
TITLE: GENDER PAY REPORTING

Committee: Finance and Assets Committee

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1.0 ISSUE

- 1.1 To provide the Committee with some measurable data on gender pay at the Council.

2.0 RECOMMENDATION(S)

- 2.1 It is recommended that the Committee notes the content of the information report.

3.0 BACKGROUND

- 3.1 The gender pay gap is the difference in the average hourly wage of all men and women across a workforce. If women do more of the less well paid jobs within an organisation than men, the gender pay gap is usually bigger.
- 3.2 Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.
- 3.3 For the purposes of gender pay reporting, the definition of who counts as an employee is set out in the regulations and follows the definition in the Equality Act 2010. This is known as an extended definition which includes casual employees as well as some self-employed people.
- 3.4 There are six calculations to carry out, and the results must be published on the employer's website and a government website within 12 months.
- 3.5 As the Council has fewer than 250 employees, we are not required to comply with the regulations but Members have requested some measureable data to be provided on gender pay. For the purposes of this report, only three of the six figures have been calculated – (1) mean gender pay gap in hourly pay; (2) median gender pay gap in hourly pay; and (3) proportion of males and females in each pay quartile. Calculations are based only on employees on the Council's establishment.

4.0 FINDINGS

- 4.1 The gender pay gap shows the difference between the **average** (mean or median) earnings of men and women. Mean is the difference between the average of men's and women's pay. Median is the difference between the midpoints in the ranges of men's and women's pay.

- 4.2 As at 31 March 2019, the women's mean hourly rate was £14.27 per hour, 6.1% lower than the male's mean hourly rate of £15.20 per hour. In other words when comparing mean hourly rates, women earn £0.94 for every £1 that men earn.
- 4.3 As at 31 March 2019, the women's median hourly rate was £12.58 per hour, 4.7% lower than the male's median hourly rate of £13.20 per hour. In other words when comparing median hourly rates, women earn £0.95 for every £1 that men earn.
- 4.4 In order to calculate the proportion of males and females in each pay quartile, employees were ranked from highest to lowest paid and divided into 4 equal parts (quartiles) – Upper Quartile; Upper Middle Quartile; Lower Middle Quartile; and Lower Quartile. Table 1 sets out the percentage of men and women in each of the quartiles.

Table 1: % of Males and Females in each Quartile

Quartile	Males (%)	Females (%)
Upper	10.5	14.1
Upper Middle	6.8	18.3
Lower Middle	8.4	16.8
Lower	7.3	17.8

- 4.5 As at 31 March 2019, there were 191 employees on the Council's establishment, comprising of 128 females and 63 males.
- 4.6 Tables 2, 3 and 4 provide a comparison of the Council's gender pay gap against other local authorities.

Table 2: Gender Pay Gap Comparison data as at 31/03/2017

Employer	Employer Size	Difference in hourly rate		Proportion of women in each pay quartile			
		Mean	Median	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
East Cambridgeshire District Council	Less than 250	7.7%	10.3%	18.6%	14.9%	15.4%	14.9%
South Cambridgeshire District Council	250-499	-4.9%	-17.1%	28%	48%	61%	55%
St Edmundsbury Borough Council	250-499	-0.5%	0%	40%	53.2%	52.6%	51.2%
Cambridge City Council	500-999	3.9%	8.2%	62%	50%	44%	50%
Fenland District Council	500-999	6.3%	0%	41%	70.7%	65.7%	51.5%
Huntingdonshire District Council	1000-4999	3.5%	-0.8%	52.6%	49.2%	57.3%	50%
Cambridgeshire County Council	5000-19,999	13%	18%	84.3%	85.1%	78.2%	70.2%

Table 3: Gender Pay Gap Comparison data as at 31/03/2018

Employer	Employer Size	Difference in hourly rate		Proportion of women in each pay quartile			
		Mean	Median	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
East Cambridgeshire District Council	Less than 250	4.9%	12.1%	18.9%	14.2%	16.3%	14.7%
South Cambridgeshire District Council	500-999	-5.9%	-13.2%	23.1%	53.8%	62.3%	53.8%
St Edmundsbury Borough Council	250-499	-0.5%	0%	40%	53.2%	52.6%	51.2%
Cambridge City Council	500-999	3.2%	5.9%	59%	51%	47%	49%
Fenland District Council	500-999	10.9%	-9%	45%	67%	77%	49%
Huntingdonshire District Council	1000-4999	5.5%	0%	55%	51.8%	54.7%	48.6%
Cambridgeshire County Council	5000-19,999	13%	19%	85.5%	85.4%	77.3%	71.6%

4.7 Public sector employers with more than 250 employees are required to calculate their gender pay gap information as at the snapshot date of 31 March each year. Organisations must publish their gender pay gap data within one year of the snapshot date.

4.8 For the employers listed above, only one has currently published their data as at 31 March 2019, see Table 4.

Table 4: Gender Pay Gap Comparison data as at 31/03/2019

Employer	Employer Size	Difference in hourly rate		Proportion of women in each pay quartile			
		Mean	Median	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
East Cambridgeshire District Council	Less than 250	6.1%	4.7%	17.8%	16.8%	18.3%	14.1%
South Cambridgeshire District Council	500-999	-6.6%	-19.4%	25%	56.2%	61.3%	56.2%

4.9 One contributing factor to the Council's gender pay gap is the high proportion of females (17.8%) to males (7.3%) in lower quartile jobs, such as Administrative Assistants, Facilities Cleaners, Customer Services Advisors and Reprographics and Document Management Officers. A large number of these roles are part time and attract females with caring responsibilities.

5.0 FINANCIAL IMPLICATIONS/EQUALITY IMPACT ASSESSMENT

5.1 There are no costs associated with this report.

5.2 An Equality Impact Assessment (EIA) is not required.

6.0 APPENDICES

None

<u>Background Documents</u>	<u>Location</u>	<u>Contact Officer</u>
Gender Pay Gap Reporting: Make your calculations – GOV.UK www.acas.org.uk/genderpay Salary data for the Council's workforce as at 31/03/19 Gender Pay Gap: Employer Comparison – GOV.UK	Room 118, The Grange, Ely	Nicole Pema HR Manager (01353) 616325 E-mail: nicole.pema@eastcambs.gov.uk