

Report title	Gender Pay Gap Report 2023	
Decision designation	AMBER	
Cabinet member with lead responsibility	Councillor Paula Brookfield Governance and Equalities	
Key decision	No	
In forward plan	Yes	
Wards affected	Not applicable	
Accountable Director	David Pattison, Chief Operating Officer	
Originating service	People Services	
Accountable employee	Sukhvinder Mattu	Head of People Services Tel 01902 553571 Email Sukhvinder.mattu@wolverhampton.gov.uk
Report to be/has been considered by	Strategic Executive Board	5 March 2024

Recommendations for noting:

The Cabinet is asked to note:

1. The content of the attached report on the Gender Pay Gap is as of the snapshot date of 31 March 2023.
2. That the median gender pay gap for 31 March 2023 is 6.51% and the mean gender pay gap is 2.99%.
3. The difference in comparison to March 2022 data – the median gender pay gap was 1.18% and the mean gender pay gap was 4.00%.
4. The proportion of men and women in each quartile in our pay structure as of 31 March 2023.
5. The actions the Council continues to take to improve equality, diversity and inclusion within the workplace (pages 16-20 within the attached report).
6. The Equality Act 2010 (Specific Duties and Public Authorities) regulations 2017 only require organisations to report on the gender pay gap. In addition to this, the Council will report on the ethnicity, disability and sexual orientation pay gaps. These reports are currently in development.

1.0 Purpose

- 1.1 To report on the gender pay gap as of the snapshot date of 31 March 2023.
- 1.2 Review the Council's performance against other neighbouring local authorities.

2.0 Background

- 2.1 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.

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

- 2.2 The data includes all employees of the Council but excludes employees from maintained schools. The data is correct as of the snapshot date of 31 March 2023.
- 2.3 The information must be published on both the employer's website and on a designated government website at www.gov.uk/genderpaygap.
- 2.4 It is a legal requirement for all relevant employers to publish their gender pay report. Failing to do this within one year of the snapshot date is unlawful. Reporting requirements state 'public authority employers must use a snapshot date of 31 March. They must report and publish their gender pay gap information by 30 March of the following year'.
- 2.5 The Council therefore has an obligation to publish March 2023 data by 30 March 2024.

3.0 Findings and progress

- 3.1 The report has been compiled in accordance with Pay Gap reporting requirements as stipulated by the aforementioned legislation (in section 2.1).
- 3.2 The mean gender pay gap is a comparison of the average pay for a female and the average pay for a male. Mean averages are useful because they place the same value on every number used, giving a good overall indication of the gender pay gap.
- 3.3 The median gender pay gap shows the difference between the 'middle' hourly rate for a female and male where pay amounts are arranged from low to highest pay points.

Median averages are useful to indicate what the 'typical' situation is – i.e. the middle of the organisation, not distorted by very large or small pay rates.

- 3.4 Positive figures demonstrate typically, or overall, female employees have lower pay than male employees.
- 3.5 Negative figures reveal that typically, or overall, male employees have lower pay than female employees.
- 3.6 Zero percentage figures illustrate no gap between the pay of typical male and female employees.
- 3.7 The Council's mean gap shows that males are paid on average 2.99% higher than women, this has reduced from our 2022 figure which was 4.0%. This follows a consistent reduction each year from 9.43% in 2015. In monetary value this equates on average (mean hourly rate) to males being paid £18.06 per hour compared to females being paid £17.52 per hour (54 pence difference per hour).
- 3.8 The national median gender pay gap among all employees in March 2022 was reported as 14.3%, which was down from 14.9% in 2021. (figures obtained from the Office for National Statistics (ONS) - Gender Pay Gap published in November 2023).
- 3.9 The Council's median pay gap is 6.51% which has increased from 2022 (1.18%). The data shows that median average overall hourly rate for both male and female employees combined was £16.03 which has increased from 2022 (£14.26).
- 3.10 The Council must also report on the proportion of men and women in each quartile in our pay structure. This is split into four equal sized groups based on calculated hourly pay rates with a lower (apprenticeship rates to local pay points within grade 4), lower middle (local pay points within grades 4-5), upper middle (local pay points within grades 5-7) and upper quartile (local pay points within grades 7-16).
- 3.11 Figures reveal that in the lower middle quartile, female employees on average earned more than their male counterparts. However, in the other three quartiles, data shows males earned more than females.
- 3.12 The pay gap in the lower quartile increased from 2.23% (2022) to 2.34% (2023) with men paid 27 pence per hour more than women.
- 3.13 The pay gap in lower middle quartile decreased from -1.97% (2022) to -1.85% (2023). However, although a decrease between the two years, women in this quartile are paid on average 26 pence per hour more than men.
- 3.14 The pay gap in the upper middle quartile decreased from 2.23% (2022) to 1.20% (2023). This illustrates that although men on average earn 22 pence per hour more than women in this quartile the gap has shortened.

- 3.15 The pay gap in the upper quartile increased from 2.14% (2022) to 3.84% (2023) with men getting paid on average £1.06 per hour more than women. The largest pay gap within the four quartiles.
- 3.16 A benchmarking exercise was conducted to review the Council's position in comparison to local authorities of a similar size. The table below shows the findings for **2021 and 2022**.

	2021	2022	2021	2022
	Mean %		Median %	
Coventry	1.4%	-0.1%	-2.2%	-2.5%
Sandwell	3.4%	0.6%	10.4%	3.3%
Walsall	4.4%	4.5%	0.0%	1.1%
Solihull	14.1%	13.8%	21.3%	19.2%
Birmingham	3.9%	3.1%	4.7%	4.4%
Dudley	7.8%	6.5%	13.1%	12.7%
Wolverhampton	4.0% (2022)	2.99% (2023)	1.2 % (2022)	6.51% (2023)

- 3.17 The data reveals that the Council's mean gender pay gap is smaller than three other local authorities and the median is smaller than four. 2023 information is currently unavailable but early discussions at Regional Heads of HR meeting hosted by West Midlands Employers indicate the mean has reduced for other local authorities due to the pay award. Median information has not yet been shared.
- 3.18 Equality and Diversity is at the heart of everything the Council does – positive action has been taken to address equality and inclusion. Some of the actions we continue to take are as follows:
- Diverse panels – for recruitment and selection and People Services (HR) processes such as discipline, grievance etc. To minimise impact of unconscious bias.
 - Anonymised application forms to reduce bias
 - Strategic Executive Board representation at Staff Equality Forums – champion equality and diversity across the organisation and service we provide
 - Gender Equality Action Plan – introduced by the EDI team, highlighting issues around women's safety and introducing specific events such as 'Women at the Top'
 - Continuation of Safe Space
 - Introduction of new and revised policies to support new ways of working – Agile guide and Working Hours Policy - removal of core hours and increase in flexi to 1 in 4 weeks.
 - Signed up to Menopause workplace pledge and Menopause Friendly Member with work commenced towards full accreditation.

4.0 Evaluation of alternative options

4.1 There are no alternative options in terms of the way that data is collected as legislation defines the requirement for gender pay gap reporting.

5.0 Reasons for decision(s)

5.1 Information is being provided to meet legislative requirements as prescribed in section paragraph 2.0.

6.0 Financial implications

6.1 No financial implications are anticipated to arise from the actions currently being undertaken to address equality and inclusion issues and potentially reduce the mean pay gap further. As future strategies to tackle pay gaps are developed any emerging costs will be assessed and reported as required.

[GE/23022024/N]

7.0 Legal implications

7.1 Any actions that are undertaken need to comply with the Equality Act 2010. Legislation requires gender pay gap data to be published on an annual basis.

[TC/23022024/D]

8.0 Equalities implications

8.1 It is important to note that there is no evidence of inequality as such in our Gender Pay Gap, however societal factors may play a part in the difference. The Equality, Diversity and Inclusion Team have been engaged with and are aware of the findings of the gender pay gap report. We will also present the findings to the Staff Equality Forums.

9.0 All other implications

9.1 No other implications are envisaged.

10.0 Schedule of background papers

10.1 There are no background papers.

11.0 Appendices

11.1 Appendix 1: Gender Pay Gap Report 2023.