

## **Gender Pay Gap Report**

### **Data as at 31 March 2021**

Gloucester City Council's Gender Pay Gap Report is published both on the Council's website and on a government website. This is Gloucester City Council's Gender Pay Gap Report for the snapshot date of 31 March 2021.

The figures set out below have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The pay rates used in the Gender Pay Gap calculations are based on an hourly pay rate, which for the purpose of the calculation, includes basic pay and also takes into account various salary sacrifice and/or additional payments (excluding overtime) received by staff (as required by the statutory Gender Pay Gap reporting criteria).

The Gender Pay Gap shows the difference in the mean (also commonly referred to as average) earnings between all men and women in the organisation. The mean Gender Pay Gap is calculated as the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees. The report also shows the median (or mid-point) Gender Pay Gap, which is the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees. Please note that no bonuses were paid to Gloucester City Council employees.

### **Equal Pay**

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

Equal pay is about the difference in actual earnings of men and women doing equal work. Gloucester City Council is an 'equal pay employer' and 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.

Gloucester City Council evaluates job roles and pay grades using a robust job evaluation process, which ensures that there is no gender bias in any of the job-related factors measured, ensuring that it pays all employees equally for the same or equivalent work or work of equal value.

### **The Gender Pay Gap for Gloucester City Council**

Gloucester City Council has a mean (average) Gender Pay Gap of 12.0% and a median (mid-point) pay gap of 3.4% for the reporting period of 31 March 2021.

This figure is lower than the Gender Pay Gap figures reported in 2017 and 2018 where the mean pay gap figure stood at 13.5% in 2017 and 15.4% in 2018 with the median figure being 9.6% in 2017 and 12.0% in 2018 respectively. It is higher than the figure reported in 2019, which stood at a mean figure of 5.4% and a median of 1.5%. Whilst the mean pay gap figure has increased slightly for 31 March 2021 to 12.0% compared 11.8% reported at 31 March 2020, the median pay figure has reduced to 3.4% from 5.10% at 31 March 2020. It is important to note that due to the relatively low number of staff at Gloucester City Council (this year below the statutory reporting threshold at 236 Gender Pay Gap reporting relevant staff) small differences in staffing can significantly impact overall annual Gender Pay Gap figures. Whilst Gloucester City Council are

below the statutory reporting threshold and are not required by law to publish their Gender Pay Gap figures, these will continue to be shared for transparency.

Our Gender Pay Gap for the period 2017- 2021 is illustrated in table 1 below.

*Table 1. GPG (mean and median) and mean and median pay shown by gender (2017-2021)*

	2017	2018	2019	2020	2021
<b>Mean GPG</b>	<b>13.50%</b>	<b>15.40%</b>	<b>5.40%</b>	<b>11.80%</b>	<b>12.00%</b>
<b>Median GPG</b>	<b>9.60%</b>	<b>12.00%</b>	<b>1.50%</b>	<b>5.10%</b>	<b>3.40%</b>
Mean Pay Female	£12.30	£12.45	£13.26	£13.25	£14.57
Mean Pay Male	£14.22	£14.71	£14.02	£15.02	£16.56
Median Pay Female	£11.39	£11.38	£11.97	£12.07	£13.20
Median Pay Male	£12.60	£12.93	£12.15	£12.72	£13.66

Our mean and median Gender Pay Gap figure for 31 March 2021 of 12.0% and 3.4% respectively, is lower than both the 2021 Office for National Statistics (ONS) national mean of 14.9% and median of 15.4% and the ONS Public Sector (2021) mean of 14.8% and median of 18.0% (ONS: Gender Pay Gap 2021). It is also lower than the Gender Pay Gap Service national mean of 14.0% and median of 12.6% (Gender Pay Gap Service 2020/21). It is, however, higher than the Local Authority mean of 5.1% (LGA: The Gender Pay Gap 2020-21).

### Pay Quartiles

As at 31 March 2021, the proportion of female staff we employ increased to 58.5% compared to 57.5% in 2020 and 55.3% in 2019, showing a sustained and gradual increase over recent years.

*Table 2. Number of staff shown by gender (2017-2021)*

Gender	2017		2018		2019		2020		2021	
	Number	%	Number	%	Number	%	Number	%	Number	%
Female	146	61.10%	139	62.60%	141	55.30%	146	57.50%	138	58.50%
Male	93	38.90%	83	37.40%	114	44.70%	108	42.50%	98	41.50%
<b>Total</b>	<b>239</b>	<b>100.00%</b>	<b>222</b>	<b>100.00%</b>	<b>255</b>	<b>100.00%</b>	<b>254</b>	<b>100.00%</b>	<b>236</b>	<b>100.00%</b>

*Table 3. below shows the proportion of male and female staff in each pay quartile (March 2021).*

Quartile	Gender				Total
	Female		Male		
	Number	%	Number	%	
Lower	35	59.3%	24	40.7%	59
Lower Middle	36	63.2%	21	36.8%	57
Upper Middle	36	61.0%	23	39.0%	59
Upper	31	50.8%	30	49.2%	61
<b>Total</b>	<b>138</b>	<b>58.5%</b>	<b>98</b>	<b>41.5%</b>	<b>236</b>

Table 3 shows that the highest proportion of female staff occur within the Upper Middle, Lower Middle and Lower Quartiles. There are, however, more female staff than male in each of the

Upper Quartiles (Upper Middle and Upper) demonstrating a continued good gender balance at a senior level.

Table 4 below shows the proportion of male and female staff in each pay quartile for the period 2017-2021.

Table 4. Proportion of male and female staff in each quartile 2017-21

Quartile	2017		2018		2019		2020		2021	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Lower	66.7%	33.3%	62.5%	37.5%	51.6%	48.4%	58.1%	41.9%	59.3%	40.7%
Lower Middle	66.7%	33.3%	77.8%	22.2%	64.1%	35.9%	64.6%	35.4%	63.2%	36.8%
Upper Middle	56.7%	43.3%	61.8%	38.2%	52.3%	47.7%	56.5%	43.5%	61.0%	39.0%
Upper	54.2%	45.8%	49.1%	50.9%	53.2%	46.8%	50.8%	49.2%	50.8%	49.2%
Total	61.1%	38.9%	62.6%	37.4%	55.3%	44.7%	57.5%	42.5%	58.5%	41.5%

Table 4 shows that whilst the proportion of female staff has increased slightly in the Lower Pay Quartile, the proportion of female staff within the Upper Middle Pay Quartile has increased significantly to 61.0% at 31 March 2021 from 56.5% at 31 March 2020. The proportion of female staff in the Upper Pay Quartile has remained the same between 2020 and 2021 at 50.8%.

### Measures we are taking to address our Gender Pay Gap

Gloucester City Council is committed to ensuring and promoting equality of opportunity for all in an inclusive working environment.

We have well established Gender Pay and Equalities Working Groups; both of which actively explore measures we can take to promote positive opportunities for all and to reduce our Gender Pay Gap. We have comprehensive manager and staff guidance on a wide range of family friendly and equalities support, including enhanced parental leave options and guidance developed specifically for managers on supporting staff experiencing the menopause. We have a comprehensive Carers Policy setting out our commitment to support those who are carers and including a range of support options.

We have an established Coaching Offer for staff and continue to invest in growing the number of ILM Level 5 accredited coaches across our organisation. We have launched a Mentoring Offer which complements our existing coaching provision and continue to actively promote the benefits of both coaching and mentoring to our staff.

We operate fair and open recruitment and selection processes, which positively welcomes applications from all sectors of our community. We also proactively welcome applications from applicants interested in job share and/or flexible working arrangements and offer a wide range of flexible working options and family friendly policies and practices.

We remain committed, through our Gender Pay and Equalities Working Groups, to reviewing such family friendly policies and practices on a regular basis to ensure that they continue to facilitate an inclusive working environment for all our staff and to actively exploring positive measures to reduce our future Gender Pay Gap.