



Gender Pay Gap

INTRODUCTION

The Gender Pay Gap reporting regulations have been introduced as part of the Equality Act 2010 legislation and requires employees with 250 or more employees to publish their Gender Pay Gap calculations every year, showing the Gender Pay Gap between male and female employees.

There are two sets of regulations within the gender pay gap legislation the first is mainly for the Private and Voluntary Sector and that took effect from the 5th of April 2017. The second is mainly for the public sector and that took effect from 31st of March 2017.

The deadline to report the Gender Pay Gap for organisations for 2021/22 for public Sector Organisations is 30th of March 2022.

Shropshire Council is registered on the government's online reporting service at www.gov.uk/report-gender-pay-gap. This is where Shropshire Council has reported their gender pay gap information as well as publishing it on the Equality pages on the internet.

Schools are not included in their Local Authority Gender Pay Reporting. For maintained schools with over 250 employees, the governing body is responsible for publishing their own Gender Pay Gap reports.

It is reported that unequal sharing of caring responsibilities contributes to the higher proportion of women in part time Job Roles and in general part time positions are usually lower paid positions. As such evidence shows that the Gender Pay Gap across the Country increases, particularly for those over the age of 40. As evidenced by the Institute for Fiscal Studies who reported:

"There is on average, a pay gap of over 10% even before the arrival of the first child. But this gap is fairly stable until the child arrives and is small relative to what follows: there is then a gradual but continual rise in the wage gap and by the time the first child is aged 12, women's hourly wages are a third below men's"

Source: IFS (2016) *The Gender Wage Gap*

There are 6 calculations that need to be carried out and published under Gender Pay Gap regulations, those calculations are:

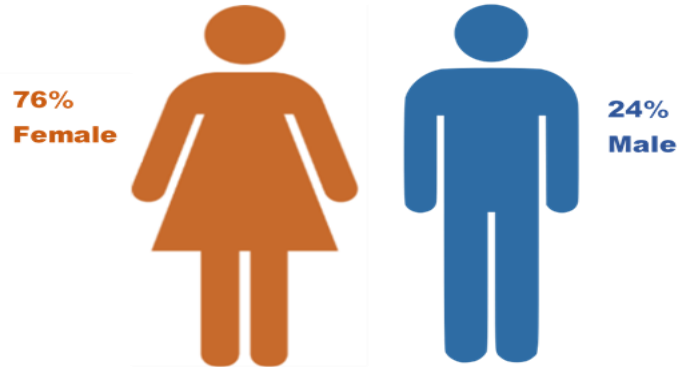
1. Average gender pay gap as a mean average
2. Average gender pay gap as a median average
3. Average bonus gender pay gap has a mean average
4. Average bonus gender pay gap as a median average
5. Proportion of males receiving a bonus and proportion of females receiving a bonus payment
6. Proportion of males and females when divided into four groups ordered from the lowest to the highest pay this is referred to as proportion of males and females within each quartile.

In addition, for organisations which must follow 'The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, they are also required to publish a written statement confirming the accuracy of their calculations. This is not required for Shropshire Council.

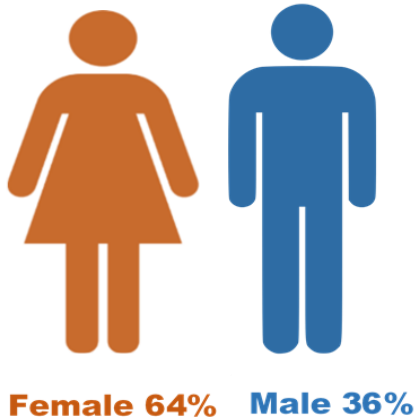
SHROPSHIRE COUNCIL'S WORKFORCE GENDER PROFILE

Shropshire Council's workforce has historically been predominantly female orientated with very little variation year on year on the proportion of Male to Female employees. It is also important to note that the Job Roles which make up a large proportion of the functions within the organisation are part time and generally lower paid and therefore contribute to a wider Gender Pay Gap. In fact, in the last 12 months the percentage of female employees compared to the percentage of male employees has remained unchanged.

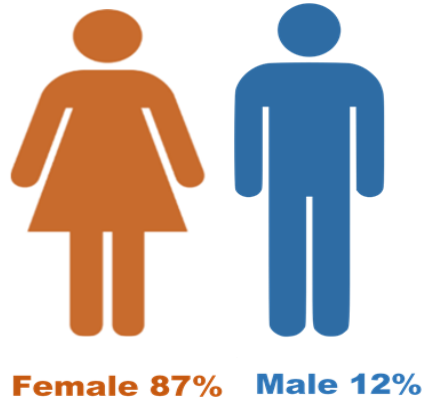
Our Workforce Gender Split



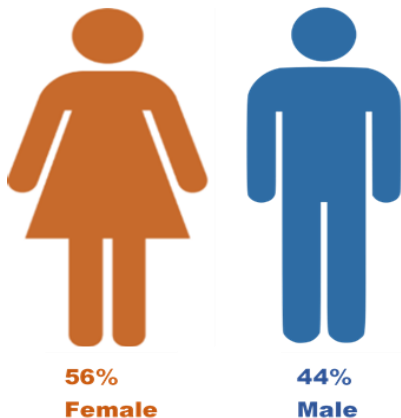
Our Full Time Employees



Our Part Time Employees



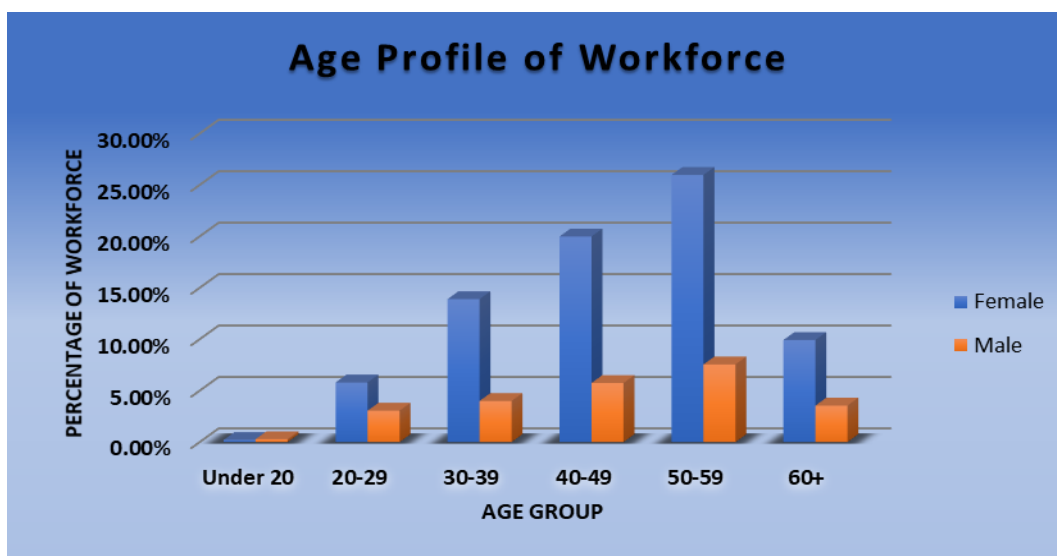
Our most Senior Employees



The Percentage of Females within Full time employment has remained unchanged and similarly within part time employment the gender split remains as last year. The percentage of females within our top 5% of earners however has changed slightly reducing by 4%.

SHROPSHIRE COUNCIL'S WORKFORCE AGE PROFILE

Shropshire Council has always historically had an ageing workforce. As the chart below illustrates over 70% (72.74%) of our workforce are over the age of 40, and almost 56% (55.89) of our workforce are females in the age category of 40 or over. When compared to Shropshire's economically active population the percentage of Shropshire Council's employees that fall within the middle age groups is considerably higher. In fact it is at each end of the age spectrum (16 years to 24 years and 65 plus years) where the workforce falls below the percentage of economically active population for Shropshire



According to the Office National Statistics (ONS) age has a considerable influence over the gender pay gap. This is also evidenced by the Institute for Fiscal Studies as stated earlier in the report where the Gender Pay Gap gradually rises following the birth of a woman's first child. This can be attributable to the fact that in general women are primary care givers and so may look to work part time when they start a family and may look to work in roles that are more flexible and lend themselves better towards a greater work-life balance.

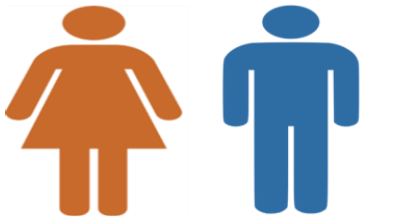
*Source: ons.gov.UK – Gender Pay Gap in the UK 2020

SHROPSHIRE COUNCIL'S GENDER PAY GAP FIGURES

HOW IS THE GENDER PAY GAP CALCULATED?

The Gender Pay Gap is calculated on the average hourly rate of each employee within the pay period relevant to the 'as at date' as per the regulations. For Shropshire Council, the 'as at' date is the 31st of March 2021, therefore the average hourly rate for each employee have been calculated based on the March pay period. All non-schools employees are included in the Gender Pay Gap calculation, which includes casual employees who worked during March.

The hourly rate for full pay, relevant employees only, is included in the calculations. This means that only those employees who have received their full or ordinary pay for the relevant pay period are included in the calculation so for example, employees who are on maternity leave or who are on long term sick receiving reduced pay, will not be included. It includes full time and part time employees.

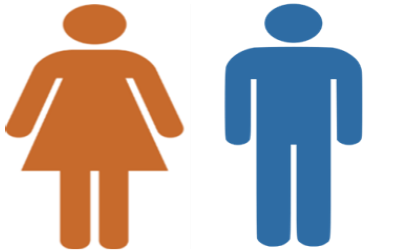


Average Hourly Rate £13.88

Average Hourly Rate £16.43

Mean Gender Pay Gap: 15.49%

Average Gender Pay Gap as a Mean Average:



Average Hourly Rate £11.96

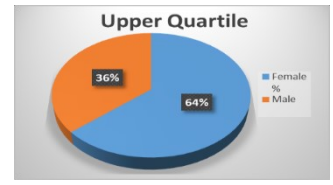
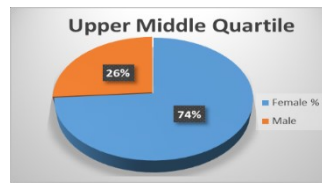
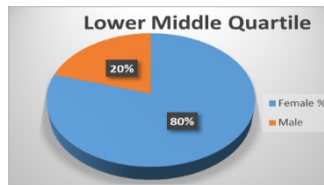
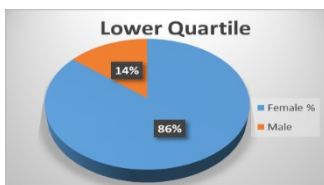
Average Hourly Rate £15.33

Median Gender Pay Gap: 21.98%

Average Gender Pay Gap as a Median Average:

Proportion of males and females when divided into four groups ordered from the lowest to the highest pay, this is referred to as proportion of males and females within each quartile.

	Lower Quartile			Upper Quartile
	Quartile 1	Quartile 2	Quartile 3	Quartile 4
Female %	85.89%	79.73%	73.88%	63.70%
Male %	14.11%	20.27%	26.12%	36.30%



Shropshire Council does not operate a bonus scheme therefore the Gender Pay Gap relating to bonuses is not applicable for our organisation.

ANALYSIS OF OUR GENDER PAY GAP FIGURES AND HOW WE COMPARE

Shropshire Council's Gender Pay Gap mean figure has reduced by 1% from last year and since the reporting of the Gender Pay Gap began, it has reduced by just over 5% from 20.79% when first reported in March 2018 to 15.49% this year. **The Median has also reduced this year by just under 1%** and again has reduce by almost 5% since we started reporting in 2018. In terms of percentages of males to females in each of the quartiles there has been very little change across any of the quartiles. The representation of females in the lower quartiles are linked to the makeup of roles within our organisation and the fact that 23%, so almost a quarter of our workforce are within our Cleaning and Catering services and over 87% of those roles are filled by women. This has a profound impact on the Gender Pay Gap for Shropshire Council.

When considering our Gender Pay Gap for roles outside of our Cleaning and Catering Services there is a significant reduction to 9.43%.

According to latest figures published by the ONS for 2021 the average Gender Pay Gap was 15.4% for all employees, 7.9% for full time and -2.6% for part time. In comparison Shropshire Council equals the percentage for all employees. In terms of full-time only employees Shropshire Council's Gender Pay Gap is less than the average according to the ONS at 6.7%. When looking at part time only Shropshire Council's Gender Pay Gap is 7.46%. However almost half of our part time workers are within Shire Services, in cleaning and catering roles. When removing our Shire Services staff from the calculation, the Gender Pay Gap for part time only staff reduces significantly to just 1.35%

As seen in our profile figures, the majority of our workforce are women over the age of 40 (almost 60%), this again influences the Gender Pay Gap for the organisation. The Office for National Statistics have identified that the Gender Pay Gap for employees across the UK, over the age of 40, increases significantly as women over the age of 40 are more likely to work in lower paid occupations*.

When looking at the Gender Pay Gap across age groups, Shropshire Council's mean Gender Pay Gap for employees under the age of 40 drops considerably to 5.36% and when scrutinizing it further to women under 40 in full time employment only, the Gender Pay Gap drops further to just 0.38%. When looking at the median average the Gender Pay Gap for those under 40 the Gender Pay gap drops to 9.5% and when drilling down further to full time employment only there is an even greater drop to -0.56%.

By scrutinizing the figures and analysing different sections and grouping of employees based on roles, working patterns and age it can be seen how the complexities of the organisation and the make up of the Shropshire Councils profile have a profound impact on the overall Gender Pay Gap for the Organisation.

*Source: ONS, Gender Pay gap in the UK: 2021

SHROPSHIRE COUNCIL'S COMMITMENT TO GENDER EQUALITY

Shropshire Council is committed to Equality across all strands of diversity and have a number of policies in place to work to achieving a representative workforce across Shropshire. Our Equality policy is reviewed and updated regularly to ensure it is in keeping with up to date changes in legislation and relevance to our organisation is maintained. Equality training forms part of our online induction, which all new staff are required to complete. Equality and Social Inclusion training is available to all staff via our online learning platform (Leap into Learning). Shropshire Council's Equality Policy is available to all staff, via the intranet and is promoted across the organisation, as well as being publicly available through the 'Equality, Diversity and Social inclusion' pages on the Council website at www.shropshire.gov.uk.

As an organisation we promote flexible working. Our flexible working policy enables employees to request flexible working whether that be in terms of working hours or locations such as working remotely so that employees can achieve a work life balance. Flexible working can be requested by all employees except agency workers and school-based employees and both males and females can request to work flexibly.

Since the start of the Covid-19 pandemic Shropshire Council quickly recognized the importance of adapting to ensure the organisation can meet the needs of current and future changes. In response a number of our employees learnt to work differently with much of our staff, where possible working from home. This has created a much more flexible workforce where some employees may work from home on a more frequent basis, and some take a more hybrid approach of home and office working. This flexibility has enabled many of our employees to balance work with home commitments.

Over the last 12 months Shropshire Council have been involved in initiatives, further supporting our workforce, around issues involving the Menopause. The Council has been raising awareness of the menopause with helpful videos and guidance to support colleagues as well as menopause meet-ups which have been launched by the Shropshire, Telford and Wrekin Integrated Care System for men and women to share their experiences and act as an informal peer support group. During 2022 Shropshire Council plan to launch our own menopause support group for employees. In addition, the Shropshire, Telford and Wrekin Integrated Care System has provided training for Managers to build knowledge and awareness, so our Managers are better equipped to support staff experiencing the menopause.

Shropshire Council continues to promote the development of employees through its on-line learning system, making learning more accessible and flexible to all and ensuring that the content of the learning reflects current equality and diversity practices.

The Council run several initiatives promoting and supporting equality across the whole authority further information on how we support equality can be found in our Annual Diversity Monitoring report published on our website [insert link here](#)

Shropshire Council's continues to monitor its workforce profile, not just in terms of Gender but across all strands of equality. In addition, we continue to review our pay policies to ensure fair and equal pay is applied across the organisation.

