



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

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 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.

## 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 2017, 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 2017.

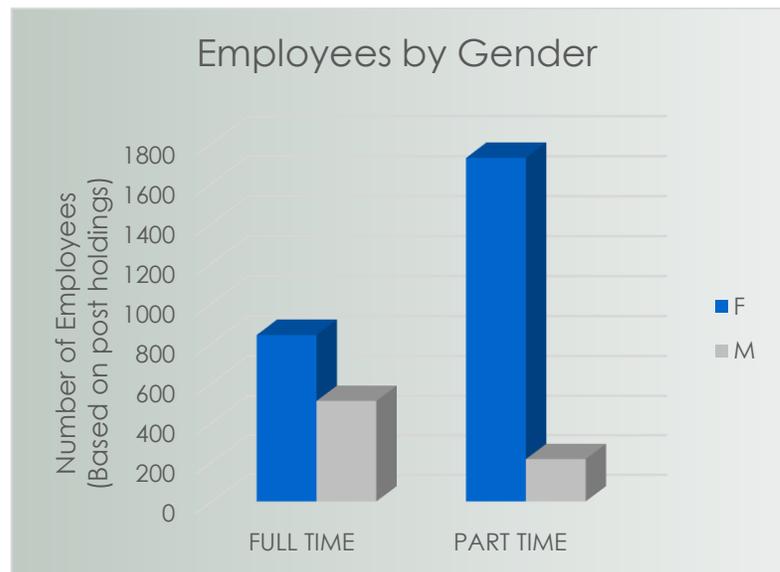
The hourly pay for full pay relevant employees only is included in the calculations. This means that only those employees who have received their full or ordinary pay for the relevant pay period are included in the calculation so for example, employees who are on maternity leave or who are on long term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

## SHROPSHIRE COUNCIL'S WORKFORCE GENDER PROFILE

Shropshire Council's workforce has historically been predominantly female orientated with approximately 80% of employees being female. 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.

Shropshire Council's workforce profile for non schools employees is split at 79% Female to 21% Male. Of the 79% Female employee's 73% are over the age of 40.

When considering the top 5% of our workforce for non schools employees 57% are female, 43% male.



## SHROPSHIRE COUNCIL'S GENDER PAY GAP FIGURES

Whilst the Gender Pay Gap averages for hourly rate are high, 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 11.81%. 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 8.64%.

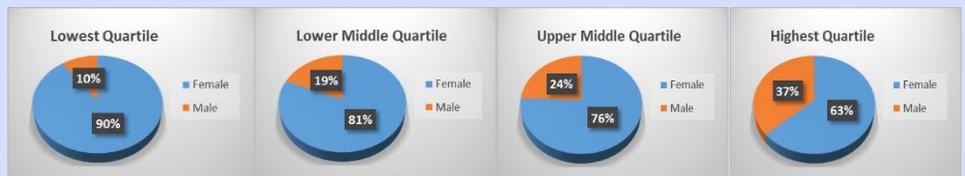
### Statutory Gender Pay Gap Disclosures Shropshire Council

- Average gender pay gap as a mean average  
**20.79%**
- Average gender pay gap as a median average  
**26.01%**
- Average bonus gender pay gap has a mean average  
**N/A**
- Average bonus gender pay gap as a median average  
**N/A**
- Proportion of males receiving a bonus and proportion of females receiving a bonus payment  
**N/A**

*(Shropshire Council does not operate a bonus scheme for its employees)*

- 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> | 89.89%         | 81.25%     | 75.57%         | 63.45%     |
| <b>Male</b>   | 10.11%         | 18.75%     | 24.43%         | 36.55%     |



## 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.

In the last 12 months Shropshire Council has 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.

