

## **Gender Pay Gap Report**

### **Data as at 31 March 2020**

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 2020.

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, 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**

Gloucester City Council has a mean (average) Gender Pay Gap of 11.8% and a median (mid-point) pay gap of 5.1% for the reporting period of 31 March 2020.

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% in 2018 respectively. Whilst it is an increase on the Gender Pay Gap figure reported in 2019, where the mean figure was 5.4% with the median being 1.5%, it is important to note that due to the relatively low number of staff at Gloucester City Council (this year just above the statutory reporting threshold at 254 Gender Pay Gap reporting relevant staff) small differences in staffing can significantly impact overall annual Gender Pay Gap figures.

Our Gender Pay Gap for the period 2017- 2020 is illustrated in table 1 below.

Table 1. GPG (mean and median) and mean and median pay shown by gender (2017-2020)

	2017	2018	2019	2020
<b>Mean GPG</b>	<b>13.5%</b>	<b>15.4%</b>	<b>5.4%</b>	<b>11.8%</b>
<b>Median GPG</b>	<b>9.6%</b>	<b>12.0%</b>	<b>1.5%</b>	<b>5.1%</b>
Mean Pay Female	£12.30	£12.45	£13.26	£13.25
Mean Pay Male	£14.22	£14.71	£14.02	£15.02
Median Pay Female	£11.39	£11.38	£11.97	£12.07
Median Pay Male	£12.60	£12.93	£12.15	£12.72

Table 1 shows that the mean pay of female staff has decreased very slightly in 2020 with the median pay of female staff increasing. However, both the mean and median pay for male staff have increased resulting in a higher Gender Pay Gap for this reporting period.

Our mean and median Gender Pay Gap figure for 31 March 2020 of 11.8% and 5.1% respectively is lower than both the 2020 Office for National Statistics (ONS) national mean of 14.6% and median of 15.5% and the ONS Public Sector (2020) mean of 14.5% and median of 15.8% (ONS: Gender Pay Gap 2020). It is also lower than the Gender Pay Gap Service national mean of 14.1% and median of 12.8% (Gender Pay Gap Service 2019/20). It is, however, higher than the Local Authority mean of 5.9% and median of 4.1% (LGA: The Gender Pay Gap 2019-20).

## Pay Quartiles

As at 31 March 2020, the proportion of female staff we employ increased to 57.5% compared to 55.3% in 2019, but is slightly lower than in previous years (61.1% in 2017 and 62.6% in 2018).

Table 2. Number of staff shown by gender (2017-2020)

Gender	2017		2018		2019		2020	
	Number	%	Number	%	Number	%	Number	%
Female	146	61.1%	139	62.6%	141	55.3%	146	57.5%
Male	93	38.9%	83	37.4%	114	44.7%	108	42.5%
<b>Total</b>	<b>239</b>	<b>100.0%</b>	<b>222</b>	<b>100.0%</b>	<b>255</b>	<b>100.0%</b>	<b>254</b>	<b>100.0%</b>

Table 3 below shows the proportion of male and female staff in each pay quartile (March 2020).

Quartile	Gender				Total
	Female		Male		
	Number	%	Number	%	
Lower	36	58.1%	26	41.9%	62
Lower Middle	42	64.6%	23	35.4%	65
Upper Middle	35	56.5%	27	43.5%	62
Upper	33	50.8%	32	49.2%	65
<b>Total</b>	<b>146</b>	<b>57.5%</b>	<b>108</b>	<b>42.5%</b>	<b>254</b>

The highest proportion of female staff occur within the 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 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 2017-2020.

This shows that the proportion of female staff has increased in both the Lower and Lower Middle pay quartiles for the reporting period of 31 March 2020 compared to the same period in 2019. The proportion of female staff within the Upper Middle Pay Quartile has increased to 56.5% at 31 March 2020 from 52.3% at 31 March 2019 whilst the proportion in the Upper Pay Quartile has decreased slightly to 50.8% from 53.2% at 31 March 2019.

Table 4. Proportion of male and female staff in each quartile 2017-20

Quartile	2017		2018		2019		2020	
	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%
Lower Middle	66.7%	33.3%	77.8%	22.2%	64.1%	35.9%	64.6%	35.4%
Upper Middle	56.7%	43.3%	61.8%	38.2%	52.3%	47.7%	56.5%	43.5%
Upper	54.2%	45.8%	49.1%	50.9%	53.2%	46.8%	50.8%	49.2%
<b>Total</b>	<b>61.1%</b>	<b>38.9%</b>	<b>62.6%</b>	<b>37.4%</b>	<b>55.3%</b>	<b>44.7%</b>	<b>57.5%</b>	<b>42.5%</b>

## 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. Throughout the pandemic we have supported staff in working flexibly whilst being fully cognisant of the demands and challenges placed on staff through home-schooling and caring commitments. We have provided Resilience sessions and a wealth of Health and Wellbeing information to support staff at this challenging time.

We have a well developed Coaching Offer for staff and continue to invest in growing the number of ILM Level 5 accredited coaches across our organisation. We are shortly to launch a Mentoring Offer to compliment our existing coaching provision and continue to actively promote the benefits of coaching to our staff. 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 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.