



EAST STAFFORDSHIRE BOROUGH COUNCIL

REPORT COVER SHEET

Title of Report:	Gender Pay Gap as at 31 st March 2023	To be marked with an 'X' by Democratic Services after report has been presented
Meeting of:	Corporate Management Team 13 th December 2023	
	Pre Cabinet 21 st December 2023	
	Leader's / Leader of the Opposition's Advisory Group 4 th January 2024	
	Cabinet 22 nd January 2024 / Council n/a	
	Audit Committee [DATE] / Scrutiny Regeneration, Development and Market Hall Committee [DATE] / Scrutiny Health and Well Being Committee [DATE] / Scrutiny Climate Change and Environment Committee / Scrutiny Value for Money Council Committee [DATE]	n/a



Is this an Executive Decision:	NO	Is this a Key Decision:	NO
Is this in the Forward Plan:	NO	Is the Report Confidential: If so, please state relevant paragraph from Schedule 12A LGA 1972:	NO n/a

Essential Signatories:

ALL REPORTS MUST BE IN THE NAME OF A HEAD OF SERVICE

Monitoring Officer: **John Teasdale**

Date Signature

Interim Chief Finance Officer: **Stephen Fitzgerald**

Date Signature

EAST STAFFORDSHIRE BOROUGH COUNCIL

Report to CMT

Date: 13th December 2023

REPORT TITLE: Gender Pay Gap as at 31st March 2023

PORTFOLIO: Andy O'Brien, Chief Executive

CHIEF OFFICER: Andy O'Brien, Chief Executive

CONTACT OFFICER: Linda McDonald Ext. No. x1577

WARD(S) AFFECTED: n/a

1. Purpose of the Report

1.1. To discuss and present the Gender Pay Gap information.

2. Background

2.1 The Equality Act (Specific Duties and Public Authorities) Regulations 2017 requires us to publish our Gender Pay Gap Information. The snapshot date for the information contained in this report is at 31st March 2023, and this must be published on our website by 30th March 2024, and annually.

2.2 There is sometimes confusion with the difference with the Gender Pay Gap and Equal Pay. Whilst both deal with differences (disparity) in pay they are two different issues. Equal pay means that both men and women performing equal work must receive equal pay as set out in the Equality Act. That is jobs have to be graded on a common basis. The Gender Pay Gap is a measure of the difference between men and women's average earnings across the organisation and this is expressed as a percentage of men's earnings.

2.3 The Council addressed Equal Pay with the implementation of the single status pay agreement, all jobs within scope of the 'Green Book' were evaluated in 2007/8 and were given a value, this led to our current pay model. We have since maintained the integrity of this, as jobs change or new jobs arise, evaluations are carried out using the same scheme.

2.4 ESBC's Gender Pay Gap was first reported in March 2018.

2.5 The gender pay gap data we are required to publish is the:

- mean gender pay gap
- median gender pay gap
- The mean bonus gender pay gap
- The median bonus gender pay gap
- The proportion of males receiving a bonus payment
- The proportion of females receiving a bonus payment
- The proportion of males and females in each quartile pay band.

2.6 In producing the data there is an extended definition of who counts as an employee. It includes employees (with a contract of employment); contractors and some self-employed people. The information therefore is produced from the Council's payroll system and the Creditors system.

2.7 The gender pay gap shows the difference between the average (mean and median) earnings of men and women. This is expressed as a percentage of men's earnings.

3. Contribution to Corporate Priorities

3.1. This is a legal requirement.

4. Report

4.1 Our results are as follows:

4.1.1 Table 1 - As at 31st March 2023

Category	Mean hourly rate	Median hourly rate
Male	£15.58	£13.65
Female	£15.41	£13.90
Gender Pay Gap	1.09%	-1.83%

4.1.2 Bonus: Nil
No bonus payments paid

4.1.3 Table 2 - As at 31 March 2023

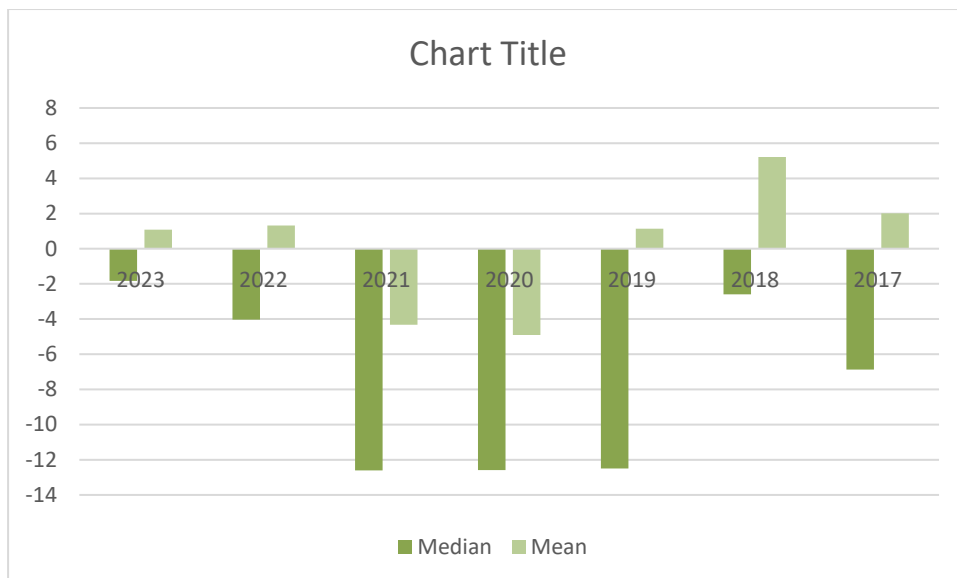
Quartile	Male	Female
Upper Quartile	46.27% ↑	53.73% ↓
Upper Middle Quartile	29.85% ↓	70.15% ↑
Lower Middle Quartile	68.66% ↑	31.34% ↓
Lower Quartile	70.59% ↑	29.41% ↓

4.2 The arrows in table 2 above show the direction of travel.

4.3 The positive mean figure of 1.09% reveals that overall male employees have a higher pay than female employees (average of 17 pence per hour). This gap

has narrowed since last year when the figure was 1.32% (average 19 pence per hour).

- 4.4 The median average is a negative figure -1.83%, which shows that male employees have a lower pay rate than female employees at the middle of the organisation. The gap has narrowed from -4.03% in March 2022. The job roles falling at the median line are the same and on the same grade, but the male and female post holders are one salary point apart in incremental progression.
- 4.5 There is a decrease in the percentage of females in the upper quartile and lower 2 quartiles compared to last year. Refer to paragraph 4.7 below.
- 4.6 The graph below shows the trajectory of our Gender Pay Gap figures since reporting began:



- 4.7 With a small workforce, small changes make a difference, especially to the mean average. These changes are because of a combination of factors including:
 - 4.7.1 In March 2023 there was no one paid via Creditors to include, so it is payroll data only. This compares with last year where there were 2 creditors included, 1 female (upper quartile) and 1 male (lower quartile).
 - 4.7.2 One female in the upper quartile was on maternity leave in March 2023.
 - 4.7.3 There were an additional 2 people carrying out on call duty paid in March, 1 male and 1 female so a negligible impact in this year.
 - 4.7.4 New starters during the period 2022/23 included 17 males and 13 females. The Leavers during the same period were 18 females and 14 males. Internal movers to new positions (career grade progression; secondments; and successful applications) were 9 female and 3 male.

- 4.8 Much of the national commentary about addressing the gender pay gap is about promoting and facilitating progression of women in the workforce. The Government provides employers with advice on “actions that are likely to improve recruitment and progression of women and reduce the gender pay gap.”
- 4.9 Our employment policies around flexible working continue to be progressive. Both male and female employees have taken up the benefits of flexible working. The Covid-19 pandemic brought about a sudden change to 100% homeworking for the vast majority of office staff. For 2022/23 this has continued for some employees, and for the majority that have returned to the office there are significantly more hybrid working arrangements in place.
- 4.10 There was one returner from maternity leave during 2022/23 and they returned to a new flexible working hours pattern.
- 4.11 The Council’s Equal Opportunities policy and procedures for recruitment and selection provides for decisions to be made against the person specification for the roles. This includes structured interviews, and sometimes skills testing, for decisions to be based on merit regardless of sex.
- 4.12 Personal development can influence career progression. We have continued to support all staff to develop and progress in their careers, with annual appraisals; short courses; post entry training qualifications; as well as apprenticeships. We continued to see an increase in the request and take up of development opportunities as we came out of the pandemic. The proportion of females undertaking training in 2022/23 was higher than males, although within this the proportion of males undertaking post entry training courses was higher.
- 4.13 Benchmarking (CIPFA nearest neighbours group) information from the data published is attached, paragraph 13.1 appendix 1. Note that available data is at 31st March 2022. Neighbours have not yet published 2023 data.

5. Financial Considerations

This section has been approved by the following member of the Financial Management Unit: [James Hopwood]

- 5.1 There are no direct financial issues arising from this Report.

6. Risk Assessment and Management

- 6.1. The main risks to this Report and the Council achieving its objectives are as follows:

- 6.2. **Positive** (Opportunities/Benefits):

6.2.1. Our policies and practices over a period of time are showing a continued improvement in our Gender Pay Gap.

- 6.2.2. Continued success in the operation of our flexible working policy.
- 6.2.3. Our recruitment attraction strategy promotes family friendly provisions and being a mindful employer.

6.3. **Negative** (Threats):

- 6.3.1. Risk of noncompliance with the reporting requirement (not applicable as we will meet the required publication target).

6.4. The risks do not need to be entered in the Risk Register.

7. **Legal Considerations**

*This section has been approved by the following member of the Legal Team:
[John Teasdale]*

7.1. The main legal issues arising from this Report are as follows:

- 7.1.1 Compliance with the Equality Act (Specific Duties and Public Authorities) Regulations 2017, by the timely publication of our data.

8. **Equalities and Health**

- 8.1. **Equality impacts:** The subject of this Report is not a policy, strategy, function or service that is new or being revised. An equality and health impact assessment is not required.
- 8.2. **Health impacts:** The outcome of the health screening question does not require a full Health Impact Assessment to be completed. An equality and health impact assessment is not required.

9. **Data Protection Implications – Data Protection Impact Assessment (DPIA)**

9.1. A DPIA must be completed where there are plans to:

- use systematic and extensive profiling with significant effects;
- process special category or criminal offence data on a large scale; or
- systematically monitor publicly accessible places on a large scale
- use new technologies;
- use profiling or special category data to decide on access to services;
- profile individuals on a large scale;
- process biometric data;
- process genetic data;
- match data or combine datasets from different sources;
- collect personal data from a source other than the individual without providing them with a privacy notice ('invisible processing');
- track individuals' location or behaviour;
- profile children or target marketing or online services at them; or

process data that might endanger the individual's physical health or safety in the event of a security breach

9.2 Following consideration of the above, there are no Data Protection implications arising from this report which would require a DPIA.

10. Human Rights

10.1. There are no Human Rights issues arising from this Report.

11. Sustainability (including climate change and change adaptation measures)

11.1. Does the proposal result in an overall positive effect in terms of sustainability (including climate change and change adaptation measures) N/A.

12. Recommendation(s)

12.1. To discuss and approve data and this report for publication.

13. Appendices

13.1. Appendix 1: Benchmarking information