

Appendix 1

Gender Pay Gap Report 2018



**Stronger
Economy**



**Stronger
Communities**



**Stronger
Organisation**

Introduction

Following the introduction of the statutory requirement in 2017, all employers with 250 or more employees are required to publish various figures to demonstrate how large their gender pay gap is between their male and female employees.

What gender pay gap reporting entails:

All public sector employers are required under the Equality Act 2010 (Specific Duties and Public Authorities) regulations 2017 to provide data on the following 6 calculations:

- The mean gender pay gap
- The median gender pay gap
- The mean bonus gender pay gap*
- The median bonus gender pay gap*
- The proportion of males and females receiving a bonus payment*
- The proportion of males and females in each quartile band

**This is not applicable to City of Wolverhampton as there is no bonus scheme in place.*

For the purposes of our analysis our data consists of all City of Wolverhampton Council employees but excludes employees from maintained schools. Our data is correct as of the snapshot date of 31 March 2018.

Gender pay gap versus Equal pay- What is the difference?

It is important to note that whilst both gender pay and equal pay deal with the disparity of pay women receive in the workplace the two are different;

- Equal pay means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010. It is unlawful to pay employees unequally based on their gender.
- The gender pay gap is a measure of the difference between men's and women's average earnings across an organisation or the labour market. It is expressed as a percentage of men's earnings.

ACHIEVEMENT
AWARDS 2017
WINNERS 

Proud to be
Local Authority
of the Year 2017

★★★★
Four times
winners
at the MJ Awards 2017



Gender Pay Gap Figures analysis

Comparing our data from 2017 we can evidence a reduction in our gender pay gap data.

For the City of Wolverhampton Council the gender pay gap for 2018 is as follows;

Mean Gender Pay Gap
7.14%

Median Gender Pay Gap
0.00%

Mean gender pay gap

To clarify the analysis required, the mean gender pay gap is a comparison of the average pay for a female and the average pay for a male.

The City of Wolverhampton Council's mean pay gap shows us that men are paid 7.14% higher than women. This is a reduction from our 2017 figures which was 7.76% The national public sector average in 2017 was 17.7% which we remain considerably below.

Median gender pay gap

To calculate the median gender pay gap, there needs to be a comparison of the 'middle' hourly rate for a female and male if all pay amounts were sorted from the lowest pay point to the highest.

The City of Wolverhampton Council's median pay gap is 0% which is a reduction from our 2017 gender pay gap figures of 3.12%. The national public sector average in 2017 was 19.4%.

Bonus payments

As mentioned previously, the City of Wolverhampton Council does not have a bonus scheme nor performance related pay and therefore there is no data to report on the following;

- The mean bonus gender pay gap
- The median bonus gender pay gap
- The proportion of males and females receiving a bonus payment

ACHIEVEMENT
AWARDS 2017
WINNERS 

Proud to be
Local Authority
of the Year 2017

★★★★
Four times
winners
at the MJ Awards 2017

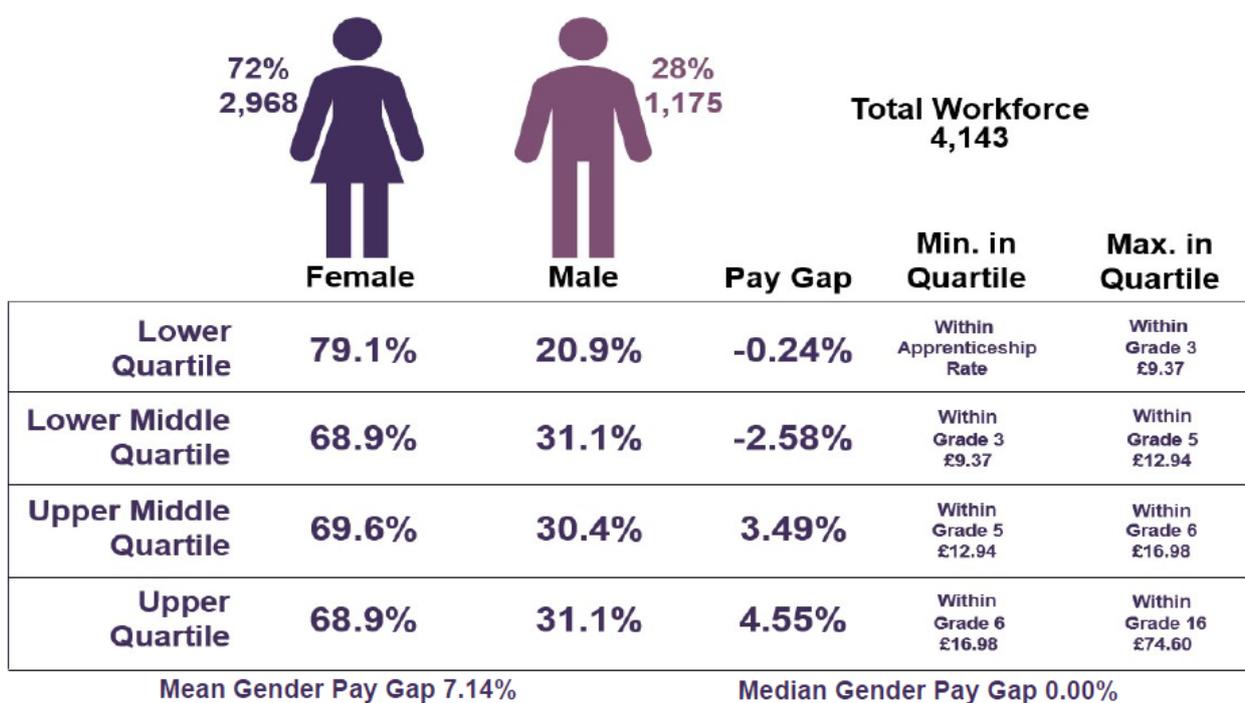


Quartile Pay Bands

It is important to understand that where there is a negative figure in the data below this will indicate that women are paid more than men for that analysis. A positive figure indicates that men are paid more than women

City of Wolverhampton Council is required to report on the proportion of men and women in each quartile in our pay structure. The quartiles are lower, lower middle, upper middle and upper quartile pay bands.

The quartile data below shows the workforce divided into four equal sized groups based on calculated hourly pay rates, whereby each quartile is made up of 25% of the workforce. The lowest paid 25% of employees are the lower quartile and the highest paid 25% are the upper quartile.

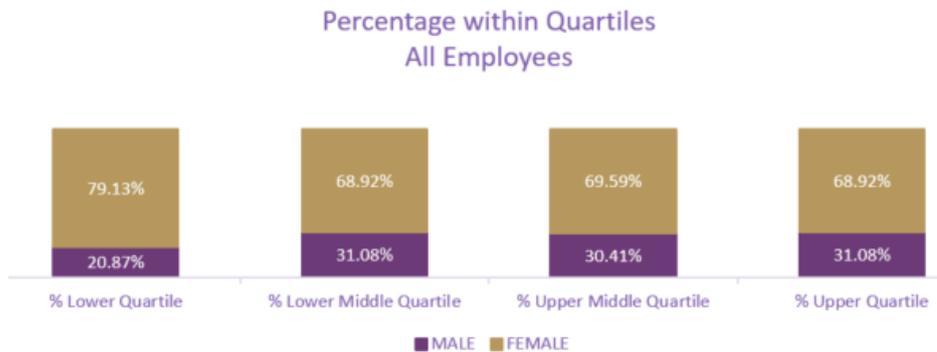


The pay gap in all our quartiles have increased from our last report in 2017. Our Lower and Lower Middle quartiles shows that women are being paid more in these grades this year (-0.24% and -2.58% respectively) compared to last year (0.72% and -1.84% respectively). There is a difference of 0.96% in the lower quartile and 0.74% lower middle quartile since 2017 in these quartiles.

Whilst our Upper Middle Quartile and Upper Quartile shows that males are being paid more in these grades with the biggest increase in the Upper Middle Quartile this year compared to last year (2.92% and 3.53% respectively).

There is a difference of 0.57% in the upper middle quartile and 1.02% in the upper quartile since 2017 in these quartiles.

The table below shows the gender split in each of the quartiles and shows that women represent at least two thirds of employees in each quartile.



What City of Wolverhampton Council has done so far to tackle gender pay gap

We continue to use the job evaluation panel for any changes in job descriptions to maintain the integrity of our single status model which was implemented to remove pay differentials for men and women doing comparable work.

All recruitment panels must be gender diverse. We have provided Unconscious Bias training to 770 employees so far.

Having reviewed the data we have now also implemented anonymised application forms following the snapshot date.

Conclusion

Comparatively, the City of Wolverhampton Council's performance around the gender pay gap is improving and has reduced in comparison to our 2017 data. However, we will continue to review and monitor our performance.

