

**TITLE: Gender Pay Reporting 2022/23**

Committee: Finance and Assets

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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/OPTIONS**

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 As the Council has fewer than 250 employees, we are not required to comply with the regulations but Council Members have requested some measurable data to be provided on gender pay, including – (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.

3.4 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.

## **4.0 ARGUMENTS/CONCLUSION(S)**

4.1 As at 31 March 2023, the women's mean hourly rate was £17.22 per hour, 10.1% lower than the male's mean hourly rate of £19.16 per hour. In other words when comparing mean hourly rates, women earn £0.90 for every £1 that men earn.

4.2 As at 31 March 2023, the women's median hourly rate was £15.26 per hour, 10.6% lower than the male's median hourly rate of £17.06 per hour. In other words when comparing median hourly rates, women earn £0.89 for every £1 that men earn.

- 4.3 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 as at 31/03/2023

Quartile	Males (%)	Females (%)
Upper	21 (44%)	27 (56%)
Upper Middle	13 (27%)	35 (73%)
Lower Middle	15 (31%)	33 (69%)
Lower	10 (21%)	38 (79%)

- 4.4 As at 31 March 2023, there were 192 employees on the Council's establishment, comprising of 133 females and 59 males.

- 4.5 In the last 3 years, the Council's gender pay gap has changed as follows:

Year	Mean	Median
2020/21	8.9%	10.7%
2021/22	7.7%	8.5%
2022/23	10.1%	10.6%

- 4.6 Some conclusions that can be drawn from the evidence above are:

- a) The Council has a high proportion of female employees across the whole organisation - 69% of the total workforce.
- b) This year has seen some changes to the upper quartile with:
  - 5 female staff leaving the quartile;
  - 4 female staff joining the quartile;
  - 4 males leaving the quartile; and
  - 6 males joining the quartile.
 Overall, this has increased the males in the Upper quartile by 4%.
- c) Females are well represented across each of the quartiles.
- d) The Council has effective promotion practices in place as evidenced by the high number of females in the Upper (56%) and Upper Middle (73%) Quartiles.
- e) The Council has a high number of female employees in the Lower Quartile (79%). This quartile includes cleaners and administrative staff which often attracts females with caring responsibilities.
- f) If women do more of the less well-paid jobs within an organisation than men, the gender pay gap is usually bigger.
- g) One salary point lower on the male's median hourly rate is £16.60 per hour and would have reduced the median pay gap to 8.1%
- h) The Council has a male Chief Executive.

- 4.7 The Council will continue to build on actions aimed at reducing the gender pay gap, including:

- Ensuring shortlists for recruitment and promotion opportunities include women.
- Using skills-based assessment tasks in recruitment to assess a candidate's suitability for the role and to ensure fairness.

- Using structured interviews for recruitment and promotions to prevent unfair bias from influencing decisions.
- Encouraging women to negotiate their salaries by showing salary ranges when recruiting.
- Committing to flexible working - supporting women returning to work through shared parental leave, job sharing, compressed hours, remote working, part-time opportunities – plus, encouraging men to also take advantage of flexible working arrangements.
- Offering financial assistance towards childcare costs attracts female employees.
- Helping women progress in their careers through a clear conversation approach towards performance management, which encourages line managers to have an open ongoing dialogue with staff on career development and progression.
- Ensuring that part-time employees are well supported and are given opportunities to progress.

4.8 Tables 2, 3 and 4 provide a comparison of the Council's gender pay gap against other local authorities for the last 3 years.

Table 2: Gender Pay Gap Comparison data 2020/21

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	8.9%	10.7%	74%	66%	79%	53%
South Cambridgeshire District Council	500-999	-9.9%	-19.5%	23.9%	52.8%	61.4%	56.5%
West Suffolk Council	500-999	-0.6%	-3%	38.6%	54.7%	58.4%	50%
Cambridge City Council	500-999	0.3%	4.8%	49%	52%	43%	47%
Fenland District Council	500-999	4.4%	2.7%	34%	78%	43%	42%
Huntingdonshire District Council	1000-4999	2.7%	0%	51.4%	54.3%	55.7%	52.7%
Cambridgeshire County Council	5000-19,999	7%	9%	83.3%	80.4%	78.5%	72.7%

Table 3: Gender Pay Gap Comparison data 2021/22

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%	8.5%	75%	69%	71%	60%
South Cambridgeshire District Council	500-999	-9.5%	-19.5%	27.3%	54.8%	63.1%	53.7%
West Suffolk Council	500-999	-3.3%	-2%	33%	54%	61%	49%
Cambridge City Council	500-999	1.4%	4.8%	51%	52%	42%	48%
Fenland District Council	500-999	5.8%	12.1%	34%	80%	61%	39%
Huntingdonshire District Council	1000-4999	0.7%	0%	52.6%	52.6%	55.5%	51.7%
Cambridgeshire County Council	5000-19,999	9.6%	8.6%	17%	18%	25%	29%

Table 4: Gender Pay Gap Comparison data 2022/23

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	10.1%	10.6%	79%	69%	73%	56%
South Cambridgeshire District Council	500-999	-10.5%	-17.7%	27%	54%	61%	57%
West Suffolk Council	500-999	-2.6%	-4.7%	37.6%	49.5%	57.7%	48.1%
Cambridge City Council	500-999	1.7%	8.4%	50%	50%	43%	47%
Fenland District Council	250-499	2.6%	-2%	27%	74%	58%	47%
Huntingdonshire District Council	1000-4999	-1.4%	-9.3%	48.5%	48.9%	54.1%	55.7%
Cambridgeshire County Council	1000-4999	8.8%	8.2%	83.6%	82.3%	76.4%	73.6%

## **5.0 FINANCIAL IMPLICATIONS / EQUALITY IMPACT STATEMENT / CARBON IMPACT ASSESSMENT**

- 5.1. There are no additional financial implications arising from this report.
- 5.2. Equality Impact Assessment (EIA) not required.
- 5.3. Carbon Impact Assessment (CIA) not required.

## **6.0 APPENDICES**

None.

Background Documents:

Gender Pay Gap Reporting: Make your calculations – GOV.UK

[www.acas.org.uk/genderpay](http://www.acas.org.uk/genderpay)

Salary data for the Council's workforce as at 31/03/2022

Gender Pay Gap: Employer Comparison – GOV.UK

