



Gender Pay Gap Report 2017

Appendix 1



**Stronger
Economy**



**Stronger
Communities**



**Stronger
Organisation**

Introduction

Why was gender pay gap reporting introduced?

Following the 2015 general election it was announced by the Government that they intended to fulfil a manifesto commitment and bring into force a provision of the Equality Act 2010 on gender pay reporting. Although this originally covered only the private and voluntary sectors it was further extended to the public sector.

In 2017 the government introduced this legislation that made it a statutory requirement for all employers with 250 or more employees to publish various figures to demonstrate how large the gender pay gap is between their male and female employees.

What gender pay gap reporting entails:

From March 2017 all voluntary, private and public sector employers with 250 or more employees are required to publish their data. 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 the analysis the data consists of all City of Wolverhampton Council employees but excludes employees from maintained schools. The data is correct as of the snapshot date of 31 March 2017.

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

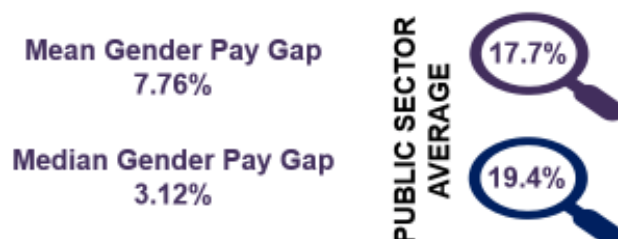
It is important to note that whilst both gender pay and equal pay deal with the disparity of pay women receive in the workplace the two are different;

- 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.



Gender Pay Gap Figures analysis

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



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 7.76% higher than women. This on average is 10 percent lower than the national averages.

The Office of National Statistics Annual Survey of hours and earnings, October 2017 highlights that the average public sector pay gap is 17.7% whilst the average pay gap for the West Midlands is 17.5%

We are also considerably lower than the economy average of 17.4%. (Office of National Statistics Annual Survey of hours and earnings, October 2017).

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 3.12%. Similar to our mean gender pay data, this is considerably lower than the national averages by at least 15 percent.

Recent data from the Office of National Statistics Annual Survey of hours and earnings, October 2017, shows the average public sector pay gap data of 19.4% and the average pay gap for the West Midlands of 22.9%.

We are also significantly lower than the economy average of 18.4% (Office of National Statistics Annual Survey of hours and earnings, October 2017).

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;

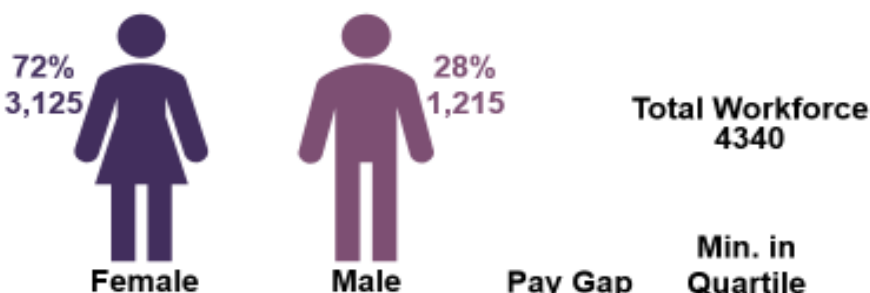
- The mean bonus gender pay gap
- The median bonus gender pay gap
- The proportion of males and females receiving a bonus payment

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

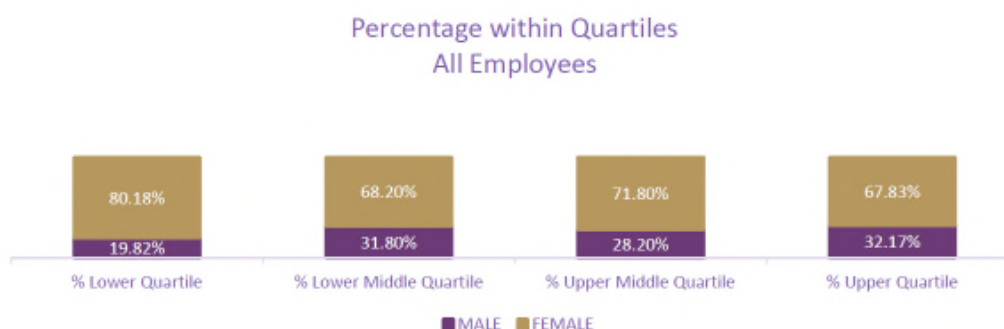
City of Wolverhampton Council is required to report on the proportion of men and women in each quartile in the the pay structure. The quartiles are lower, lower middle, upper middle and upper quartile pay bands.

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.



	Female	Male	Pay Gap	Min. in Quartile	Max. in Quartile
Lower Quartile	80.2%	19.8%	0.72%	Within Apprenticeship Rate	Within Grade 3 £8.69
Lower Middle Quartile	68.2%	31.8%	-1.84%	Within Grade 3 £8.69	Within Grade 5 £12.41
Upper Middle Quartile	71.8%	28.2%	2.92%	Within Grade 5 £12.41	Within Grade 6 £16.22
Upper Quartile	67.8%	32.2%	3.53%	Within Grade 6 £16.22	Within Grade 16 £74.60

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

The City of Wolverhampton Council implemented the national Single Status agreement in April 2013 in partnership with UNISON and in consultation with other recognised trade unions for Local Government Services' employees, GMB and UNITE. The Single Status Agreement aimed to eliminate inequalities in pay and grading structures which had existed historically in most local authorities in the UK.

As well as eliminating any gender-based pay gaps and introducing an 'equality-proofed' pay model, Single Status harmonised pay and terms and conditions between former manual, non-manual workers and administrative, technical and professional workers.

CWC continue to conduct job evaluations with panels comprised of managers and trade union representatives to ensure integrity and consistency of the pay model.

Recruitment

There has been a recent review of the Councils recruitment processes, so that customers receive a better first impression and efficient service. Design of advertisements and a consistent and clear layout to job descriptions and personal specifications have supported this.

All disabled candidates who meet the job description criteria will be granted an interview and the council has several equality forums that address how underrepresented groups and those with disabilities are reached.

Unconscious bias training is delivered to all recruiting managers. Only those employees who have completed this training and the online recruitment and selection eLearning module are eligible to participate in an interview panel. All interview panels are required to be gender diverse and as far as possible diverse in respect of other protected characteristics under the Equality Act 2010.



This supports the achieving status under the Equality Framework CWC is working hard to achieve.

Conclusion

The City of Wolverhampton Council has significantly more female employees than male employees.

Within the pay range of grade 5 and below, the pay gap is minimal. However, there is a pay gap from grade 6 upwards due to males earning on average a higher hourly rate of pay at the higher grades, this is however, significantly lower than the national average.

The gender pay gap data is historical, as it is a snapshot of the organisation on 31 March 2017. Since that date there has been a senior management restructure which is hoped will have a positive impact in reducing gender pay gap for when the report is due in 2018..

Further work needs to be undertaken to fully understand the disparity between men and women both in the lower grades and in the higher grades.

Comparatively, the City of Wolverhampton Council's performance around the gender pay gap is excellent and will continue to be monitored against other councils as more reports are published.

City of Wolverhampton Council Gender Pay Gap Action Plan

Action Required	Timescales
Continue ensuring all managers involved in our recruitment process attend Unconscious Bias Training prior to sitting on an interview panel	Ongoing
Continue to promote equality and diversity and equal opportunity in our recruitment process	Ongoing
Continue our good practice in ensuring thorough and robust job evaluation in pay and grading with panel decisions	Ongoing
Continue to develop our staff equalities groups and their involvement in reviewing our policies and procedures and initiatives.	Ongoing
Continue to monitor our quarterly and yearly Equality in Employment reports and action plans to ensure we monitor our data and analyse any issues that may arise	Ongoing
Review the impact of the SMART working project on employee behaviour in relation to working hours.	Ongoing

