

Gender Pay Gap Report

Data as at 31 March 2019

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 2019.

The figures attached 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 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, 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 5.4% and a median (mid-point) pay gap of 1.5% for the reporting period of 31 March 2019. This figure is a marked reduction on the Gender Pay Gap figure reported by Gloucester City Council for the last reporting period at 31 March 2018 where the mean (average) gender pay gap figure was 15.36% and the median figure 12.0%. Gloucester City Council's Gender Pay Gap figure as at 31 March 2019 is also significantly lower than the public sector mean (average) Gender Pay Gap of 17.5% and public sector median (mid-point) Gender Pay Gap figure of 19.0% (2018 ONS report).

The Gender Pay Gap report for 31 March 2019 shows that the proportion of females in the lower pay quartile has reduced compared to previous years. The lower middle pay quartile remains the

quartile with the highest proportion of females, but this too has reduced on last year's figure. The proportion of female staff within the upper pay quartile has increased for 31 March 2019 when compared to the same period in 2018 with more female staff than male staff being represented in this quartile at 53.2% female staff compared to 46.8% 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.

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 have introduced enhanced shared parental pay and extended maternity leave options for mothers who give birth prematurely by the number of days a baby was born prior to their due date. We have also developed manager guidance on supporting individuals who return to work following a period of maternity leave/ shared parental leave and offer a paid leave option for staff who are awarded legal Special Guardianship status. We also offer 'pregnancy parking' whereby staff can request to park closer to their place of work. Our Service Managers and Team Leaders have received training on Conscious/Unconscious Bias in the fields of recruitment, promotion and staff development.

We have a number of managers accredited at ILM Level 5 Coaching and Mentoring and continue to actively promote 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.

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.