

APPENDIX A

Gender Pay Gap Report

Published March 2019

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 2018.

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 1,200 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 and our flexibility, working practices and wide range of roles ensure that we encourage and support employees to come to work for us, and 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 real 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 while 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 the delivery of the service is not compromised.
- This council is delivering services with other local authorities in the Cambridgeshire area. This will provide more opportunities for staff to develop their skills and open up wider job roles going forward.
- The council offers a wide range of flexible working options to encourage employees to return to work after maternity and other 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:

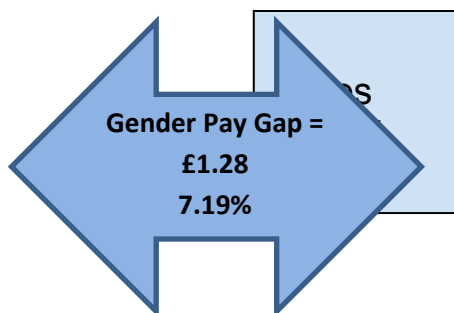
- Salaries are the same for posts which have been evaluated as being of equal worth regardless of the gender (or any other protected characteristic) of the individual filling the role.
- Staff in most cases progress through the increments within a grade automatically.
- There are no circumstances within 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.

Our workforce profile

On 31 March 2018 we had 1,253 employees, of which 71.7% were female, and 28.3% male.



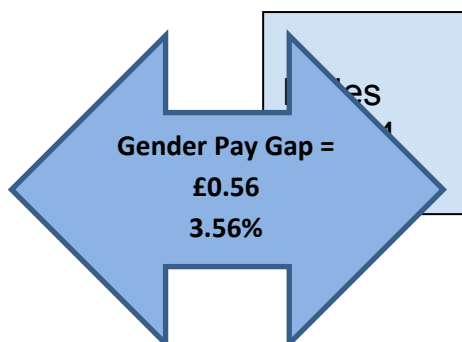
Mean gender pay gap in hourly pay: average hourly rate of pay and percentage difference



Females account for nearly 72% of our workforce.

The national public sector mean pay gap is 17.5%*

Median gender pay gap in hourly pay: middle hourly rate of pay and percentage difference



The national public sector median pay gap is 19.0%*

Peterborough City Council's mean and median gender pay gaps are well below the national public sector average and have reduced further over the previous 12 months.

All posts/contract types for directly employed staff were included whether main or secondary posts. Further analysis has revealed:

- Male employees had longer service with Peterborough City Council than female employees and so were more likely to have reached the top of their grade. Whereas women had shorter service and were lower down the grade. This is a result of natural progression.
- The number of women in the upper quartile has increased and has reduced in every other quartile. However, there are still a higher number of women in the lower quartile than in any other quartile. The highest number of men is in the upper middle quartile where there is the lowest number of women. This distribution has changed from the 2017 gender pay gap figures and will have been an important reason why the gaps have reduced in both the mean and median results.

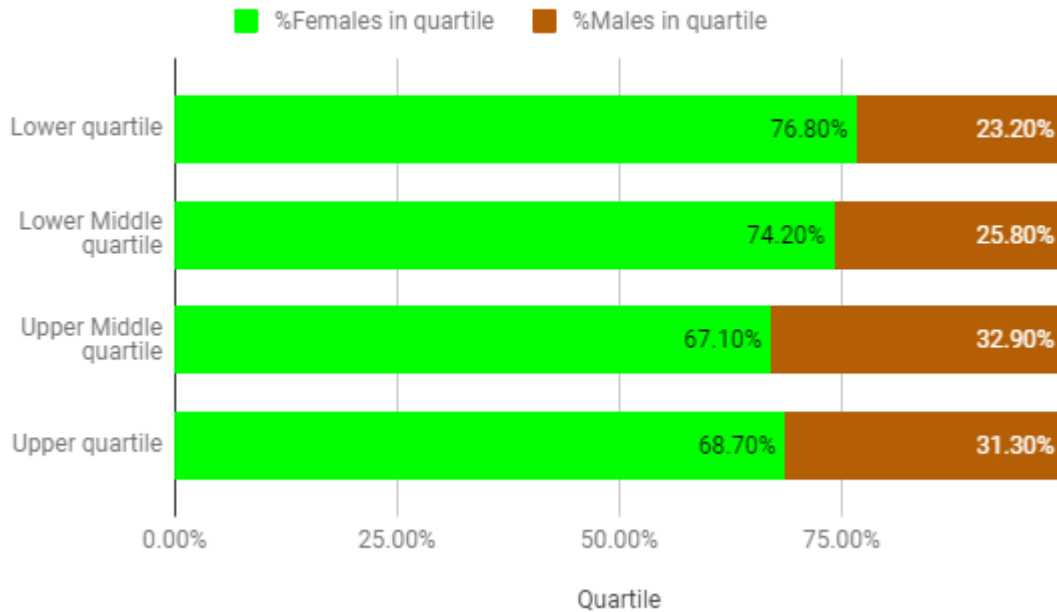
Mean, median and proportion of males and females receiving a bonus payment

Peterborough City Council does not operate a bonus payment scheme. Therefore has no bonus payment pay gap.

Proportion of males and females in each pay quartile

The graph below outlines the gender split by pay quartile. The lower quartile range relates to hourly rates from £8.44 up to £12.11. The lower middle quartile is hourly rates from £12.11 up to £15.61. The upper middle quartile is hourly rates from £15.61 up to £19.31. The upper quartile relates to hourly rates of £19.44 and above.

Staff expressed by Quartile



Further analysis of the data demonstrates that there is a fairly consistent split between males and females across all pay quartiles. The largest gap was in the upper quartile, but is now in the upper middle quartile with a 67.1% (female) and 32.9% (male) split.

Next steps

The challenge in our council, as it is nationally, is to eliminate any gender pay gap. The council is continuing to review its recruitment and retention practices to ensure that there is no discriminatory practice within our processes. This remains a priority.

*[Office of National Statistics](#) Annual survey of Hours and Earnings Provisional 2018 figures.