

<b>CITY OF WOLVERHAMPTON COUNCIL</b>	<b>Cabinet</b> <b>22 January 2020</b>
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<b>Report title</b>	Gender Pay Gap 2019 and Gender Profiling	
<b>Decision designation</b>	AMBER	
<b>Cabinet member with lead responsibility</b>	Councillor Louise Miles Resources	
<b>Key decision</b>	No	
<b>In forward plan</b>	Yes	
<b>Wards affected</b>	Not applicable	
<b>Accountable Director</b>	Tim Johnson, Chief Executive	
<b>Originating service</b>	HR Advice	
<b>Accountable employee</b>	Denise Pearce Tel Email	Head of Human Resources 01902 554515 <a href="mailto:Denise.pearce@wolverhampton.gov.uk">Denise.pearce@wolverhampton.gov.uk</a>
<b>Report has been considered by</b>	Strategic Executive Board	12 January 2019

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### Recommendations for noting:

Cabinet is asked to note:

1. The contents of the attached report on the Gender Pay Gap for 31 March 2019 (appendix 2)
2. That the median Gender Pay Gap for 31 March 2019 is 0.23% and the mean is 4.54%.
3. How this compares with previous snapshot data on 31 March 2018 where the median gender pay gap was 0.00% and the mean was 7.14%.
4. The gender split in service areas as at 9 April 2019 and the division of labour in the service areas (appendix 1).
5. The Gender Pay Gap data will be published on the Gender Pay Gap reporting site on the GOV.UK website, together with the attached report (appendix 2), as required by legislation and will also be published on the council website.

## **1.0 Purpose**

- 1.1 To report on the Gender Pay Gap at 31 March 2019.
- 1.2 Compare the Council's performance with other neighbouring local authorities. Data from 2018 has been used as local authorities have not yet published 2019 data.
- 1.3 To share the gender split of the workforce in terms of service areas.

## **2.0 Background**

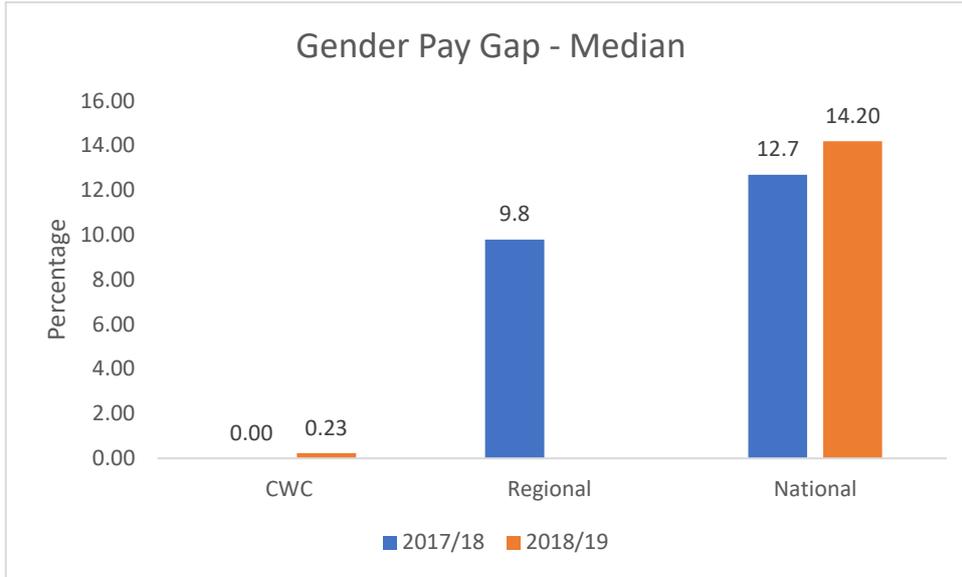
- 2.1 The Gender Pay Gap reporting date for data collected is 31 March 2019 and will be published by 30 March 2020.
- 2.2 There are six calculations that we are required to report on, our data snapshot date is 31 March 2019;
  - The mean gender pay gap
  - The median gender pay gap
  - The mean bonus 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.*

- 2.3 For the purposes of analysis, data consists of all City of Wolverhampton Council (CWC) employees excluding schools.

## **3.0 Progress, options, discussion, etc.**

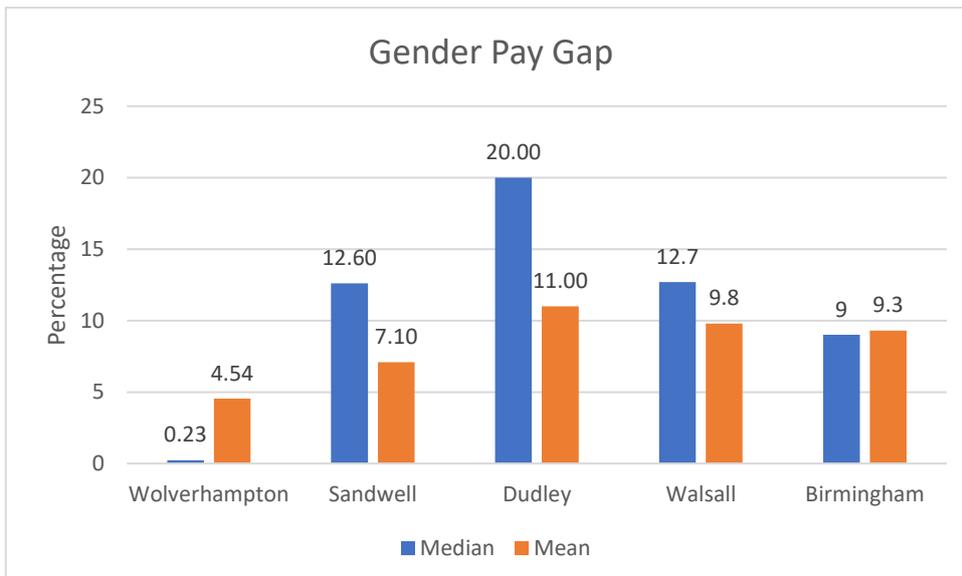
- 3.1 The Gender Pay Gap for full-time employees in the public sector was 14.20% at April 2019 (Office of National Statistics).
- 3.2 The graph below shows the change in the gender median pay gap from 2018 to 2019 and compares CWC's performance regionally and nationally. The median value is used to highlight the Gender Pay Gap as it avoids the issue of values at the lowest and highest salary points, which can skew data. CWC had a median gender pay gap of 0.23% on 31 March 2019.



Regional Data for 2018/19 is not yet available

3.3 CWC has a mean gender pay gap of 4.54% (2019) which has reduced from 7.14% (2018).

3.4 Comparing the performance of CWC (2019) with other local authorities (2018 data), the graph below shows that CWC has the lowest median gender pay gap of 0.23% and the lowest mean gender pay gap of 4.54%. The caveat is that other local authorities may have reduced their pay gap in 2019.



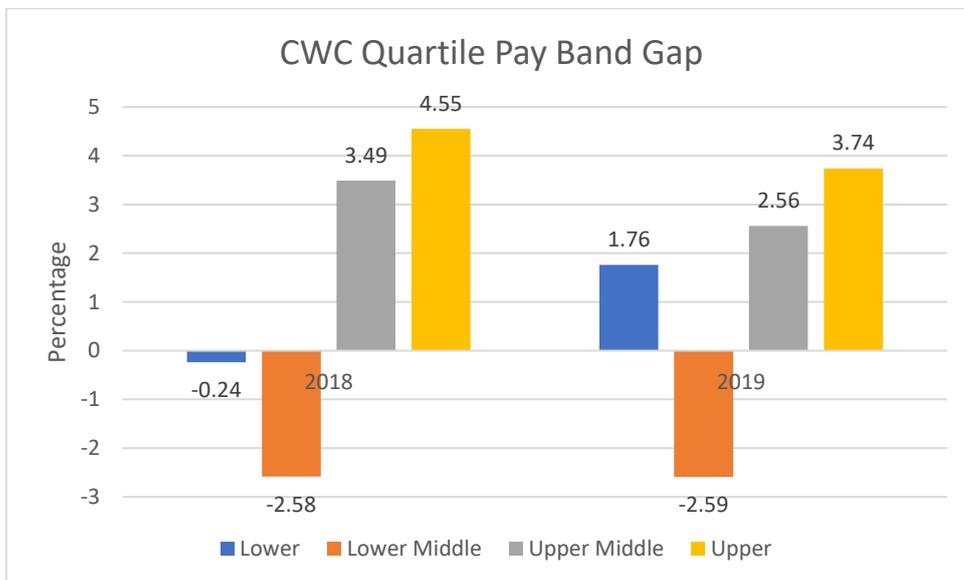
3.5 One rationale for CWC having a small gender pay gap for full time employees could be the use of the job allocation panel process. A panel of employees and Trade Unions ensure all roles are fairly graded, based on job requirements rather than an individual. This process is also adopted for any changes made to job descriptions and would need to continue to ensure that this situation is sustained.

The very slight increase from 0.00% to 0.23% in the median pay gap, equates to male employees earning 3 pence more an hour than female employees.

3.6 The table below shows what women earn for every £1 that men earn in each local authority that CWC has been compared to.

Local Authority	Women Earning
City of Wolverhampton Council	97p (2019)
2018	
Sandwell Metropolitan Borough Council	87p
Dudley Metropolitan Borough Council	80p
Walsall Council	87p
Birmingham City Council	91p

3.7 Data for the quartile pay bands which are based on the calculated hourly pay rates (not actual hourly rates as per CWC pay scales), are divided into four quarters that are nationally reportable. The graph below compares the gender pay gap in 2018 and 2019, with data for 2018 being on the left side of the graph.



3.8 On 31 March 2019, 78% of employees in the lower quartile were women and there was a pay gap of 1.76% with men being paid higher than women. There are 1% fewer females in this quartile compared to the previous snapshot date of 31 March 2018. This quartile covers grades 1 to 3 with a large proportion of grade 2's being mainly women part time workers within Catering and Cleaning Services. The increase in the pay gap is possibly due to males within these grade ranges being Environmental Services Operatives which are Grade 3 roles.

- 3.9 The lower middle quartile, equates to hourly rates in Grade 3 and Grade 5. In this quartile 69% of the employees are women and there is a pay gap of -2.59 (-2.58% in 2018) and again, women are paid slightly higher than male employees.
- 3.10 The upper middle quartile, roughly equates to grade 5 to grade 6, the band of hourly rates is narrow as the requirement is to look at the lowest and highest hourly rate of pay and split this into four equal quartiles. Around 69% of employees in this quartile are females and there is a pay gap of 2.56% (a reduction from 3.49% in 2018), with men being paid more than women.
- 3.11 The upper quartile ranges from grade 6 to grade 15 which is a substantial grade range, and 69% of the employees are women and there is a pay gap of 3.74% (a reduction from 4.55% in 2018) with men being paid more than women. This equates to an average full-time hourly rate of pay which differs by 88 pence.
- 3.12 The data identifies a gender pay gap in all but the lower middle quartile, and the council will need to act to reduce this gap, ensuring equity and that we remain an employer of choice.
- 3.13 The table below compares CWC gender split between the different quartiles with other local authorities (data as at 31 March 2018 for other authorities).

Quartiles	Wolverhampton		Sandwell		Dudley		Walsall		Birmingham	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Upper	78.2%	21.8%	52.8%	47.2%	54.0%	46.0%	62.5%	37.5%	59.0%	41.0%
Upper Middle	63.8%	36.2%	53.5%	46.5%	56.0%	44.0%	64.6%	35.4%	57.0%	43.0%
Lower Middle	68.6%	31.4%	68.5%	31.5%	71.0%	29.0%	62.3%	37.7%	67.0%	33.0%
Lower	69.1%	30.9%	65.7%	34.3%	81.0%	19.0%	83.5%	16.5%	75.0%	25.0%

- 3.14 Almost all local authorities have a workforce comprised of 70% female employees. The data shows that all local authorities, except for Sandwell, have the highest percentage of female employees in the lowest quartile pay band. Sandwell has the greatest representation of female employees in the lower middle quartile pay band. Interestingly, CWC has the greatest difference in female employee representation compared to male employees in the upper quartile pay band with Sandwell having the smallest difference.
- 3.15 The council has been using name blank (anonymised) application forms since August 2018 in order to reduce the Gender Pay Gap and has provided Unconscious Bias training to 950 employees since February 2017. 800 employees of which are still employed by CWC. There has also been a requirement to have gender diverse recruitment panels since 2017.
- 3.16 Further analysis needs to be undertaken to understand why the pay gap in the lower quartile has increased over a period of 12 months so that the council can take actions to reverse this change.

3.17 Appendix 1 provides details of the gender split within services as at 9 April 2019. The data provides evidence of gender divisions within occupations: there are no women employed in Street Lighting and Highways Maintenance even though females represent circa 70% of the workforce. There are very few women in Waste and Recycling, Operations and Maintenance of Existing Networks, Maintenance Programme and Facilities Management. In contrast less than 10% of the employees in the following areas are male employees: Adult Assessments, Catering, Cleaning, Corporate Landlord Support, Special Education Needs and Strengthening Families Services.

#### **4.0 Evaluation of alternative options**

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

#### **5.0 Reasons for decision(s):**

5.1 Information is being shared to highlight the council's performance on its Gender Pay Gap with CWC performing better than other local councils.

5.2 The council corporate plan 2019 to 2024 has a strategic objective of having a well skilled workforce in an inclusive economy and continuous performance will monitor inequalities in the workplace which can then be addressed to contribute to this objective.

#### **6.0 Financial implications**

6.1 There may be financial implications dependent upon the actions that the council decides to implement in address the pay gaps e.g. Continuing Unconscious Bias training.  
[MH/08012020/H]

#### **7.0 Legal implications**

7.1 Any actions that are undertaken need to comply with the Equality Act 2010.

7.2 Legislation requires Gender Pay Gap data to be published on a yearly basis.  
[JB/08012020/J]

#### **8.0 Equalities implications**

8.1 There is a gender pay gap in the upper middle and upper quartiles of 2.56% and 3.74% respectively. The gender pay gap in these quartiles has decreased however from 3.49% and 4.55% in 2018.

8.2 In the lower middle quartile, women are paid slightly more than men -2.59%, similar to 2018 which was -2.58%. This removed the pay gap which existed in 2017. It is encouraging to see our data reflect our flexible working ethos enabling women to return or even remain in work whilst they may have other commitments and pressures outside of work.

- 8.3 The pay gap in the lower quartile has increased to 1.76% from -0.24% from last year, which appears to be related to more males being employed in Grade 3 salary range.
- 8.4 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.
- 8.5 Any positive action taken must comply with the Equality Act 2010 and should not be confused with positive discrimination which is unlawful under the Act.

## **9.0 Climate change and environmental implications**

- 1.1 There are no climate change and environmental implications envisaged.

## **10.0 Human resources implications**

- 10.0 Human Resources will be required to ensure job allocation panels continue to effectively and consistently grade job descriptions.
- 10.1 Human Resources need to ensure that recruitment and selection procedures are carried out in a fair and consistent manner.

## **11.0 Corporate landlord implications**

- 11.1 There are no Corporate landlord implications envisaged.

## **12.0 Schedule of background papers**

- 12.1 There are no background papers.

## **13.0 Appendices**

- 13.1 Appendix 1 – Gender Split in Service Areas
- 13.2 Appendix 2 – Gender Pay Gap report for submission to.GOV.UK website as required by legislation and to be published on the Council's website.