

Report title	Gender Pay Gap Report – 2020	
Decision designation	AMBER	
Cabinet member with lead responsibility	Councillor Paula Brookfield Governance	
Key decision	No	
In forward plan	No	
Wards affected	Not applicable	
Accountable Director	David Pattison, Director of Governance	
Originating service	Human Resources	
Accountable employee	Sukhvinder Mattu	Service Lead – HR Policy & Strategy
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Report to be/has been considered by	Strategic Executive Board	12 January and 4 March 2021

Recommendations for noting:

The Cabinet is asked to note:

1. The contents of the attached report on the Gender Pay Gap as of the snapshot date of 31 March 2020.
2. That the median Gender Pay Gap for 31 March 2020 is 0.0% and the mean is 4.24%.
3. The comparison with March 2019 data – the median Gender Pay Gap was 0.23% and the mean was 4.54%.
4. The proportion of men and women in each quartile in our pay structure as of 31 March 2020
5. The actions the Council has taken so far to improve equality, diversity and inclusion within the workplace (section 3.15 and 3.16)
6. The actions proposed to continue to remove inequality and further promote equality, diversity and inclusion (section 3.17)

7. The Equality Act 2010 (Specific Duties and Public Authorities) regulations 2017 only requires organisations to report on the gender pay gap. In addition to this, the Council have chosen to report on the race pay gap and the disability pay gap to identify areas for improvement. The Council will continue to expand this portfolio and hopes to include a review of the LGBTQ+ pay gap soon.

1.0 Purpose

- 1.1 To report on the Gender Pay Gap as of the snapshot date of 31 March 2020.
- 1.2 Compare the council's performance with 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 2020.
- 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.
- 2.5 Usually the deadline for publishing is 30 March for Public Sector employers. However, due to the impact of Coronavirus, the Equality and Human Rights Commission (EHRC) have announced that enforcement of gender pay gap reporting for the 2020/2021 reporting year (which uses a snapshot of 31 March 2020) will not begin until 5th October 2021. The EHRC is encouraging employers to report ahead of the usual deadlines (30 March 2021) wherever possible, but no enforcement action will be taken providing the report is published by 5 October 2021.

3.0 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 pay gap shows that males are paid on average 4.24% higher than women, this has reduced slightly from our 2019 figure which was 4.54%. In monetary value this equates on average (mean hourly rate) to males being paid £15.60 per hour compared to females being paid £14.94 per hour (66 pence difference per hour).
- 3.8 The national gender pay gap among all employees in April 2020 was 15.5% down from 17.4% in 2019 (figures obtained from the Office for National Statistics (ONS) - Annual Survey of Hours and Earnings (ASHE) April 2020 which reports on median figures).
- 3.9 The City of Wolverhampton Council's median pay gap is 0% which has fallen from 2019 (0.23%) and falls in line with our 2018 gender pay gap figures of 0%. The data shows that the median average overall hourly rate for both male and female is £13.64.
- 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 5-6) and upper quartile (local pay points within grades 6-16).
- 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, the data shows males earned more than females.
- 3.12 Upper middle and upper quartile data also illustrates a positive shift from 31 March 2019, the gap being reduced from 2.56% (2019) to 2.21% (2020) and from 3.74% (2019) to 2.88% (2020) respectively.
- 3.13 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 **2019** (as overleaf):

	Mean %	Median %
Coventry	1.7	-1.2
Sandwell	6.4	14.4
Solihull	15.2	25.1
Walsall	7.9	9.8
Wolverhampton	4.54	0.23

3.14 The data reveals that the Council's mean gender pay gap is smaller than three other local authorities and the median is smaller than each. 2020 information is currently unavailable.

3.15 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 undertaken so far include:

- Strategic leadership and holding ourselves to account
- Strong commitment from Councillors, Strategic Executive Board (SEB) and senior managers
- Establishing staff equality forums across various representative groups sponsored by a member of SEB
- Representatives from the staff equality forums attendance at SEB meetings
- Through the forums, listen to the experiences of people with lived experiences of all forms of inequality and exclusion and taken these into account when making decisions/amending policies
- Corporate Equality Steering Group chaired by the Director of Governance with membership from representatives across the organisation and staff equality forums
- Embed equality analysis into policy and strategy development so decisions are made on the basis of the deepest possible understanding of the implications
- Inviting external and independent assessment of our work by taking part in equality charters such as the Stonewall and the Local Government Associations Equality Framework for Local Government
- Introducing a culture change programme to enhance managers leadership skills, to model and demonstrate our corporate culture, values and equality principles
- Improve the diversity of the workforce by establishing diverse selection panels in recruitment, mandatory unconscious bias training for all staff involved in recruitment, requiring recruitment agencies to produce diverse shortlists, anonymising the application process, guaranteed interviews for disabled candidates, care leavers under 25 years old and veterans, a leadership development scheme, a graduate scheme targeting under represented groups, a mentoring programme, wrap around support programme and brilliant leaders programme.

3.16 Gender specific initiatives in addition to the above already undertaken include:

- Advertising vacancies using a range of media
- Use of gender-neutral language in all communication
- Full and extensive review of the support for carers policy and accompanying guides
- Encourage use of shared parental leave

- Women involved in shortlisting for recruitment and promotions
- Use of structured interviews and skill-based assessments in recruitment
- Transparency around promotions, pay and reward
- Flexible working arrangements including flexible hours to attract and retain women

3.17 Future aspirations and actions

It is recognised that there is still a mean pay gap that needs to be reduced further and additional actions are required to achieve equality. Human Resources are working with the Equality team, staff equality forums, more specifically the Gender, Maternity and Paternity staff forum to consider methods of doing this. Some initial ideas that are gender specific include:

- Work closely with the Gender, Maternity and Paternity Forum to identify methods of reducing the gap further
- Conduct a 'deep dive' review into the data available to understand the barriers faced in reducing the gap to zero. Then identify how these can be overcome and by when
- Audit of recruitment activities to consider bias/further improvements
- Continue to improve workplace flexibility for both men and women and consider caring responsibilities wherever possible
- Offer networking programmes where members meet and share information and career advice
- Recruit returners (people who have taken an extended career break for caring or other reasons)
- Deep dive into occupations at the Council where women and underrepresented and develop solutions to bridge these gaps
- Continue to benchmark against other similar organisations and share good practice

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 decisions

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 considered to 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/08032021/A]

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 a yearly basis.
[TC/02032021/I]

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 forums have been engaged with and are aware of the findings of the gender pay report.

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 2020.