

EMPLOYMENT COMMITTEE	AGENDA ITEM No. 5
18 FEBRUARY 2021	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 & Development	Tel. 863628

GENDER PAY GAP RESULTS

RECOMMENDATIONS	
FROM: Assistant Director HR & Development	Deadline date: 30 March 2021
<p>It is recommended that Employment Committee:</p> <p>Accept the results of the gender pay gap calculations of 31 March 2020</p>	

1. ORIGIN OF REPORT

1.1 This report is submitted to Employment Committee following a referral from Joint Management Team on 8 February 2021.

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 (appendix a) before the results are published on the government portal and the council's website by 31st March 2021.

3. TIMESCALES

Is this a Major Policy Item/Statutory Plan?	NO	If yes, date for Cabinet meeting	
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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 2020) and publish results by 30 March 2021. 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 5.4% in 2019 to 5.1% in 2020. The median gender pay gap has increased from 2.1% to 4.6%. The workforce was 70.8% female in 2019 and has now increased to 73.25% female in 2020.

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.

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 2021

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 2020.

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 1,170 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. We are concentrating on developing our current staff by offering a higher level of professional apprenticeship, such as Social Worker. In addition, Master level apprenticeships are now on offer for existing employees that do not have the opportunity to study away from the workplace, this enables them to continue to develop. This provides our female workforce, the group that have historically failed to acquire formal work-related qualifications, the opportunity to develop and have their skills formally recognised.
- We are now a fully agile workforce, (except shift workers), which allows many staff the maximum flexibility within their working day, providing the delivery of the service is not compromised. This allows those with caring responsibilities to develop their careers and achieve a satisfactory worklife balance.
- We are delivering services for and with other local authorities in the area. This has provided opportunities for staff to develop their skills and broaden their career aspirations 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:

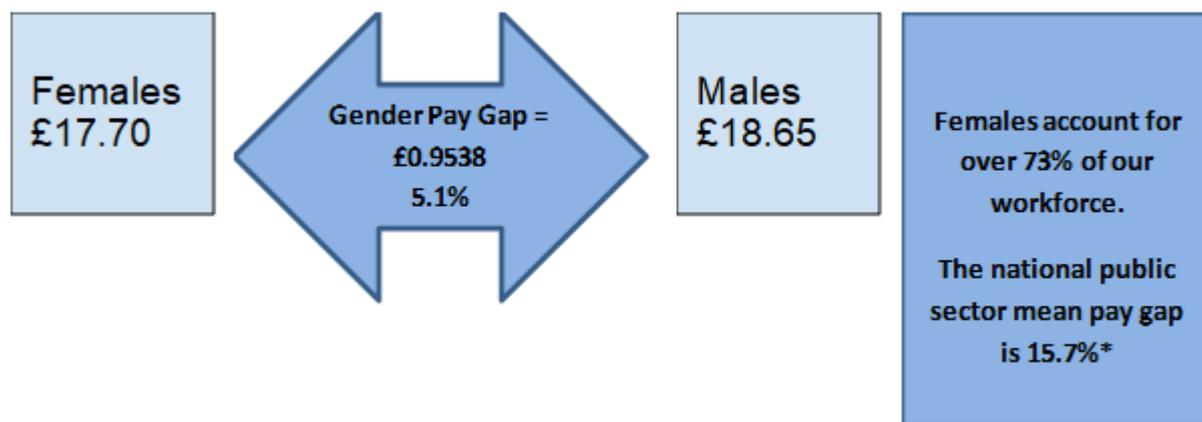
- Salaries are the same for posts which have been evaluated as being of equal worth regardless of the gender (or any other protected characteristic) of the individual filling the role.
- Staff in most cases progress through the increments within a grade automatically.
- There are no circumstances within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

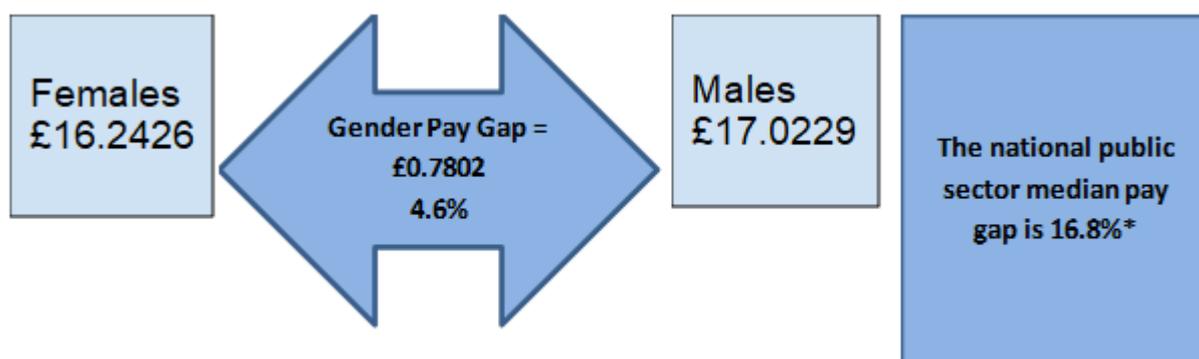
On 31 March 2020 we had 1,174 employees, of which 73.25% were female and 26.75% male.



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



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



Peterborough City Council's mean and median gender pay gaps are well below the national public sector average and the mean has reduced slightly over the previous 12 months, and significantly since data was first collected in 2017. However, the median has increased in the last 12 months, but is still lower than in 2017. This is due to an increase in the numbers of females in the two bottom quartiles, and an increase in the total numbers of females in the workforce.

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

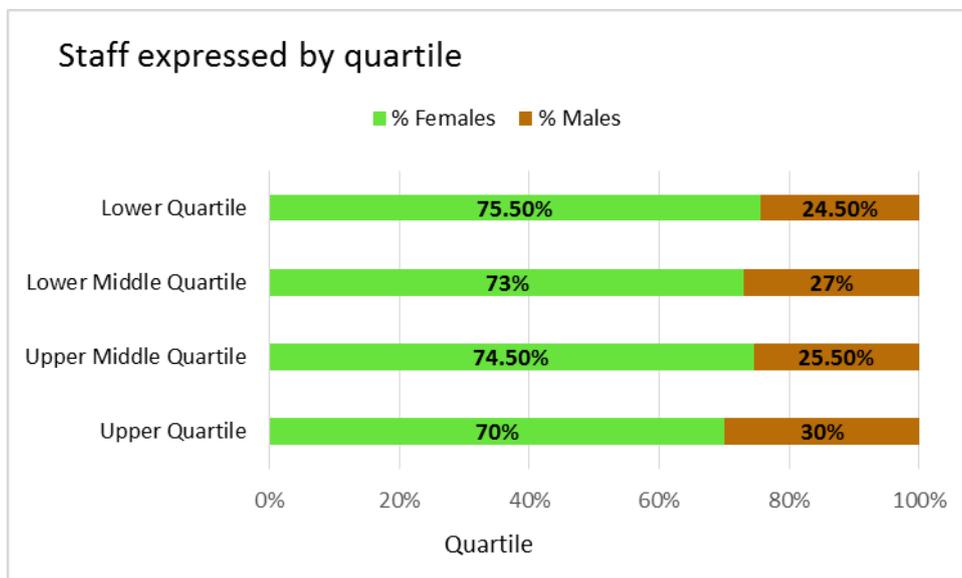
- Male employees had longer service with Peterborough City Council than female employees and so were more likely to have reached the top of their grade. Whereas women had shorter service and were lower down the grade. This is a result of natural progression.
- The number of women in the upper and upper middle quartile has increased. However, it has also increased in the lower middle quartile, and lower quartile. The number of men has reduced in every quartile. The highest number of men is in the upper quartile which remains the same as last year. This distribution has changed from the 2019 gender pay gap figures and will have been an important reason why the gaps have reduced in the mean results. The median gap has increased, we believe this to be as a result of a significant increase in females in the lower middle quartile, where the number of males decreased by 13%.

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 £7.63 up to £12.84. The lower middle quartile is hourly rates from £12.84 up to £16.24. The upper middle quartile is hourly rates from £16.24 up to £20.59. The upper quartile relates to hourly rates of £20.59 and above.



Further analysis of the data demonstrates that there is a fairly consistent split between males and females across all pay quartiles. The largest gap is in the lower quartile, but there is also a gap in the upper quartile.

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. We will continue to ensure that our pay and reward system is fair and transparent. We will strengthen our employment monitoring and use it to continue to increase the number of females in the upper quartile. We will include an action plan as we revise our People Strategy to address any potential areas of inequality. This will be complimented by our staff surveys which include questions relating to equality and diversity, providing us with a holistic picture of our workforce as well as highlighting areas for improvement. This data will be presented to members of our Employment Committee to ensure it is properly scrutinised.

*[Office of National Statistics](#) Annual survey of Hours and Earnings Provisional 2019 figures