



# 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 5<sup>th</sup> of April 2017. The second is mainly for the public sector and that took effect from 31<sup>st</sup> of March 2017.

The deadline to report the Gender Pay Gap for organisations for 2019/20 for public Sector Organisations is 30<sup>th</sup> of March 2020.

Shropshire Council is registered on the government's online reporting service at [www.gov.uk/report-gender-pay-gap](http://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:**

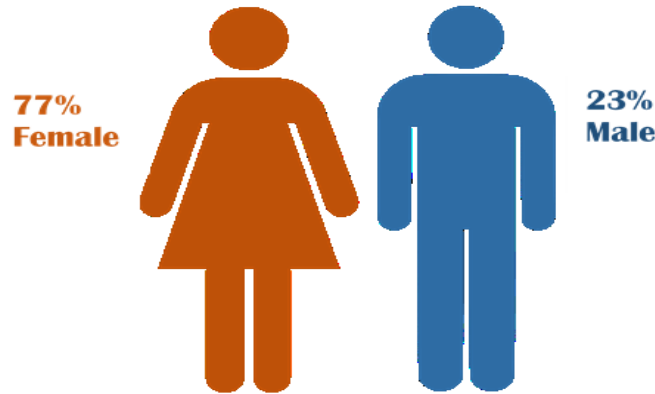
1. Average gender pay gap as a mean average
2. Average gender pay gap as a median average
3. Average bonus gender pay gap has a mean average
4. Average bonus gender pay gap as a median average
5. Proportion of males receiving a bonus and proportion of females receiving a bonus payment
6. Proportion of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

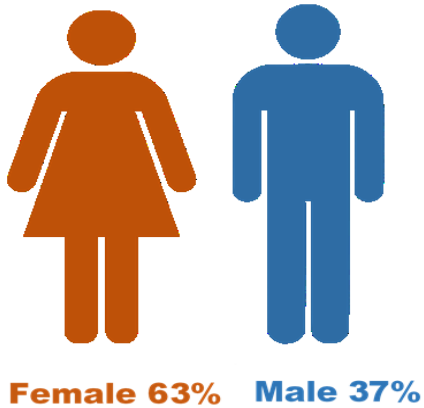
## SHROPSHIRE COUNCIL'S WORKFORCE GENDER PROFILE

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.

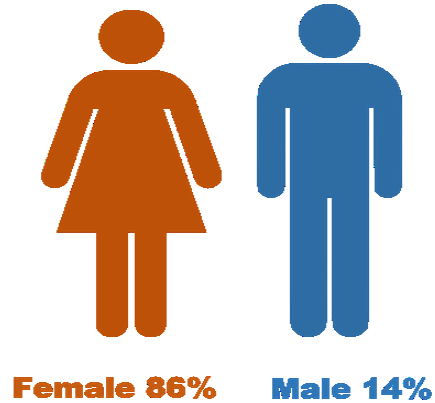
### Our Workforce Gender Split



### Our Full Time Employees

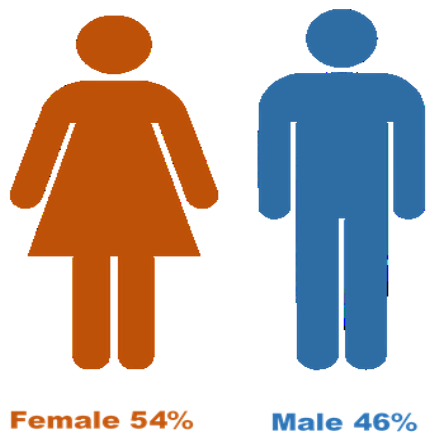


### Our Part Time Employees



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

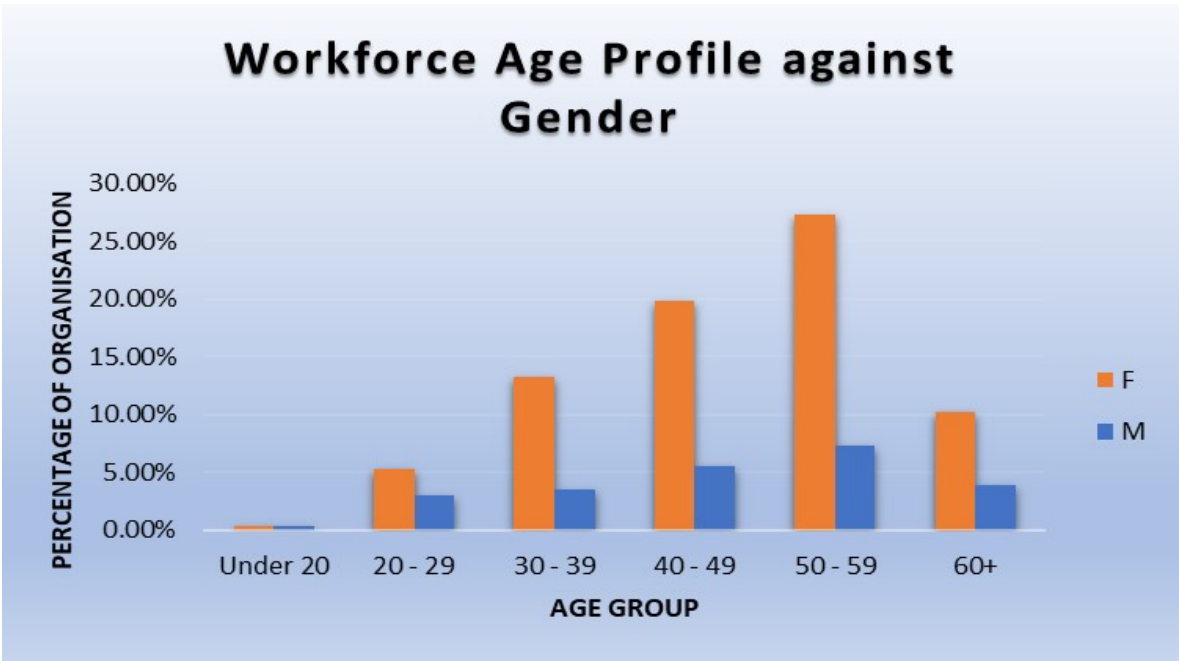
### Our most Senior Employees



The Percentage of Females within Full time employment has increased on last year by 5% with the percentage of our part time employees who are female decreasing from 89% to 86% this year. The percentage of females within our top 5% of earners has reduced from last year from 58% to 54%

# SHROPSHIRE COUNCIL'S WORKFORCE AGE PROFILE

Shropshire Council has always historically had an ageing workforce. As the chart below illustrates over 70% of our workforce are over the age of 40, of that just over 57% are female. 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



## SHROPSHIRE COUNCIL'S GENDER PAY GAP FIGURES

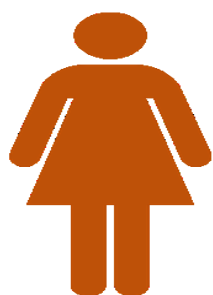
### HOW IS THE GENDER PAY GAP CALCULATED?

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 2019, 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.

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.

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 2019.

Average Gender Pay Gap as a Mean Average:



**Average hourly rate £12.85**



**Average hourly rate £15.70**

**Mean Gender Pay Gap: 18.2%**

Average Gender Pay Gap as a Median Average:



**Average hourly rate £10.65**

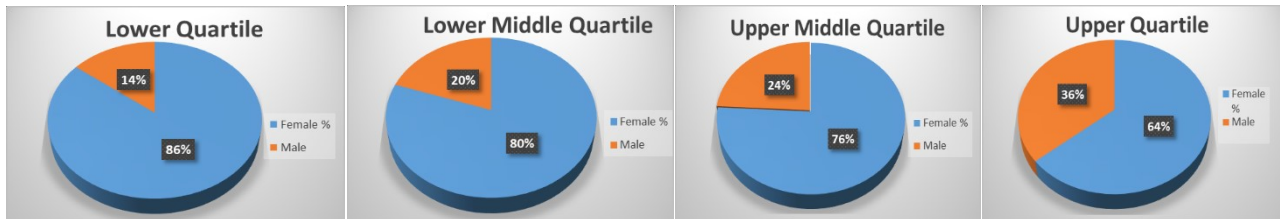


**Average hourly rate £14.18**

**Median Gender Pay Gap: 24.8%**

**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
<b>Female %</b>	85.71%	80.35%	75.87%	64.08%
<b>Male %</b>	14.29%	19.65%	24.13%	35.92%



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

## ANALYSIS OF OUR GENDER PAY GAP FIGURES

Shropshire Council's Gender Pay Gap has reduced only very marginally from last year, from 18.23% to 18.17%. Whilst the organisational gender profile has remained the same there has been some shift in terms of the percentages of females in the lower quartiles in terms of hourly pay across the organization. This could be explained by the fact that whilst Shropshire Council's headcount has reduced since last year the percentage of the organization working in our Cleaning and Catering Services has increased from 23% to 25%. Therefore, a quarter of our workforce are in the predominantly lower paid roles and over 90% 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 10.6%.

In addition, the majority of our workforce are women over the age of 40, this again has an effect on 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 Gender Pay Gap for employees under the age of 40 drops considerably to just over 3.5%

\*Source: ONS, Gender Pay gap in the UK: 2019

## HOW WE COMPARE

2017/18 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. In 2018 the Gender Pay Gap for all employers was reported then at 17.9%. For 2019 this only saw a small reduction to 17.2% (mean average), only slightly less than Shropshire Council's figure. The Gender Pay Gap for full time employees in the public sector was 11% (as a median average), (16% in the private sector) compared to Shropshire Council which was 8.2% for full time employees. For part time employees in the public sector across the UK the Gender Gap was 26%. Interestingly Shropshire Council's Gender Pay Gap as a median average for part time employees is 0.

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

## 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.

2019 saw the launch of a new Smart Working Guide – a programme about both people and culture change through encouraging and supporting changes in the way people work, and empowering them to challenge current work practices, rethinking what they need and introducing more agile working in order to deliver better services. This includes meeting the aspirations of staff for an improved work life balance with flexibility becoming the norm rather than the exception.

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.

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

