

## **Gender Pay Gap Report**

### **Data as at 31 March 2018**

Gloucester City Council is not required by law to publish an annual Gender Pay Gap Report, however in the spirit of openness and transparency, it has taken the decision to publish. This report is published both on Gloucester City Council's website and on a government website. This is the City Council's Gender Pay Gap Report for the snapshot date of 31 March 2018.

The figures attached have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

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, and ensures 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**

The attached report shows that Gloucester City Council has a mean (average) gender pay gap of 15.36% and a median (mid-point) pay gap of 12.0% for the reporting period of 31 March 2018. This figure is slightly higher than the figure reported by Gloucester City Council for the last reporting period at 31 March 2017 where the mean (average) gender pay gap figure was 13.5% and the median figure 9.6%. However, this does remain below the public sector mean (average) gender pay gap of 17.7% and is below the public sector median (mid-point) gender pay gap figure of 19.4% (2017 ONS report).

For the reporting period of 31 March 2017, the headcount figure at Gloucester City Council stood at 239 staff; at 31 March 2018 the headcount had reduced to 222 staff. As the headcount figures are below the statutory gender pay gap reporting threshold, relatively small changes in headcount can impact the figures contributing, in part, to an increased gender pay gap figure for the period 31 March 2018.

The attached report also shows a slight increase in the number overall of female staff, which stands at 63% of headcount at 31 March 2018 as opposed to 61% of headcount at 31 March 2017. The proportion of female staff in the lower middle and upper middle quartiles has also increased, but has reduced slightly in the upper quartile with 49% of staff within this quartile being female and 51% being male.

Gloucester City Council is committed to ensuring and promoting equality of opportunity in an inclusive working environment. Our Equalities Working Group and associated Action Plan actively consider positive measures we can take to facilitate positive opportunities for all. We have recently made a number of senior level female appointments, including to the Head of Communities post, which is key part of the Senior Management Team and as such are anticipating an improvement in our gender pay gap figure for the next reporting period at 31 March 2019.

Gloucester City Council has a Gender Pay Gap Action Plan and associated Gender Pay Gap Working Group to actively explore measures we can take to reduce our gender pay gap further. We are shortly to introduce enhanced shared parental pay and are to commit to a campaign to extend maternity leave for mothers who give birth prematurely by the number of days a baby was born prior to their due date. Conscious/Unconscious Bias training in the fields of recruitment, promotion and staff development is also to be delivered to Service Managers and above over coming months.

We have a number of managers accredited at ILM Level 5 Coaching and Mentoring and are actively promoting the benefits of coaching to our staff, including as a means of supporting career development paths. We operate fair and open recruitment and selection processes, which positively welcome applications from all sectors of our community. We also proactively welcome applications from applicants interested in job share and/or flexible working arrangements.

As described in last year's report, we continue to actively promote and facilitate a wide range of flexible working and family friendly policies and practices including:

- The facilitation of remote, mobile and home working
- A Flexible Working Hours Scheme
- A Flexible Working Policy covering working arrangements including but not limited to part-time hours, compressed hours, job-share arrangements and term-time only hours
- The ability to voluntarily purchase additional annual leave

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 gender pay gap further.