

Appendix 2

Gender Pay Gap Report 2019



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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 2019.

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.

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Gender Pay Gap Figures analysis

Comparing our data from 2018 there has been a positive decrease in our mean gender pay gap data and a very slight increase in our median gender pay gap. For the City of Wolverhampton Council, the gender pay gap for 2019 is as follows;

Mean Gender Pay Gap

4.54% (2018 - 7.14%)

Median Gender Pay Gap

0.23% (2018 - 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 4.54% higher than women. This is a reduction from our 2018 figures which was 7.14%. The national pay gap for all employees average ending 31 March 2019 was 17.3% falling slightly from the previous year of 17.8%. (figures obtained from the Office for National Statistics)

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 0.23%, which is a very slight increase on our 2018 gender pay gap figures of 0.00%. This represents a difference of an average 3 pence an hour extra for male employee who receive £13.23 per hour compared with £13.20 for female employees. Further analysis of data shows that there is a disparity with hourly earnings for part-time employees compared with full time employees.

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

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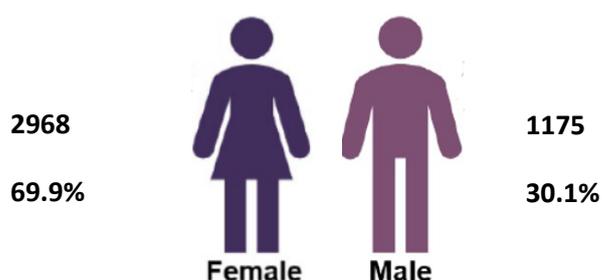
Quartile Pay Bands

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 National reportable 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.

Gender split of the workforce – (4150 employees)



| Total Workforce 4,143 | Female employees 2968 (69.9%) | Male employees 1175 (30.1%) | Pay gap | Minimum within quartile | Maximum within quartile |
|--------------------------|----------------------------------|--------------------------------|---------|-------------------------|-------------------------|
| Lower Quartile | 78.2% | 21.8% | 1.76% | Apprenticeship Rate | Within Gr3 £9-00 |
| Lower Middle Quartile | 63.8% | 36.2% | -2.59% | Within Gr3 £9-00 | Within Gr5 £11-40 |
| Upper Middle Quartile | 68.6% | 31.4% | 2.56% | Within Gr5 £11.40 | Within Gr6 £14.70 |
| Upper Quartile | 69.1% | 30.9% | 3.74% | Within Gr6 £14.70% | Within Gr15 £75.00 + |

Mean Gender Pay Gap 4.54%

Median Gender Pay Gap 0.23%

The pay gap in the lower quartile has increased to 1.76% from - 0.24% from last year, with men being paid an average £9.13 and £8.97 for women. There are 1% less females in this quartile this year compared to the previous snapshot date of 31 March

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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 is possibly due to males within these grades being Environmental Services Operatives which are within the Grade 3 roles.

The pay gap in the lower middle quartile (-2.59%) has stayed similar to last year (-2.58) with women being paid an average £11.54 compared to £11.25 for men. This is the only quartile women earn more than men.

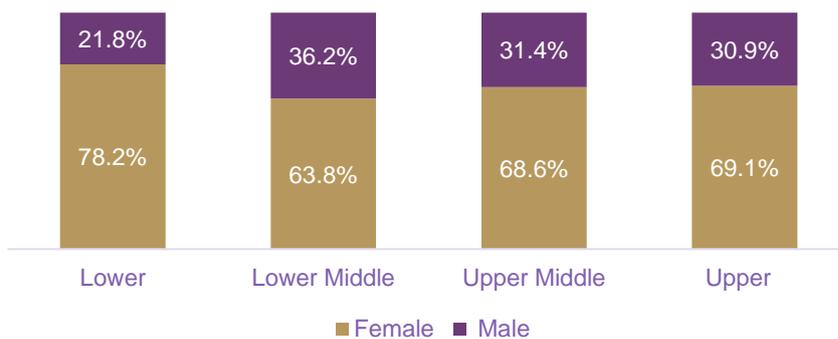
The pay gap in the upper middle quartile decreased to 2.56% from 3.49% with the average pay being £14.97 for males and £14.59 females.

The upper quartile pay gap also decreased from 4.55% to 3.74%, with the average pay being £23.74 for males and £22.86 for females.

The overall picture shows that in the lower middle quartile (Grades 3 to 5) female employees on average earned more than their male counterparts. However, in the other 3 quartiles, males earned more than females and Grade 6 and above showed a larger pay gap of 3.74%. This constituted a difference of an extra 88 pence an hour on average being paid to males in Grade 6 and above. However, it does show a positive move, that in the upper middle and upper quartiles, although men earn more than women the size of the pay gap has reduced from 31 March 2018.

The table below shows the gender split in each of the quartiles and shows that women represent around two thirds of employees in each quartile, on average, above two thirds of the workforce. (69.9%) This represents an increase in each quartile of female employees from 2018.

Percentage within Quartiles - All employees



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 950 employees since 2017, 800 employees of which are still employed at the Council.

Having reviewed the data for last year, we have now also implemented anonymised application forms following the snapshot data.

Conclusion

Comparatively, the City of Wolverhampton Council's performance around the mean gender pay gap has improved overall and has reduced in comparison to our 2018 data. This is also favourable compared to the national average.

The median pay gap has however increased very slightly from 0.00% to 0.23%. As identified, this appears to be caused by a disparity with hourly earnings for part-time employees compared with full time employees.

The City of Wolverhampton Council will need continue to review and monitor its performance in this and all areas.

