



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 2018/19 is the 4th of April 2019 mainly for private and voluntary sectors and the 30th of March 2019 for public sector employers. Shropshire Council needs to publish their gender pay gap data by the 30th of March 2019.

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 contribute 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:

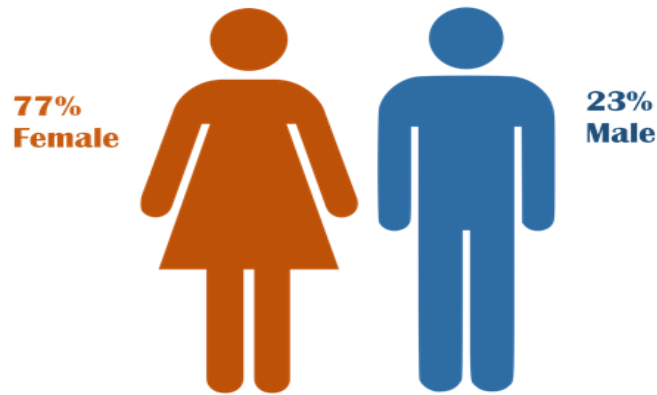
1. Average gender pay gap as a mean average
2. Average gender pay gap as a median average
3. Average bonus gender pay gap has a mean average
4. Average bonus gender pay gap as a median average
5. Proportion of males receiving a bonus and proportion of females receiving a bonus payment
6. Proportion of 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.

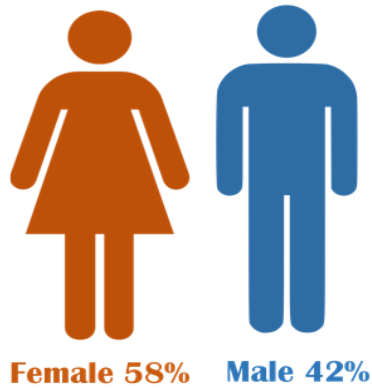
SHROPSHIRE COUNCIL'S WORKFORCE GENDER PROFILE

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.

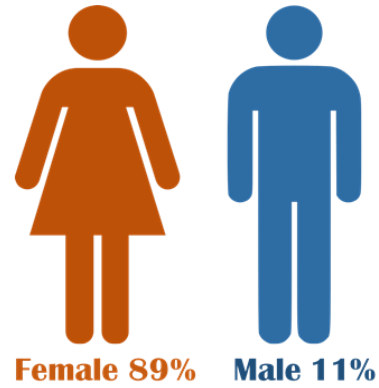
Our Workforce Gender Split



Our Full Time Employees

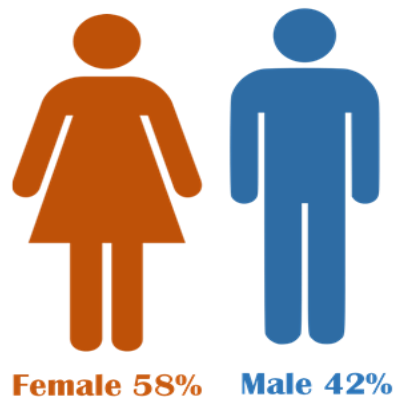


Our Part Time Employees



When considering the top 5% of our workforce for non schools employees 58% are female, 42% male.

Our most Senior Employees



SHROPSHIRE COUNCIL'S GENDER PAY GAP FIGURES

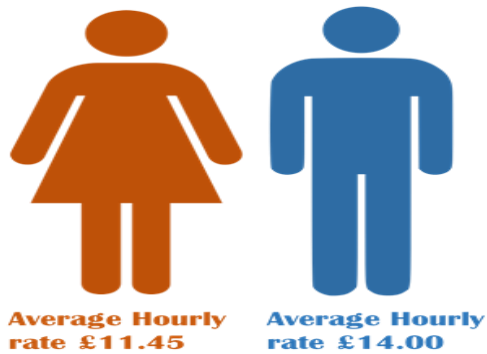
HOW IS THE GENDER PAY GAP CALCULATED

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 2018, 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.

Casual employees hourly rate is calculated based on 13 weeks leading up to the as at date, in Shropshire Council's case, the 31st of March 2018.

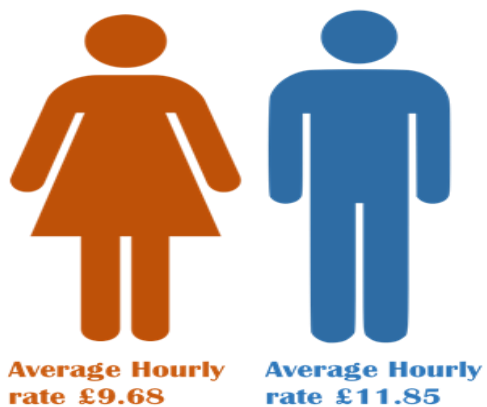
The hourly pay for full pay relevant employees only is included in the calculations. This means that only those employees who have received their full or ordinary pay for the relevant pay period are included in the calculation so for example, employees who are on maternity leave or who are on long term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

Average Gender Pay Gap as a Mean Average:



Mean Gender Pay Gap: 18.2%

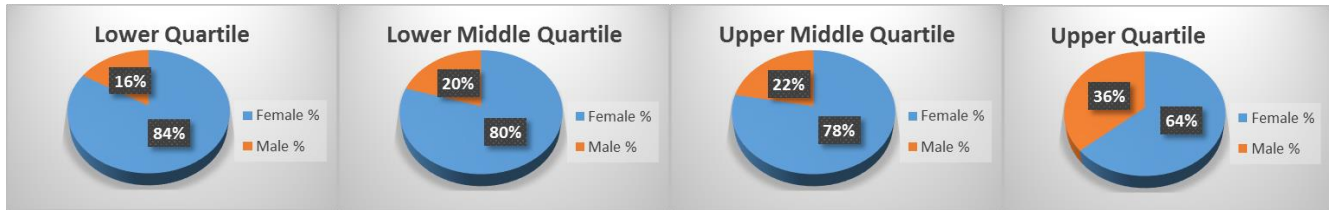
Average Gender Pay Gap as a Median Average:



Median Gender Pay Gap: 18.3%

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 %	83.67%	79.79%	78.04%	63.65%
Male %	16.33%	20.21%	21.96%	36.35%



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

HOW DO WE COMPARE.....

.....AGAINST LAST YEAR

Shropshire Council's Gender Pay Gap is taking a positive direction having fallen by just over 2% compared to last year. The pay increase awarded to staff during 2017 (therefore affecting rates of pay for March 2018) saw higher percentage increase to hourly rate for those on lower scale points. This had a greater effect on Shropshire Council's Shire Services staff which has helped to go towards closing the Gender Pay Gap.

It is also encouraging to see that the percentage of females in the top 2 quartiles has increased, albeit slightly from last year and the percentage of females in the lower 2 quartile have reduced. The variance in figures is only small however does show that Shropshire Council is moving in the right direction.

.....AGAINST REPORTED FIGURES FOR 2017/18

2018 saw the first year for organisations of over 250 employees to publish their gender pay gap under new legislation covered by the Equality Act 2010. 10,532 employers reported data for 2017/18. For all employers the Gender Pay Gap was reported at 17.9% only slightly less than Shropshire Council's figure. The Gender Pay Gap for fulltime employees in the public sector was 12.7%, (14.7% in the private sector) compared to Shropshire Council which was 10% for full time employees. For part time employees in the public sector the Gender Gap was 27% compared to 21% for Shropshire Council.

Source – The Gender Pay Gap - Commons Library briefing - Uk Parliament

Putting the figures into context

Whilst Shropshire Council's Gender Pay Gap figures have reduced from last year they still remain high however to put them into context, almost a third of Shropshire Council's workforce is made up of Shire Services Staff (Cleaning and Catering Services) which are predominantly lower paid job roles. This has a distinct influence on the overall Gender Pay Gap for employees.

When considering Non Shires related roles Shropshire Council's Gender Pay Gap as a mean average drops to 12.72%. It is still important to note that a large proportion of these employees are part time and again in lower paid job roles such as admin and care workers.

When looking at the Gender Pay Gap for all full time only employees Shropshire Council's Gender Pay Gap as a mean average hourly rate reduces further still to 10.00%.

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.

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.

Homeworking forms part of our flexible working policy enabling employees to request to work from home on either a permanent or ad-hoc basis. In addition annualised hours make it easier for our employees to work on a more flexible basis where service needs allow.

During 2017 Shropshire Council implemented initiatives to promote the development of our employees through an on-line learning system, making learning more accessible and flexible to all employees and in addition through the launch of our apprenticeship framework incorporating 600+ apprenticeship standards and 15 apprenticeship providers. The providers are a mix of both local and national and offer flexibility in the way they will deliver apprenticeships to meet the needs of the organisation as well as working with us to develop apprenticeships for the future and providing a greater flexibility to all employees in accessing apprenticeships.

The Council has also joined the national Apprenticeship Diversity Champions Network which commits to making a change to the diversity and inclusion of apprenticeships both internally and externally, improving social mobility while building a skilled, diverse workforce.

