

EMPLOYMENT COMMITTEE	AGENDA ITEM No. 5
19 MARCH 2020	PUBLIC REPORT

Report of:	Mandy Pullen – Assistant Director HR & Development	
Cabinet Member(s) responsible:	Councillor Farooq, Cabinet Member for Digital Services and Transformation	
Contact Officer(s):	Mandy Pullen, Assistant Director HR and Organisational Development	Tel. 863628

GENDER PAY GAP RESULTS

R E C O M M E N D A T I O N S	
FROM: Mandy Pullen	Deadline date: 30 March 2020
<p>It is recommended that Employment Committee:</p> <p>1. Accept the results of the gender pay gap calculations of 31 March 2019 that must be reported on the relevant gov.uk portal by 30 March 2020.</p>	

1. ORIGIN OF REPORT

1.1 This report is submitted to Employment Committee following a referral from Joint Management Team on 6 February 2020.

2. PURPOSE AND REASON FOR REPORT

2.1 The purpose of this report is to ensure that members are fully aware of the results of the gender pay gap analysis before the results are published on the government portal and the council's website.

2.2 This report is for the Employment Committee to consider under its Terms of Reference No. 2.3.2.6

To promote and pursue a policy of equal opportunities in employment.

3. TIMESCALES

Is this a Major Policy Item/Statutory Plan?	NO	If yes, date for Cabinet meeting	
---	-----------	----------------------------------	--

4. BACKGROUND AND KEY ISSUES

4.1 From 2017, any organisation that has 250 or more employees must publish and report specific figures about their gender pay gap. The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings. Public sector organisations must calculate their figures on a 'snapshot' date (31 March 2019) and publish results by 30 March 2020. Employers must both:

- publish their gender pay gap data, and a written statement on their public facing website,
-

and

- report their data to government online - using the gender pay gap reporting service.

Gender pay gap reporting compares the hourly rate on a fixed date at gender level only. The mean gender pay gap in the council has reduced from 7.2% in 2018 to 5.4% in 2019. The median gender pay gap has reduced from 3.6% to 2.1%. The workforce was 71.7% female in 2018 and has now reduced slightly to 70.8% female in 2019.

Our job evaluation scheme and recruitment processes are designed to remove any bias and ensure all appointments are solely based on the requirements of the role and no other factor. Therefore, if challenged we could prove the robustness of our recruitment and promotion systems. The results have improved again this year and remain well below the public sector average.

The full report follows at Appendix A.

5. CONSULTATION

- 5.1 This data has been shared with Directors and with the joint trade unions.

6. ANTICIPATED OUTCOMES OR IMPACT

- 6.1 Once members are briefed this information will be published and shared on the council's website. The gender pay gap figures will be uploaded to the national website set up for reporting gender pay gap data.

7. REASON FOR THE RECOMMENDATION

- 7.1 To be fully compliant with the requirements and expectations of this legislation. Obtaining this data allows us to monitor our pay gaps and determine actions to reduce it further where applicable.

8. ALTERNATIVE OPTIONS CONSIDERED

- 8.1 The data has to be published in the format set out in the legislation.

9. IMPLICATIONS

Financial Implications

- 9.1 There are no specific financial implications related to this item.

Legal Implications

- 9.2 This reporting fulfils the council's legal obligations in respect of employment equalities reporting.

Equalities Implications

- 9.3 This assists us with monitoring of data in respect of gender.

10. BACKGROUND DOCUMENTS

Used to prepare this report, in accordance with the Local Government (Access to Information) Act 1985

- 10.1 Employment data extracted from the payroll system.
The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

11. APPENDICES

11.1 Gender Pay Gap report

Gender Pay Gap Report

Published March 2020

Peterborough City Council is required by law to carry out gender pay reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out calculations that show the difference between the average earnings of men and women in our council; it does not involve publishing individual employees' data. The data used for the calculations is the council's pay data as of 31 March 2019.

We are required to publish the results on a government gender pay gap [website](#) and in addition it is advisable to publish the high level results on the Peterborough City Council website alongside our pay and transparency data.

Gender pay reporting is used to assess:

- the levels of gender equality in the workplace
- the balance of male and female employees at different levels.

Few employers in Peterborough can boast the breadth and variety of roles we enjoy at Peterborough City Council. With over 1,100 employees, we are one of the biggest employers in the city with a diverse workforce to be proud of. We are committed to equality within our workforce. Our flexible working practices and wide range of roles ensures that we encourage and support employees to come to work for us and to develop their long-term career to stay with us.

Action we are taking

The council is committed to reviewing the results of equal pay audits it carries out (including gender pay gap analysis) to ensure there is no gender bias in respect of pay or in recruitment and other processes. Recent actions taken have included:

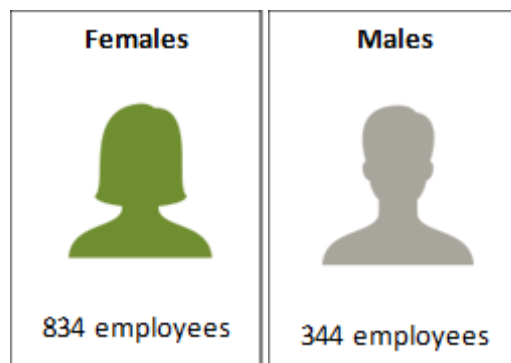
- A continuing drive has been given to apprenticeships which is allowing existing staff to undertake qualifications from level 2 to level 7 whilst they continue in their existing role. We believe that this will encourage staff to gain additional qualifications allowing them to improve their promotion prospects whilst learning on-the-job.
- Wherever possible the council works to an 'agile' working method which allows many staff the maximum flexibility within their working day, providing that the delivery of the service is not compromised.
- This council is delivering services with other local authorities in the local area. This is providing a wide range of opportunities for staff to develop their skills, and consider alternative broader roles going forward.
- The council offers a wide range of flexible working options to encourage employees to return to work after taking maternity and carers' leave.

Our aim is to simplify the range of terms and conditions on which staff are employed whilst maintaining protection where appropriate for (a) staff that have been transferred into the council from other organisations and (b) those that are covered by specialist professional conditions. By bringing staff together the process to evaluate roles under a single job evaluation scheme is made simpler over time as job roles are assessed on a consistent set of factors. The council's use of the National Joint Council job evaluation scheme ensures that there is a consistent, rigorous evaluation of individual job roles against agreed criteria, which does not allow for any personal gender bias.

To mitigate against gender pay bias this council ensures:

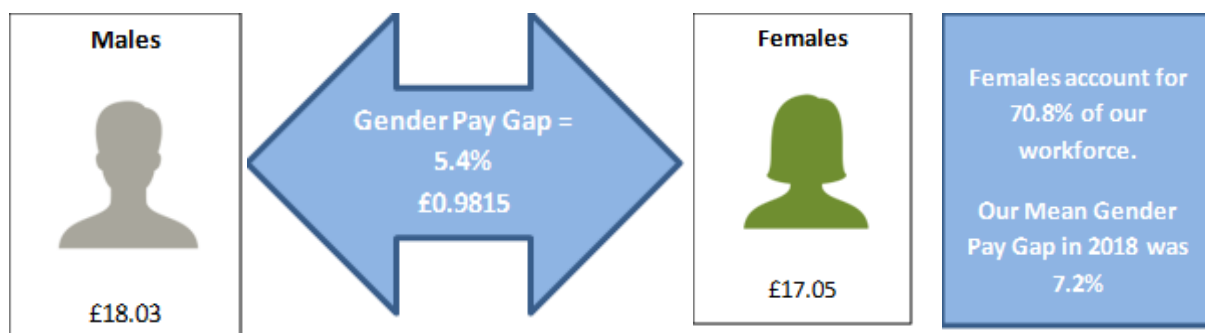
- Salaries are the same for posts which have been evaluated as being of equal worth regardless of the gender (or any other protected characteristic) of the individual filling the role.
- Staff in most cases progress through the increments within a grade automatically.
- There are no circumstances within the standard grading structure where men and women in the same grade and with the same length of service are paid different basic salaries.
- There are no opportunities for managers to pay bonus or any other non-objective form of payment to any employee.
- Gender bias is eliminated as far as possible within the recruitment and development processes.
- All existing staff are provided with at least an annual review which includes consideration of their development.
- One of the main criteria of a recent review of the pay scales was to ensure that no pay grade contained more than six points. This helps to ensure that staff with shorter service can reach the top of their pay scale within five years.

Our Workforce Profile

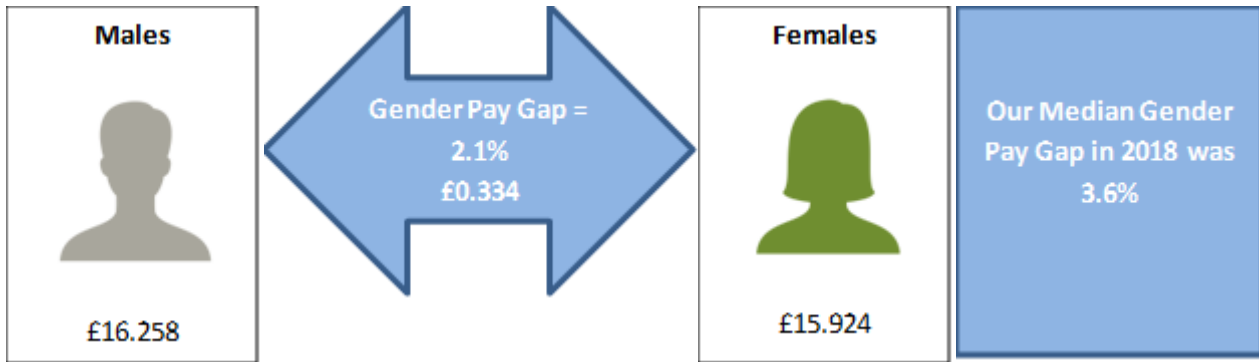


On 31 March 2019 we had 1,178 employees, of which 70.8% were female, and 29.2% male.

Mean Gender Pay Gap in Hourly Pay



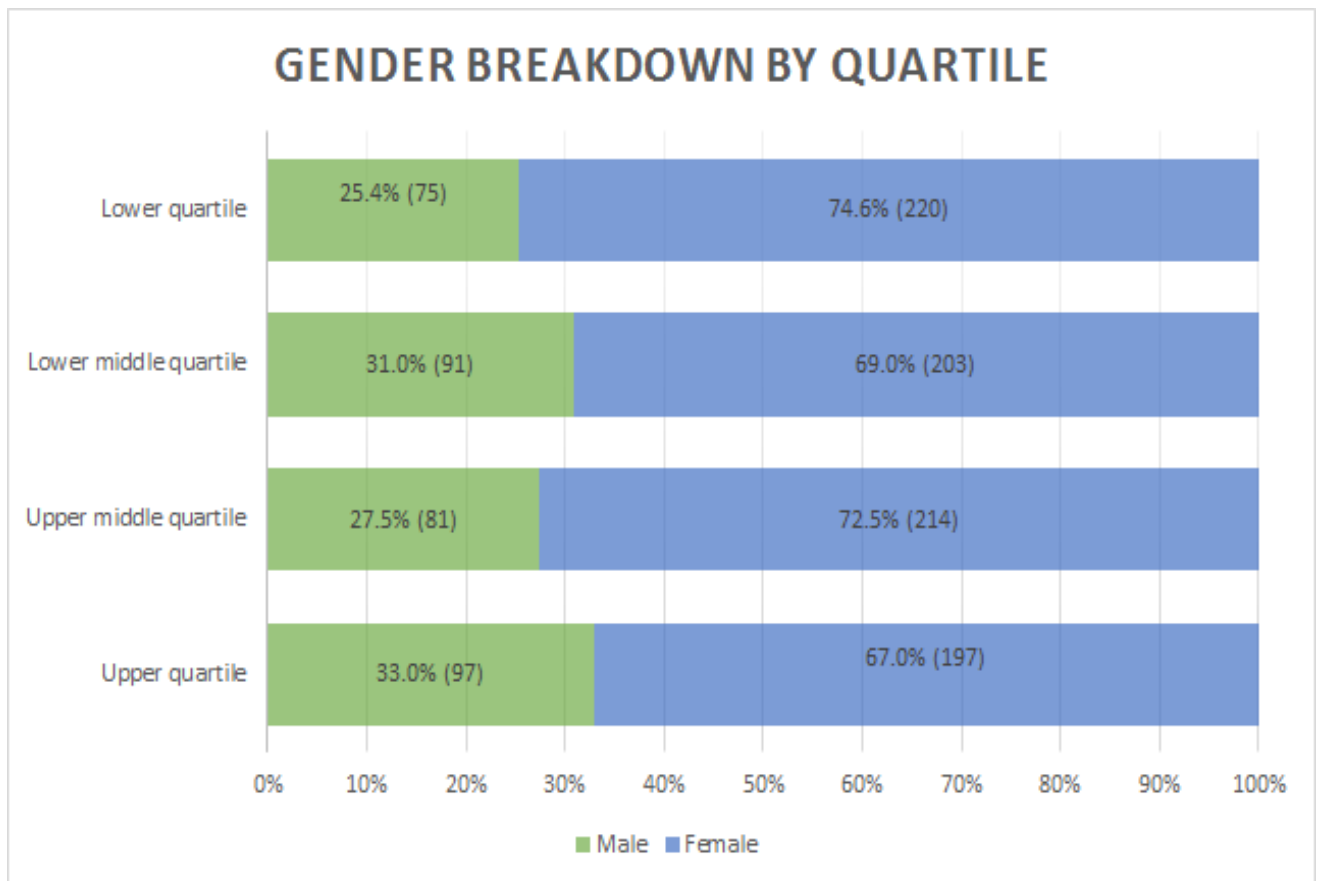
Median Gender Pay Gap in Hourly Pay



Mean, Median and Proportion of Males and Females Receiving a Bonus Payment

Peterborough City Council does not operate a bonus payment scheme, and therefore has no bonus payment gender pay gap.

Proportion of Males and Females in Each Pay Quartile



The graph above outlines the gender split by pay quartile. The lower quartile range relates to hourly rates of up to £12.35. The lower middle quartile is hourly rates of £12.35 - £15.92. The upper middle quartile is hourly rates of £15.92 – £19.75. The upper quartile relates to hourly rates of £19.86 and above.

Further analysis of the data demonstrates that the proportion of females in each quartile is fairly consistent with the total in the workforce. However, there is a slightly higher proportion in the lower quartile and slightly lower proportion in the higher. There are slightly more males in the lower middle and upper quartile than in the workforce overall but the figure is lower in the lower and upper middle quartiles. This distribution helps to explain the higher median hourly rate for males. The percentage of

the workforce in the lower middle and lower quartiles has reduced from last year which suggests that our management of the gender pay gap is achieving results.

Next Steps

The challenge in our Council, as it is nationally, is to eliminate any gender pay gap. We will continue to work on initiatives to reduce our gender pay gap by showing real commitment to the actions listed above. An equal pay audit will also be undertaken as part of our Equality Monitoring reporting.