



Gender Pay Gap Report 2019

North East Lincolnshire Council

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Introduction

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 require all public employers with 250 or more employees to report their Gender Pay Gap annually based on a 'snapshot' date. The 'snapshot' date for the public sector is 31st March each year, and these figures must be published within a year of this date.

The authority is therefore required to publish its gender pay gap for each year on the North East Lincolnshire Council (NELC) website and on the gov.uk website. These figures were published for the first time in 2018.

The figures and calculations within this report do not include maintained schools or academies within the area, due to being classed as separate entities.

We are required to calculate and publish the following gender pay data:

- Gender pay gap (mean and median averages)
- Gender bonus gap (mean and median averages)
- Proportion of men and women receiving bonuses
- Proportion of men and women in each quartile of the organisation's pay structure

The purpose of Gender Pay Gap reporting is to achieve greater gender equality across the UK and increase pay transparency. It has been estimated that the under-utilisation of women's skills costs the UK economy 1.3 - 2% of GDP annually, and that eradicating the full-time gender pay gap would contribute additional spending into the economy of £41b each year.

In 2016, the national gender pay gap for full-time employees was 9.4%, meaning that average pay for full-time female employees was 9.4% lower than for full-time male employees. The gap was down from 17.4% in 1997. The gap for all employees, full and part-time was 18.1% down from 27.5% in 1997.

The Government considers that this rate of progress is too slow, and has committed to closing the gender pay gap within a generation.

Scope

This document applies to all employees of North East Lincolnshire Council (NELC) only.

Associated policies/guidelines

- Recruitment and Selection – Managers Guidance
- Pay and Grading – Job Evaluation

Equality and Diversity

The council is committed to ensuring equality of treatment for everyone. You can access the [Council's equalities policy statement](#) at any time.

The Council is a [Disability Confident](#) employer committed to making the most of the talents disabled people can bring to the workplace.

Feedback

If you would like to provide feedback in regards to this document, [you can access the feedback form](#).

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Our Policy

North East Lincolnshire Council is committed to maintaining equal pay for employees, regardless of gender, ethnicity or age.

All individuals within the same post are paid the same salary, in accordance with our Job Evaluation process. This scheme judges posts based on a number of factors to determine the salary, and is not effected by the individuals in post.

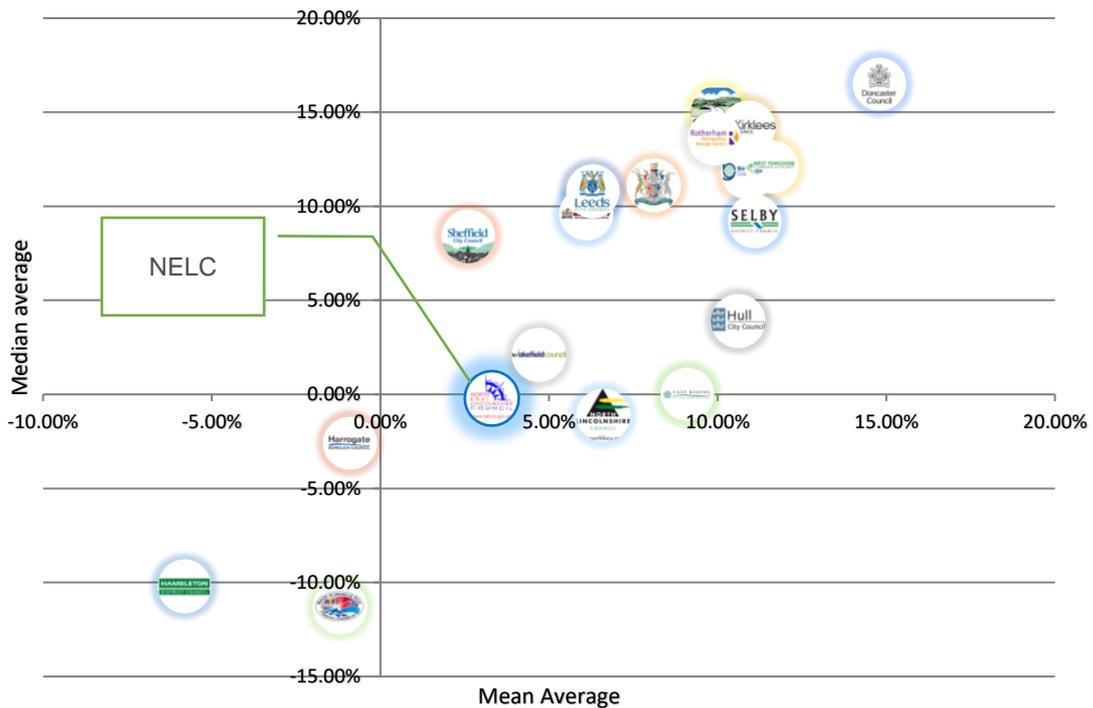
Responsibilities

Manager responsibilities

Managers are expected to recruit in a fair and open manner, in accordance with our recruitment procedure.

Last year in review

The median difference moved closer to parity, the difference in hourly rate for male and females was just 2p, equal to 0.2%. This move indicates the level of pay for male and female employees were similar, albeit in larger numbers for female staff, who outnumber male staff at nearly three to one.

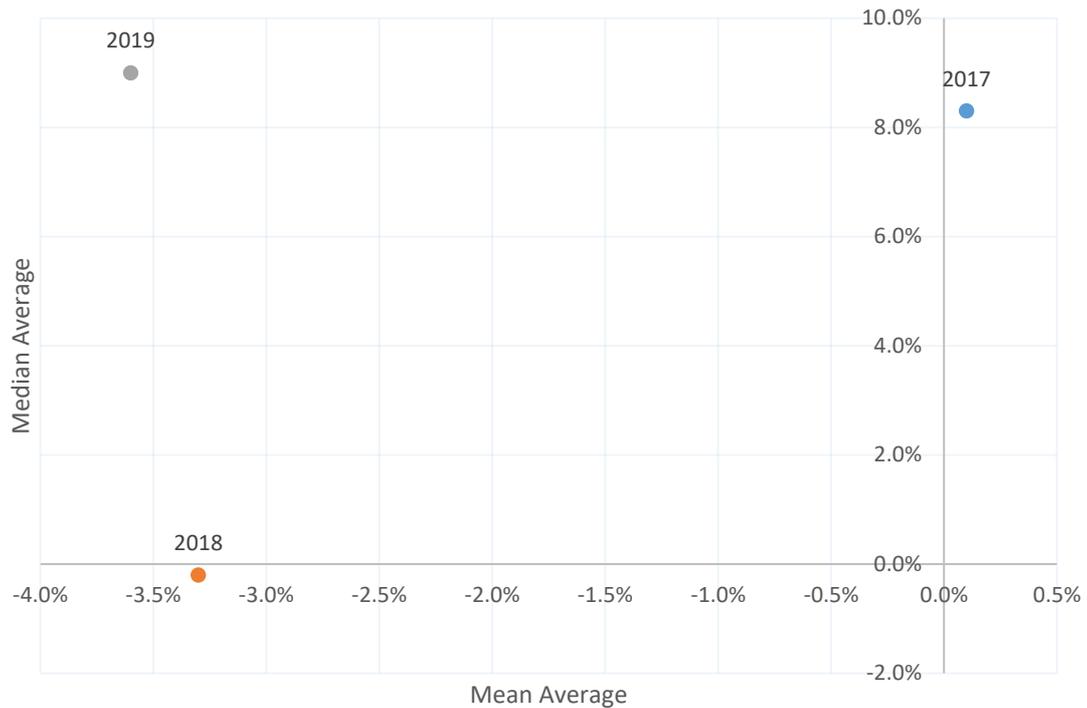


The graph above shows NELC in comparison to others in Yorkshire and Humberside. Despite the increase in the median average which showed male employees were earning 3% more than females across the organisation, the mean gap was still smaller than other Local Government organisations within the region.

2019 Results

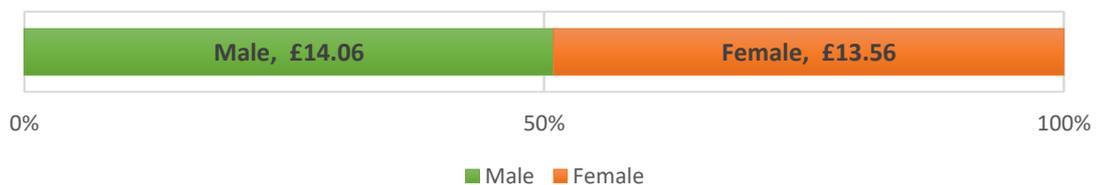
Mean and Median Averages

	Mean Average	Median Average
Male	£14.06	£10.64
Female	£13.56	£11.60
Difference	-3.6%	9.0%



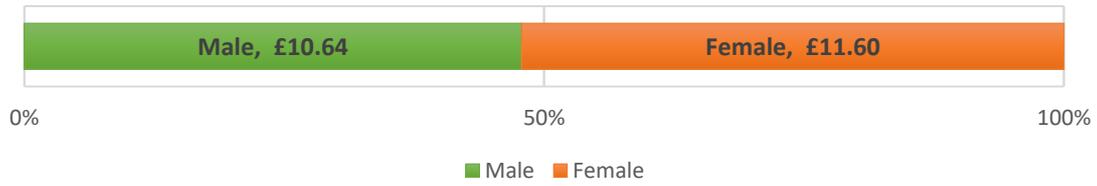
Since the Gender Pay Gap was first published in 2017, NELC’s mean average has slowly moved towards higher mean average for men. In 2018 the median average moved close to the same for men and women, however this year it has moved back to a higher rate of pay for women, similar to the level it was at in 2017.

Mean Hourly Pay



The mean average has increased slightly during the year, in 2018 male employees were paid on average 3.3% more than female, this change is also visible within the pay quartiles, which has seen an increase in lower paid female staff (see below). The 3.6% reporting figure is still less than the national average for 2018, and lower than the majority of councils within Yorkshire and Humberside.

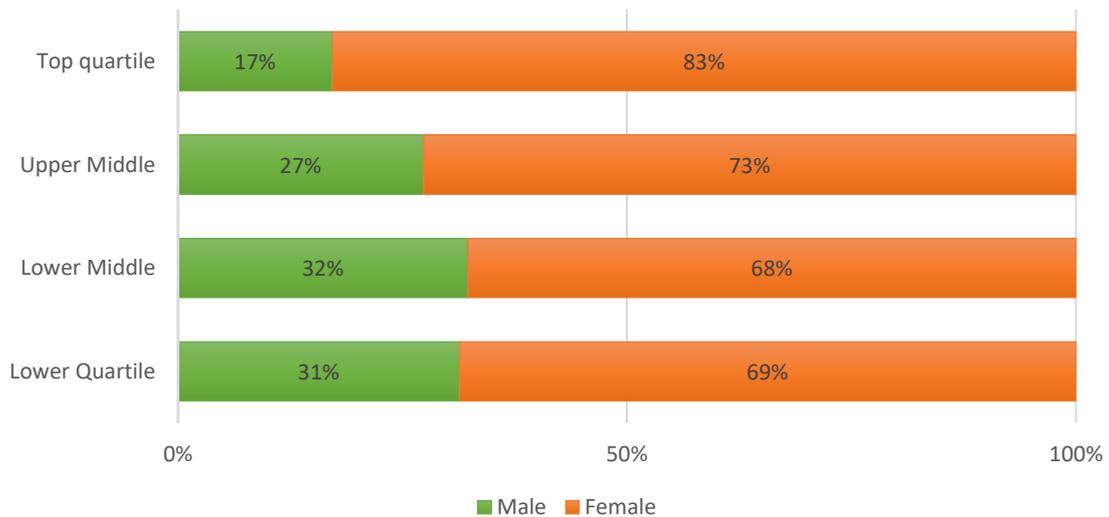
Median Hourly Pay



The median average shows females are paid 9% more than male staff across the organisation, this has changed since 2018, when male staff were paid 0.2% more. This implies that there is a larger ratio of higher paid women in comparison to other women than the ratio for men.

Pay Quartiles

	Female	Male
Top quartile	69%	31%
Upper middle quartile	68%	32%
Lower middle quartile	73%	27%
Lower quartile	83%	17%
Grand Total	73%	27%



These figures have only changed slightly during the three years of reporting, with a higher number of male staff in the top two quartiles compared to previous years.

The main area of change is the large sway towards females in the lower quartile, this could be for a number of reasons, primarily the recruitment of lower paid, historically female-led positions, such as those in the care sector.

Bonus pay

	Proportion staff in receipt
Male	0.2%
Female	0.1%

In 2018-19, there were just two staff who received a bonus payment. This was a trial period of performance related pay, and following a review of the process, will not be continuing following the cessation of the trial period.

Mean Average	62.8% higher for male
Median Average	3.7% higher for female

The mean average calculation is as follows: *Divide the total bonuses by the total number of male and female employees.*

As the workforce is predominantly female, this means a larger number is used when dividing the bonuses, making the average smaller. This calculation means men are paid on average 62.8% more in bonuses than women (due to more women being employed within the council).

The median average is calculated by listing all bonuses paid, and selecting the middle value.

Conclusion

The results of our report show an increase in average wages for men, but a median average increase for women. Both of which are comparable to the nation and the local area.

As with previous years, these results show that, as an organisation, we have no major issues with the gender pay gap. We therefore do not need to make any major changes to our internal processes. During 2019-20 there has been work completed on amendments to the recruitment process, this includes a new policy, confirming the need for open and unbiased recruitment during shortlisting and interviewing.

Further information

More details of NELC pay policies, senior management and organisational structure can be found using the link below:

<https://www.nelincs.gov.uk/council-information-partnerships/council-workforce>

Further information on Gender Pay Gap Reporting is available on the gov.uk website using the link below:

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

Details of other published organisations are available on the Gov.uk website using the link below:

<https://gender-pay-gap.service.gov.uk/Viewing/search-results>

NELC – People and Culture

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Option 1 – People Service
Option 2 – Pay & Pension
Option 3 – Occupational Health