

GENDER PAY GAP REPORT

Introduction

The Gender Pay Gap legislation which was introduced in April 2017 requires larger private and public sector employers with 250 plus employees to report the following information on an annual basis:

- the difference between the mean and median average hourly rate of pay for male and female employees;
- the proportion of men and women in each quartile of the pay bands;
- the gender pay gap for any bonuses paid out during the year (not relevant as NSDC do not pay bonuses).

The Gender Pay Gap is different to equal pay as it looks at the average earnings for both males and females to see whether there is a disparity.

Workforce Profile

This report therefore provides details of the Council's Gender Pay gap as at 31 March 2021. On the 'snapshot' date of 31 March 2021 there were 615 employees in post. Of these 615 employees 570 were in scope for gender pay gap reporting. These were made up of 305 females, representing 54% of the workforce, and 265 males representing 46% of the workforce.

Our Gender Pay Gap

Our Gender Pay Gap at 31 March 2021 - The Gender Pay Gap for the Council changed from 10.47% in 2020 to 6.86% in 2021, which meant that on average men were paid 99p more per hour than women.

The data set out in this report was calculated using the standard methodologies referenced in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This includes calculating an hourly rate for all staff paid on the snapshot date (31 March 2021) using ordinary pay.

Ordinary pay includes: basic pay; allowances such as market supplements; shift pay, on-call and stand-by allowances. Payments that are excluded are: payments for overtime; redundancy payments and sums relating to termination of employment. Also excluded are employees on reduced pay due to family or sick leave.

The Gender Pay Gap is based on the difference between the average hourly pay received by men and women across the Council. We are required to report two measures for this purpose; the **mean** and the **median** gender pay gap.

MEAN – The mean is calculated by adding up the total salary for each gender (e.g. females) and then dividing the result by the number of female employees. We have calculated the mean average for both men's and women's hourly pay and have included the percentage difference below.

MEDIAN - The median is calculated by producing a list of salaries in numerical order for each gender. The median is determined by identifying the middle number for each gender. We calculate the median for both men's and women's hourly pay and report the percentage difference. The median gender pay gap removes any influences of very high and very low pay.

2021			
Hourly Rate	Men	Women	% Difference
Mean	£14.45	£13.46	6.86
Median	£12.20	£11.50	5.77

Our Quartile Pay

The quartile data shows the Council's workforce divided into four equal sized groups based on calculated hourly rates of pay. Each quartile is made up of 25% of the workforce. The lower quartile includes employees in receipt of the lowest pay. The upper quartile represents those in receipt of the highest pay. Our pay quartiles by gender as at 31 March 2021 are listed below:

2021					
QUARTILE	Men	Women	Number of Men	Number of Women	Total
Lower Quartile	49%	51%	69	73	142
Lower Middle Quartile	37%	63%	53	90	143
Upper Middle Quartile	50%	50%	72	71	143
Upper Quartile	50%	50%	71	71	142

Review

The Gender Pay Gap for the Council stood at 6.86% in 2021, a decrease from 10.47% in 2020 meaning that on average men were paid 99p more per hour than women.

The median difference at 31 March 2021 was 5.77% which remains consistent with last year, meaning the median pay for women at 31 March 2021 was 70p per hour less than for men.

Reasons for the Change

Lower Quartile – On 31 March 2020 there were proportionately higher numbers of women than men in the lower quartile meaning the number of women in the lowest paid jobs was significantly higher; 68% women and 32% men (95 women/45 men). On 31 March 2021. The percentage of women in the lowest paid jobs has reduced to 51% compared to 49% men (73 women/69 men).

Lower Middle Quartile – on 31 March 2021 the percentage of women in the lower middle quartile is significantly higher compared to men with 63% women and 37% men (90 women/53 men). This includes post such as Customer Services Advisors, Careline Advisors, Catering, Domestic Services and administrative posts, which tend to be traditionally female roles.

Upper Middle Quartile – The percentage of men and women in the upper middle quartile has remained unchanged since 2020, with 50% men and 50% women earning equivalent pay.

Upper Quartile - The percentage of men and women in the upper quartile (i.e. those receiving the highest pay) has improved slightly from 47% woman and 53% men in 2020, to 50% men and 50% women as at 31 March 2021.

The Equality Act 2010 - The Equality Act 2010 requires that men and women must receive equal pay for the same or broadly similar work or work of equal value.

The Council is committed to the principle of equal opportunities and equal treatment for all employees and as an employer we support men and women to develop to the best of their potential. To achieve this we have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex, or any other characteristic. We do this through the use of a job evaluation scheme which robustly evaluates job roles and pay grades to ensure a fair and transparent pay structure.

The Council is confident that our 6.86% Gender Pay Gap does not stem from paying men and women differently for the same, broadly similar or equivalent work or for work of equal value; it is as a result of the type of roles in which men and women occupy within the Council and the salaries that these roles, having been evaluated, attract.

Actions to Address the Gender Pay Gap

The Council has a host of family friendly policies and has flexible and agile working available where this is operationally feasible. In addition, the Council has a new Workforce Strategy and one of the key activities within the Strategy will be to develop a Gender Pay Gap Action Plan. We will analyse data to understand the reasons for the gap and the anomalies in certain job families and explore ways to improve this, from advertising in different media to providing succession opportunities for progression.

We will also look at our recruitment processes and the employment lifecycle from attraction to exit and identify any poor practices and barriers that may exist, and take action to tackle them at each stage of the process.



John Robinson
Chief Executive
15 March 2022

<https://www.gov.uk/government/news/uk-gender-pay-gap>

<https://www.gov.uk/government/news/view-gender-pay-gap-information>