

Report title	Gender Pay Gap Report – 2021	
Decision designation	AMBER	
Cabinet member with lead responsibility	Councillor Paula Brookfield Governance and Equalities	
Key decision	No	
In forward plan	Yes	
Wards affected	Not applicable	
Accountable Director	David Pattison, Chief Operating Officer	
Originating service	Human Resources	
Accountable employee	Sukhvinder Mattu	Service Lead – HR Policy & Strategy
	Tel	01902 553571
	Email	Sukhvinder.mattu@ wolverhampton.gov.uk
Report to be/has been considered by	Strategic Executive Board	10 February 2022

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 2021.
2. That the median Gender Pay Gap for 31 March 2021 is 0.64% and the mean is 4.04%.
3. The comparison with March 2020 data – the median Gender Pay Gap was 0.00% and the mean was 4.24%.
4. The proportion of men and women in each quartile in our pay structure as of 31 March 2021.
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 2021.
- 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 2021.
- 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 The deadline for publishing is 30 March for Public Sector employers.

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 4.04% higher than women, this has reduced slightly from our 2020 figure which was 4.24%. In monetary value this equates on average (mean hourly rate) to males being paid £16.32 per hour compared to females being paid £15.66 per hour (66 pence difference per hour).
- 3.8 The national median gender pay gap among all employees in April 2021 was 15.4%, which is up from 14.9% in 2020 (figures obtained from the Office for National Statistics (ONS) - Annual Survey of Hours and Earnings (ASHE) April 2021 which reports on median figures).
- 3.9 The City of Wolverhampton Council's median pay gap is 0.64% which has increased from 2020 (0.0%). The data shows that the median average overall hourly rate for both male and female is £14.02.
- 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 5-7) and upper quartile (local pay points within grades 7-16).
- 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 quartile data illustrates a positive shift from 31 March 2020, the gap being reduced from 2.21% (2020) to 2.08% (2021). But shows an increase in the upper quartile from 2.88% (2020) to 3.29%.
- 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 and 2020**:

	2019	2020	2019	2020
	Mean %		Median %	
Coventry	1.7	3.81	-1.2	3.83
Sandwell	6.4	5.1	14.4	12.1
Solihull	15.2	13.5	25.1	20.3
Walsall	7.9	5.9	9.8	5.7
Wolverhampton	4.24 (2020)	4.04 (2021)	0.00 (2020)	0.64 (2021)

- 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. 2021 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 the Strategic Executive Board (SEB) and senior managers
- Four staff equality forums established covering the following: Gender, Maternity and Paternity; Race, Religion and Belief; Disability and Age and Rainbow forum. Each of the forums are sponsored by a member of SEB.
- Corporate Equalities Steering Group meeting on a quarterly basis where all Chairs and Vice Chairs of the staff equality forums meet to discuss issues with input from external stakeholders.
- Implementation of Safe Space for employees to raise any issues anonymously to 'SeeHearSpeakUp' - an independent external service.
- Review of the recruitment process to remove barriers and support diverse candidates to apply for our vacancies.
- Development of an external 'career' microsite that informs potential candidates of the opportunities within the Council including benefits of working for the Council, type of careers, Core HR policies for transparency, case studies from our diverse employees etc.
- Unconscious Bias training provided to 1,463 employees since 2017.
- Wrap around support provided to candidates unsuccessful at interview to help with future applications.
- Establishment and delivery of a mentoring scheme to encourage employees to take action to progress their career aspirations and develop own skills. A total of 61 employees have been mentored since september 2020 by senior managers.
- Coaching through West Midlands Employers has been promoted.
- Introduction of a Brilliant leaders programme delivered independently with 15 employee participants.
- Chair or Vice chair of the staff equality forums attend SEB meetings and are actively involved in council decisions demonstrating our commitment to diversity and inclusion.
- Launch of Our People Strategy refresh structured around the employee lifecycle and built on extensive employee engagement. The Our People Strategy has six key themes - to attract the right people to work at the Council, create a good first impression; support and enhance employee wellbeing; facilitate development of skills and knowledge; create opportunities for growth and progression; ensure employees are managed fairly and effectively and help employees leave well.

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.
- Appointment of an Equality Officer to lead on gender equality issues.

- Engagement with businesses, the community and the voluntary sector to ensure discrimination is eliminated.
- Women involved in all decision-making panels, e.g. recruitment, discipline, grievance and management of attendance (stage 3). Panels must be race and gender diverse as a minimum but inclusive of as many protected characteristics as possible.
- Continued 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 in employment.
- Launch of Allyship programme with an ally from Senior Management for the Gender, Maternity and Paternity staff forum to build trusting relationships, advocate issues and drive improvements.
- Introduction of a Menopause policy and a mandatory eLearning module to supplement.
- Survey conducted to understand fears and anxieties faced by female employees in their working lives to tackle violence against women.
- Trans Equality policy and Transitioning guidance is being revised to ensure that trans, non-binary and gender fluid employees are treated with dignity and respect and are supported when undergoing transition.
- Domestic Abuse Policy and managers guide introduced to create a safer workplace and send out a strong message that domestic abuse is wholly unacceptable and will not be tolerated. Guidance is provided to managers on how to deal with disclosures of domestic abuse and the completion of SafeLives DASH Risk Checklist.
- Mandatory No Offence eLearning modules launched on Age and Menopause Gender and Maternity, Disability and Race.

3.17 Future aspirations and actions

It is recognised that the Median Gender Pay Gap has slightly increased to 0.64% and that the Mean Gender Pay Gap continues to fall but further actions are still needed to achieve equality. Human Resources will continue to work in partnership with the Equality Diversity and Inclusion team to consider future actions that could be undertaken in addition to the following:

- Continue to work closely with the Gender, Maternity and Paternity staff equality forum to identify methods of reducing the pay gap.
- Conduct a 'deep dive' review into the data available to understand the barriers faced in reducing the gap to zero and identify how these barriers can be overcome.
- Introduce Key Performance Indicators to monitor progress in becoming a more inclusive employer throughout all levels within the organisation.
- Quarterly workforce monitoring reports to inform the organisation, identified trends, patterns, issues of concern, and progress against KPIs.
- Introduce pre-recruitment briefings to ensure candidates are informed about the council as an employer, including the job role supporting shortlisted candidates to feel at ease with the process and able to perform to the best of their ability.

- Engagement with key stakeholders and employees on 'Relighting Our Council' to support future ways of working and supporting our employees to deliver effective services for the diverse community we serve.
- Brilliant leaders programme procurement to continue the current offer and reviewing other training packages which may support with the promotion of female employees.
- Training programme being developed for employees who are aspiring to management roles which will assist in supporting a pipeline of female employees into senior roles.
- Continue to benchmark against 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/28012022/Q]

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. Failing to do this within one year of the snapshot date is unlawful.
[TC/25012022/D]

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 and Equality Team 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 2021.