce. There has been significant progress in this quartile, with an increase of 15.85% of female employees within this quartile since reporting commenced.

The upper middle quartile is 66.29% female and 33.71% male. The percentage of females in this quartile is slightly less than 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 55.43% female and 44.57% male. The percentage of females in this quarter decreased by 2.22% from the previous year.

The lower quartile is 71.43% female and 28.57% male. This 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:

	2024	2023	2022	2021	2020	2019	2018	2017
Lower Quartile	91	85	79	70	128	71	69	61
Lower Middle Quartile	92	85	90	82	92	102	102	109
Upper Middle Quartile	89	85	80	76	83	84	86	103
Upper Quartile	89	85	89	79	78	89	86	73

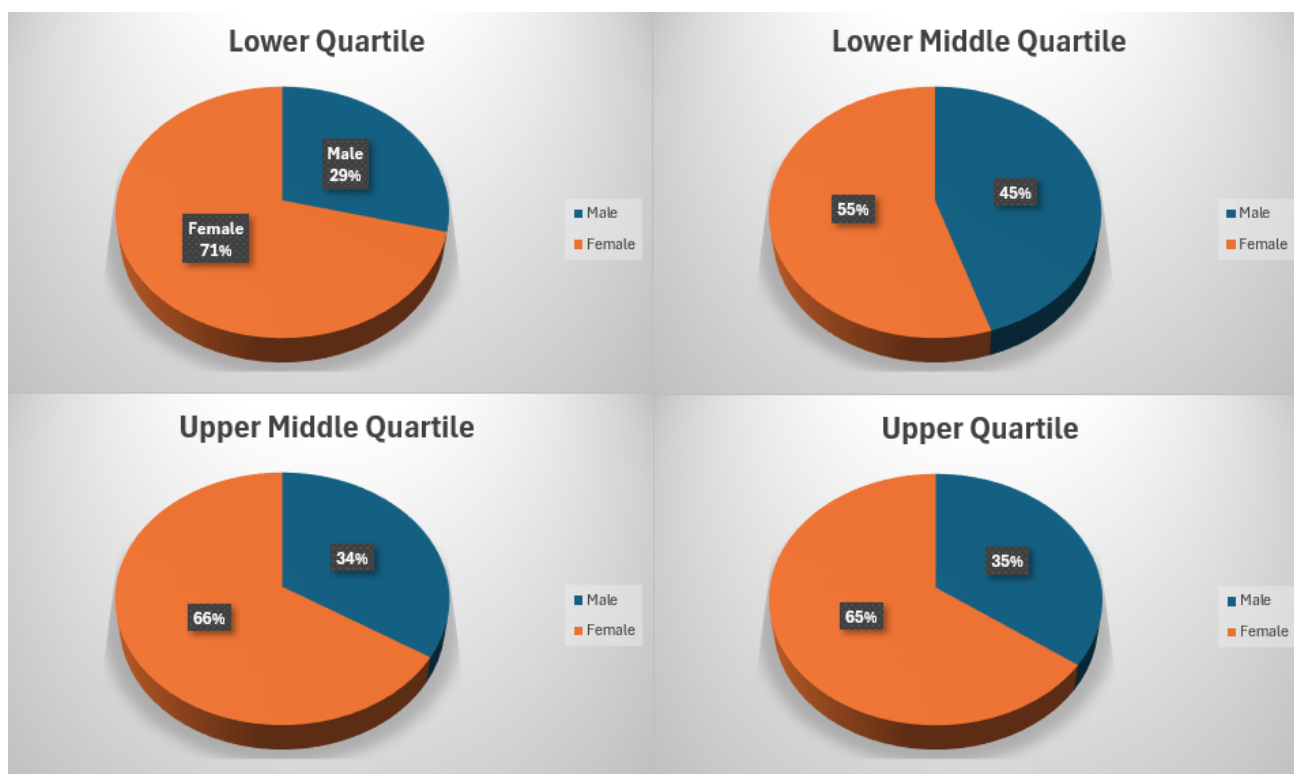
Proportion of males in each quartile

	2024	2023	2022	2021	2020	2019	2018	2017
Lower Quartile	26 28.57%	22 25.88%	20 25.32%	17 24.29%	42 32.81%	18 25.35%	13 18.84%	14 22.95%
Lower Middle Quartile	41 44.57%	36 42.35%	41 45.56%	31 37.80%	33 35.87%	42 41.17%	41 40.20%	44 40.37%
Upper Middle Quartile	30 33.71%	27 31.76%	25 31.25%	31 40.79%	31 37.5%	27 32.14%	29 33.72%	37 35.92%
Upper Quartile	31 34.83%	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

	2024	2023	2022	2021	2020	2019	2018	2017
Lower Quartile	65 71.43%	63 74.12%	59 74.68%	53 75.71%	86 67.19%	53 74.65%	56 81.16%	47 77.05%
Lower Middle Quartile	51 55.43%	49 57.65%	49 54.44%	51 62.20%	59 64.13%	60 58.82%	61 59.80%	65 59.63%
Upper Middle Quartile	59 66.29%	58 68.24%	55 68.75%	45 59.21%	52 62.65%	57 67.86%	57 66.28%	66 64.08%
Upper Quartile	58 65.17%	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 show 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, 71% of the employees in the lower quartile are women and 29% 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, castle visitor service assistants 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) Annual Survey of hours and earnings report the median pay gap for 2023 was 7.7%.

Within the public sector, it was 12.1%, within the private sector it was 8% and within non-profit bodies it was 2.7%. The Local Government's gender pay gap was 1.8%.

Local Government Authority research found; women in English local authorities were paid 3.5% less than men in **mean** pay and 1.7% less than men according to **median** pay. The median pay gap in the West Midlands region was 3.7%.

Neighbouring Borough and District Councils reported for April 2023 as follows:

	Mean	Median
Tamworth Borough Council	6.39	1.58
Lichfield District Council	-4.3	-1.9
Cannock Chase District Council	11.5	23.3
East Staffordshire Borough Council	1.1	-1.8
Stafford Borough Council	2.4	-4.0
Newcastle Under Lyme Borough Council	0.2	2.8
South Staffordshire Council	4.9	7
North Warwickshire Borough Council	2%	0%
Rugby Borough Council	-0.1%	0%
Nuneaton and Bedworth Borough Council	0.9%	3.2%
Hinckley and Bosworth Borough Council	3.1%	6.7%

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 last two pay awards, effective from 1 April 2022 and 1 April 2023 has favourably impacted on the 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

Tamworth Borough Council 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, all 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 and maintain the progress made. Tamworth Borough Council will continue to embed equality and diversity within everything we do.