

Gender Pay Gap Report 2018

The gender pay gap is different to equal pay. Equal pay relates to men and women receiving equal pay for equal work. The gender pay gap is concerned with differences in the average earnings of men and women, regardless of their role or seniority. It is a broader measure that captures the pay inequalities resulting from differences in the sorts of jobs performed by men and women in the workforce.

The data set out in this report has been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Workforce Profile

There were 2506 employees working on the snapshot date of 31 March 2018. At this date the workforce comprised of 60.8% female and 39.2% male employees. Bath & North East Somerset (B&NES) Council's workforce is predominately female (compared with 63% female and 37% male in 2017). The workforce has reduced since 31 March 2017, by 90 employees.

Of this headcount, 2419 employees were identified as 'full pay relevant employees'¹, as set out in the regulations, and included in the calculations (compared with 2317 in 2017)

Gender Pay Gap 2018

New analysis reveals that in 2018 the mean average hourly rate of pay of female employees across the council was £13.61 while the average hourly rate of men was £14.57. It means that over the past year the gender pay gap - the difference in average earnings between men and women - has reduced by 27 pence to 6.6%. The median average gap is even more favourable with a mid point hourly rate gap of -0.5% which shows a slightly higher average hourly rate for our female employees

Mean - Average hourly rate of pay and the percentage difference

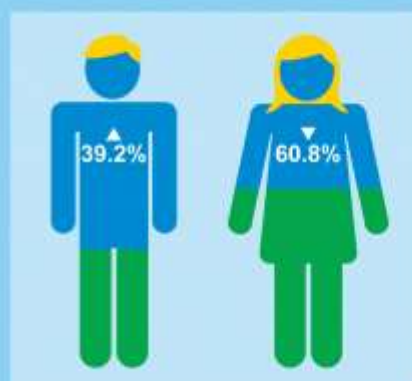
Female = £13.61
Male = £14.57
Gap = 6.61% £ 0.96

Median – Middle hourly rate of pay and the percentage difference

Female = £12.12
Male = £12.06
Gap = - 0.5% £ 0.06

¹ Full pay relevant employees are those relevant employees who, during the relevant pay period, are not being paid at a reduced or nil rate as a result of being on 'leave'.

Our workforce comprises of 2,506 employees that is predominantly female.



Mean - Average hourly rate of pay and the percentage difference



Median - Middle hourly rate of pay and the percentage difference



Comparison

The mean gender pay gap in local government is 6.8% and the median gap is 5% so B&NES Council compares favourably to this. Across the whole economy the mean gap is 12% and the median is 9.7%, so local government again compares favourably.²

B&NES Mean 2018	B&NES Median 2018	B&NES Mean 2017	B&NES Median 2017	LGA 2018 Mean across XX LAS	LGA 2018 Median across XX LAs	LGA 2017 Mean across 319 LAS	LGA 2017 Median across 319 LAs	National Average 2017 (ONS) Median
6.61%	-0.5%	8.41%	-0.6%	Expected April 2019	Expected April 2019	6.8%	5%	9.1%

² Data taken from LGA Report 2018 (based on 31 March 2017 data) - <https://www.local.gov.uk/gender-pay-gap> accessed January 2019. National Average Gender Pay Gap figures tend to fluctuate over time and depending on the data source, hence slight difference here between LGA data and ONS data.

Proportion of Men and Women Receiving Bonus Pay³

Whilst the Council doesn't pay 'bonus' payments in the traditional sense, there are a small number of one off payments (eg long service awards, recruitment and retention allowances) that, in the spirit of transparency, is reflected separately. The data shows a mean average difference in favour of females and a median average difference in favour of males. The proportion of both male and females receiving such payments remains small at 3.9% and 3.2%.

Mean - Average bonus payment and the percentage difference between

Female = £671.92

Male = £666.25

Gap = - 0.85% £5.67 difference

Median – Middle bonus payment and the percentage difference between

Female = £250

Male = £461.60

Gap = 45.8% £211.06 difference

The median difference is high due to a higher number of female employees receiving lower amounts.

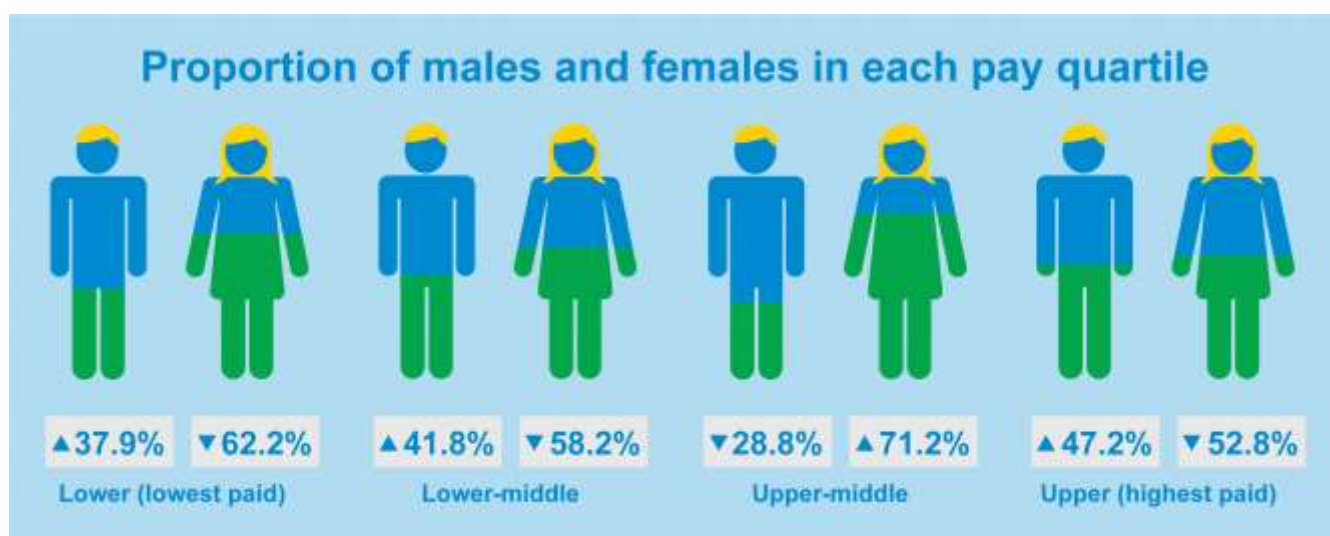


³ Bonus pay for B&NES is defined as long service award payments, golden hellos and recruitment and retention allowances to attract and retain teaching staff, one-off ex-gratia payments. It does not include honorarium payments which are already included in the overall basic hourly rate pay calculation.

Quartile Pay Bands

The table below shows the workforce composition in each pay quartile. In order for there to be no gender pay gap, the representation of male and female in each quartile would need to match the overall representation of our workforce, ie 60.8% female and 39.2% male. There is approximately 600 employees in each quartile.

Quartile	2018 Male	2018 Female	2018 Difference in % of females compared with B&NES workforce	2017 Male	2017 Female	2017 Difference in % of females compared with B&NES workforce
Upper quartile (highest paid) (approx. Grade J to top)	47.2	52.8	-7.9	43.2	56.8	-6.3
Upper middle quartile (approx. Grade M to K)	28.8	71.2	10.5	32.1	67.9	4.8
Lower middle quartile (approx. Grade P to N)	41.8	58.2	-2.5	37.5	62.5	-0.6
Lower quartile (lowest paid) (Apprentice rate to Grade P)	37.9	62.2	1.5	37.6	62.4	0.7



There is a higher representation of male employees in the highest paid quartile and a higher representation of female employees in the upper middle quartile. This highlights a significant gap for females.

On deeper analysis the higher up the quartile you go the more significant the gap, ie out of the;

50 highest paid employees, 30 are male, 20 female. (60% male, 40% female)

40 highest paid, 24 are male, 16 are female (60% male, 40% female)

30 highest paid, 20 are male, 10 are female (66% male, 34% female)

20 highest paid, 14 are male, 6 are female (70% male, 30% female)

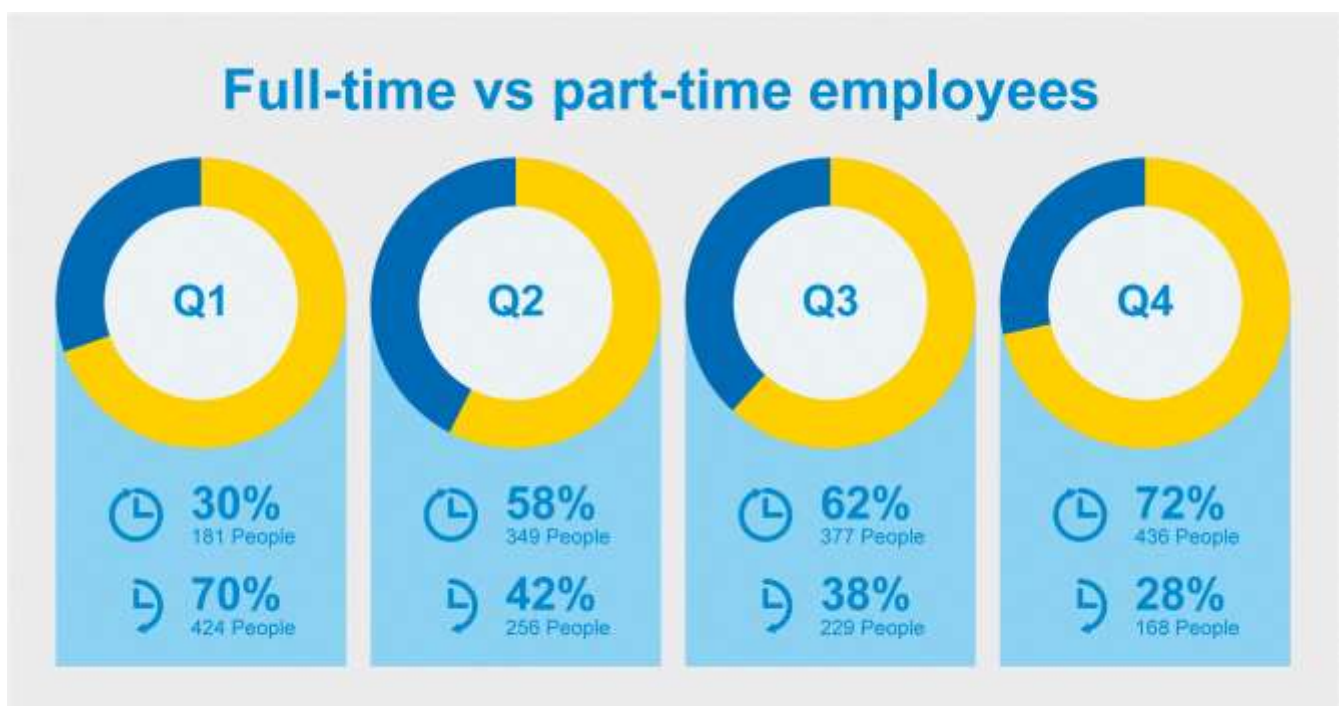
10 highest paid, 8 are male, 2 are female (80% male, 20% female)

Our data confirms that females are more likely to work part time than males:-

	Part Time	% of total workforce	Full Time	% of total workforce	Total headcount
Female	895	35.7%	628	25.1%	1523
Male	213	8.5%	770	30.7%	983
Totals	1108	44.2%	1398	55.8%	2506

Many of the jobs that are available across the UK on a part-time basis are in the lower paid roles rather than the senior higher paid roles and this is reflected in our quartile data.

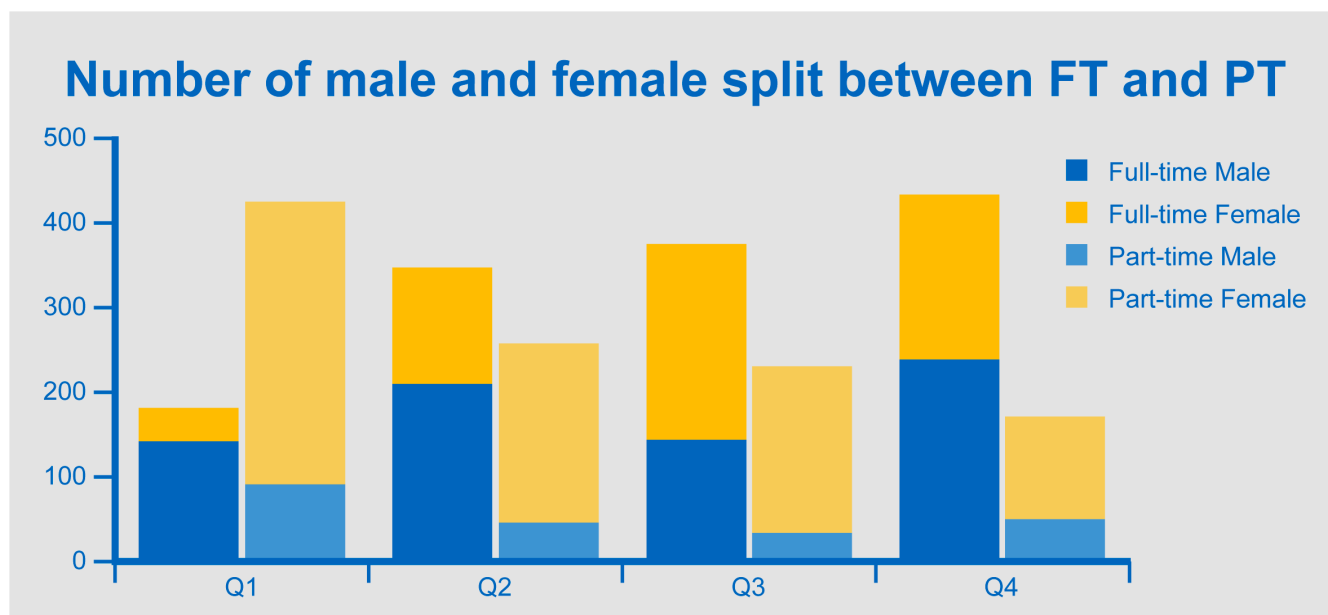
	Q1	Q2	Q3	Q4
No. of FT	181 (30%)	349 (58%)	377 (62%)	436 (72%)
No. of PT	424 (70%)	256 (42%)	229 (38%)	168 (28%)



B&NES Council supports flexible working, however the quartiles data shows that there are more part time roles in the lowest quartile. As the hourly rate increases so does the number of full time roles (the number of part time roles decrease).

Across these quartiles, the trend is that part-time posts are more likely to be filled by females. It could be that females are more attracted to positions in these quartiles because of the greater opportunity for part time, more flexible roles.

	Q1	Q2	Q3	Q4
No. of Male FT	141	210	143	239
No. of Female FT	40	139	234	197
No. of Male PT	88	43	31	46
No. of Female PT	336	213	198	122



Of course, flexible working isn't just about part time hours and the data doesn't show how other forms of flexible working might be supported, eg condensed hours in the form of a 4 day week or 9 day fortnight, or working flexible hours throughout a longer day.

Research was undertaken during Summer/Autumn 2018 within the HR&OD service specifically around remote working within the Council. The survey received nearly 400 responses. 65% female, 29% male and some undisclosed. The key findings were:-

- that there is no significant relationship between being a part time worker or full time worker and the time spent working remotely. This is encouraging as this means that it appears that the ability to work remotely is offered to all workers.
- there is no significant relationship between being a part time worker or full time worker and the time they would like to work remotely. However, a greater percentage of part timers thought that they worked about the right amount of time remotely at present.

The most common challenges when working remotely were listed as:-

- IT failure
- Lack of face to face interaction with colleagues/customers
- Printing/posting
- Back ache from unsuitable home furniture /set up

What is B&NES Council doing to address its gender pay gap?

B&NES Council is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, it evaluates job roles and pay grades using the HAY job evaluation⁴ analytical methodology to ensure a fair and consistent pay structure.

B&NES Council is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

Whilst B&NES Council's gender pay gap compares favourably with that of organisations both across the whole UK economy and within the public sector, this is not a subject about which the Council is complacent, and it is committed to further reducing the gap.

The table below sets out what we said we were going to do to tackle the gender pay gap, what we have actually done and what we plan to do next.

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A small number of specialist roles fall under Soulbury, JNC or School Teacher Pay terms and conditions that are not Hay evaluated

Bath & North East Somerset Gender Pay Gap Action Plan

Area of...	In March 2018 we said we would...	So far we have...	During 2019 we will...
Pay	review our policy on ex-gratia (bonus) payments	reviewed the detailed payment of honoraria and ex gratia payments, resulting in the reviewing and removal of some payments, strict sign off protocol for initiating or extending - including final sign off by the Head of HR	Continue to review closely and reduce honoraria and ex gratia payments, keeping them to a minimum for specific purposes with month to month monitoring by HR Business Partner and overview by Head of HR
	continue to build upon existing good practice to take a fair and consistent approach to pay and grading through robust job evaluation processes	continued with robust job evaluation process with regular JE panels including HR, Management and TU representation. Further Hay Job Evaluation training has been provided for more HR reps, Managers and TU reps in July 2017	To review and identify numbers of male and female recruits and their starting salary /spinal column point to determine if male recruits negotiate/are offered a higher starting salary than female recruits
Recruitment	review our gender monitoring through all employee lifecycles to identify any barriers to gender equality and inform priorities for action	identified gaps in data, requirement for systems report to pull off the data required to monitor the recruitment data	Improve our reporting capability to have data to enable some detailed analysis on the gender balance within the employee lifecycle eg re. interest in posts, shortlisted candidates, successful appointed candidates
	review existing recruitment practices to identify which areas need more promotion to attract women and men into roles where they are underrepresented	ensured that ACAS Unconscious Bias awareness principles and promotion of Flexible Working principles are featured within our standard Recruitment and Selection Training explored unconscious bias training more with external consultant and neighbouring authority, together with our own Equalities team and Staff Working Groups	Identify key areas of underrepresentation and further action Implement targeted unconscious bias training

Area of...	In March 2018 we said we would...	So far we have...	During 2019 we will...
Development	analyse the upper and upper middle quartiles to identify any barriers indicated by the differential to enable targeted action	<p>promoted career development within the workforce through:-</p> <p>supported 3 senior female employees through the Springboard Development Plus - Senior Women's Development Programme (in partnership with local public sector organisations). This programme is aimed at women managers in middle management posts and above and who are seeking the opportunity to consider and explore career aspirations in more senior posts and there has been high positive feedback</p>	<p>host a further cohort of the Springboard Development Plus programme for women, with a further 9 B&NES employees signed up for the February 2019 cohort</p> <p>support 6 employees in the Level 7 MBA apprenticeship in February 2019 of which 4 are female and 3 are male</p> <p>support a new cohort of Management Diploma Level 3 (5 female and 3 male) and Level 5 (9 female and 2 male) starting May 2019</p> <p>support a new cohort of Project Manager Level 4 Apprenticeships. 13 due to commence, 10 females and 3 males</p>
Managing Change	monitor the effects and any associated risks on gender equality of the Council's planned change programme	assessed the impact of the 2018 VR programme where 54 volunteers accepted for redundancy, 35 female and 19 male (65% female and 35% male) which closely matched our gender workforce ratio	continue with workforce monitoring analysis in relation to change programmes
Flexible Working	analyse the impact of the gender prevalence of part time working associated with lower rates of pay and the pay gap between the average hourly rate of men who work full time and the average hourly rate of women who work part time	<p>undertaken a project (within HR&OD) which produced some useful findings re. attitudes within the organisation to working remotely</p> <p>publicised a welcome for flexible working requests on every advert</p> <p>promoted flexible working ethos specifically within recruitment and selection training and at Council induction</p> <p>undertaken some analysis on part time/full time ratios within the quartiles</p>	<p>continue to promote flexible working – particularly within Managers @MyBest essential managers package</p> <p>update the strapline to 'Happy to Talk Flexible Working' on every Council advert in line with CIPD guidance</p> <p>include flexible working as a theme within the next Staff Engagement survey to understand barriers to flexible working</p>
	analyse the breakdown by gender of take-up of part-time and flexible working, at senior levels in B&NES Council		