

Gender Pay Gap Report 2020

City of Wolverhampton Council

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 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 Council as there is no bonus scheme in place.*

For the purpose of our 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 2020.

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 refers to 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

City of Wolverhampton Council's workforce covers a diverse range of service areas rather than a single sector. Grades for each role vary based on level of responsibility and therefore there is a wide range of salary scales to reflect this. Our workforce comprises of 69.1% female and 30.9% male split on the snapshot date of 31 March 2020.

For the City of Wolverhampton Council the gender pay gap for 2020 is as follows:

Mean Gender Pay Gap

4.24% (2019 - 4.54%)

Median Gender Pay Gap

0.0% (2019 - 0.23%)

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 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 values 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).

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).

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% which has fallen from 2019 (0.23%) and falls in line with our 2018 gender pay gap figures of 0%. Our data shows that our median average overall hourly rate for both male and female is £13.64.

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:

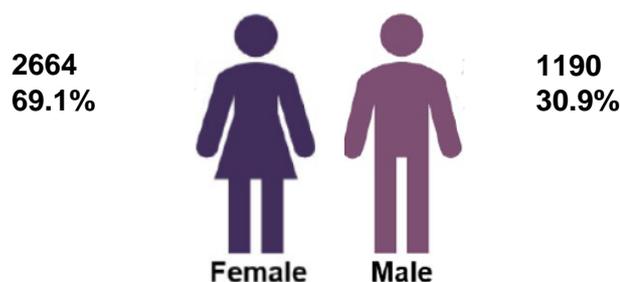
- The mean bonus gender pay gap
- The median bonus gender pay gap
- The proportion of males and females receiving a bonus payment

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 and a zero figure indicates male and females are paid equally.

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.



Total Workforce 3,854	Female employees 2664 (69.1%)	Male employees 1190 (30.9%)	Pay gap	Minimum Grade within quartile	Maximum Grade within quartile
Lower Quartile	78.2%	24.8%	2.28%	Apprenticeship Rate	Within Gr4
Lower Middle Quartile	65.3%	34.7%	-2.01%	Within Gr4	Within Gr5
Upper Middle Quartile	68.6%	31.4%	2.21%	Within Gr5	Within Gr6
Upper Quartile	67.4%	32.6%	2.88%	Within Gr6	Within Gr16

The pay gap in the lower quartile has increased from 1.76% in 2019 to 2.28% in 2020 with men being paid an average £9.90 and £9.68 for women per hour. This quartile covers local pay points within the apprenticeship grades to grade 4. Within this quartile, there is a large proportion of part-time female employees paid at grade 2 (Catering and Cleaning services). The increase could be due to comparative males within these grades in Environmental Services which fall within grade 3.

The pay gap in the lower middle quartile (pay points within grades 4 and 5) has decreased from -2.59% in 2019 to -2.01% in 2020 with women being paid an average £12.04 compared to £11.81 for men. This is the only quartile where women earn more than men.

The pay gap in the upper middle quartile (local pay points within grade 5 and 6) decreased to 2.56% from 3.49% in 2019 with the average pay being £15.54 for men and £15.20 females.

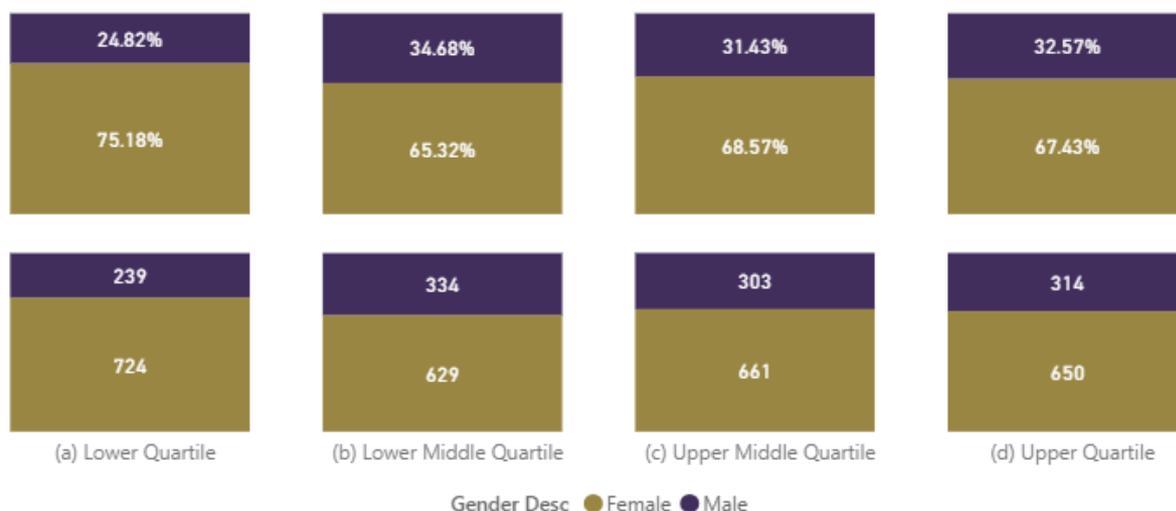
The upper quartile (local pay points within grade 6 and 16) pay gap also decreased from 3.74% in 2019 to 2.88% in 2020, with the average pay being £24.05 for men and £23.36 for females.

This data indicates that in the lower middle quartile (local pay points within grades 4 to 5) female employees on average earned more than their male counterparts. However, in the other three quartiles, males earned more than females.

When comparing the data to 2019, it should be noted that there has been some improvements. The upper middle quartile reduced from 2.56% in 2019 to 2.21% and the upper quartile from 3.74% (2019) to 2.88%.

Women represent around two thirds of employees in each quartile. The highest percentage of female workers are situated within the lower quartile, this is a consistent trend across public sector as these roles predominantly include catering, cleaning and administration

Percentage within Quartiles



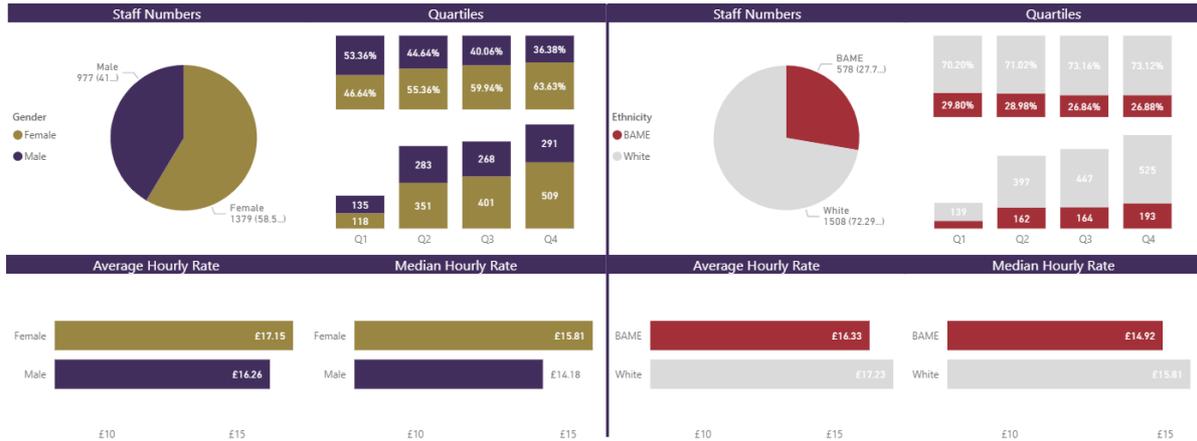
Full time versus Part time Gender Pay Gap

In addition to the mandatory requirement, we have undertaken further analysis into our gender pay gap in the context of our full and part time employees.

Of our overall 3854 employees; 2356 employees are full time; 1379 of these are female and 977 are male. Compared to 1498 employees are part time; 1285 are female and 213 are male.

Full time data analysis

2356 employees, 977 male and 1379 female (1508 are white and 578 are BAME (88.54% have a listed ethnicity))



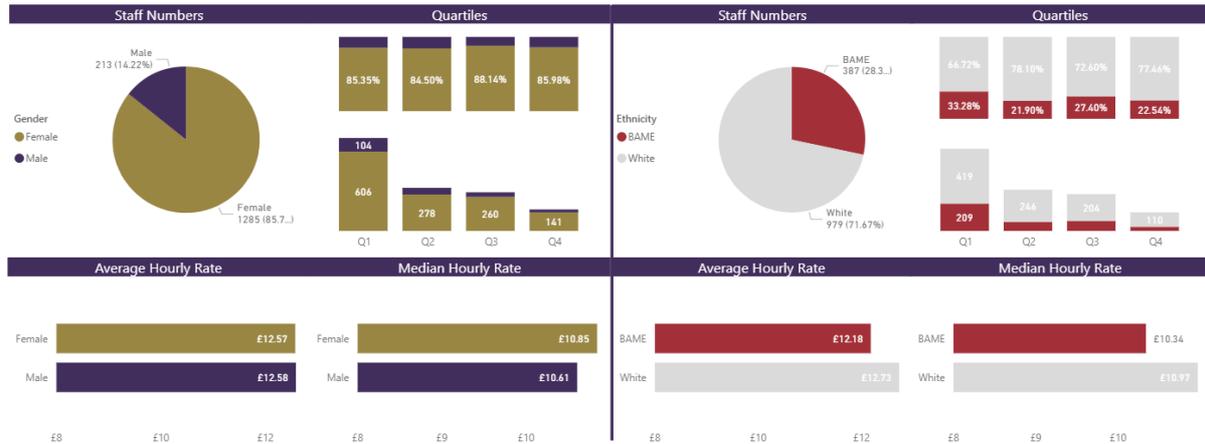
Both full and part time data shows female employees are the majority, for full time employees; women are paid an average hourly rate of £17.15 per hour compared to men at £16.26 per hour an 89p difference.

The female median hourly rate is £15.81 per hour compared to male's hourly rate of £14.18 a £1.63 difference.

Reviewing the data within the quartiles we can see that the majority of full time female employees work within the upper quartile; 63.6% of the workforce that are in this quartile are females. In comparison the workforce split within the lower quartile shows 53.4% are male employees. This indicates that our full time female employees earn a higher hourly rate due to the higher concentration within the higher quartiles compared to males.

Part time data analysis

1498 employees, 213 male and 1285 female (979 are white and 387 are BAME (91.19% have a listed ethnicity))



However, when the part time data is analysed we are see a considerable shift in terms of trends between females and males which in turn impacts on the mean and median ranges.

14% of our part time employees are male compared to 41% full time employees being male.

The majority of female part time employees (606) are within the lower quartile, with the lowest within the upper quartile (141).

The average hourly rate of part time females (£12.57) and males (£12.58) show a 1p difference. However, the median hourly rate remains highest for females £10.85 compared to £10.61 for males which takes into consideration the small proportion of males within our part time workforce.

Interestingly the highest proportion of male part time workers sit within the lower quartile (the majority of these being passenger transport drivers) which highlights the fact that males are less likely to work part time in the higher quartiles, a common trend from across workforces.

Apart from the lower quartile which represents roles predominantly within Catering and Cleaning services our data shows females are more likely to work part time across all roles which reflects in our quartile data.

Mean and Median for Full and Part time employees

	Male	Female	Gender Pay Gap
Mean Hourly Rate (full time)	16.26	17.15	-5.47%
Mean Hourly Rate (part time)	12.58	12.57	0.11%
Median Hourly Rate (full time)	14.18	15.81	-11.52%
Median Hourly Rate (part time)	10.61	10.85	-2.23%

If we were to review our mean and median data based solely on a full time comparison to part time employees, we can see that there is a full time mean hourly rate pay gap of -5.47% (women are paid more than men by 89p).

Our mean hourly pay rate for part time pay gap is 0.11% which means men are paid slightly more than females (1p difference) even though there are considerably less male part time workers.

Our median hourly full time rate shows a pay gap of -11.52 which means on average female full time employees are paid more than males (£1.63 difference). Whilst our median hourly rate for part time employees shows there is a -2.23% pay gap (females are paid 24p more than males).

Our gender pay gap journey

Comparatively, City of Wolverhampton Council's performance around the mean gender pay gap has improved over the years and has reduced in comparison to 2019 data. It is also favourable compared to the national average.

The table below shows how we have progressed since 2015. It illustrates the decrease in the mean pay gap.

	2015	2016	2017	2018	2019	2020
Mean Pay Gap	9.43%	9.37%	7.76%	7.14%	4.54%	4.24%
Median Pay Gap	6.27%	6.23%	3.12%	0.0%	0.23%	0.0%

Below is a data comparison for 2019 of the local Councils who have declared they are the same employer size as City of Wolverhampton Council (1000 to 4999 employees):

	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

It indicates that City of Wolverhampton Council's mean pay gap is smaller than three other regional local authorities used as a benchmark. The median pay gap is comparatively less than each. 2020 data is currently unavailable.

Action taken by the Council to improve equality, diversity and inclusion within the workforce:

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.

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

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 staff equality 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
- Consider recruiting '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