



# Gender Pay Gap Report 2021

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 figures must be published within a year of this date.

Therefore, the authority is 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

## Associated forms

- None

## 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.

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## Our Policy

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

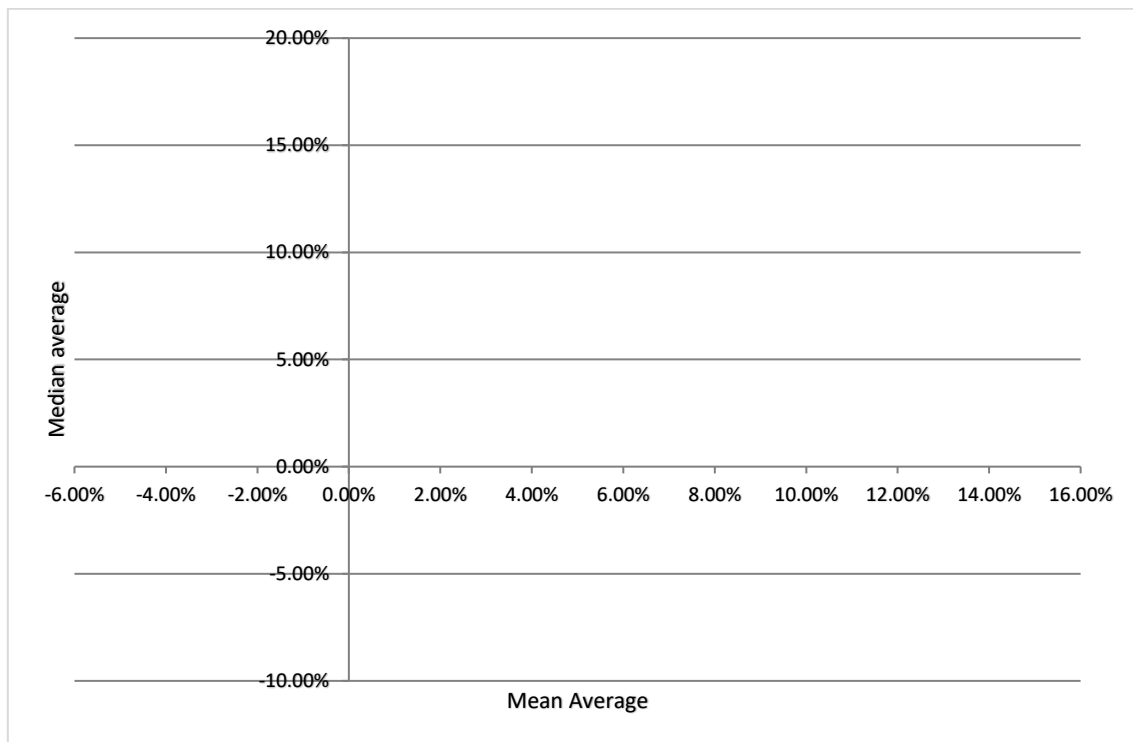
All individuals within the same post are paid the same salary, in accordance with our Job Evaluation process. This scheme judges posts based on a number of factors to determine the salary, and is not effected by the individuals in post.

## Responsibilities

### Manager responsibilities

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

## Last year in review

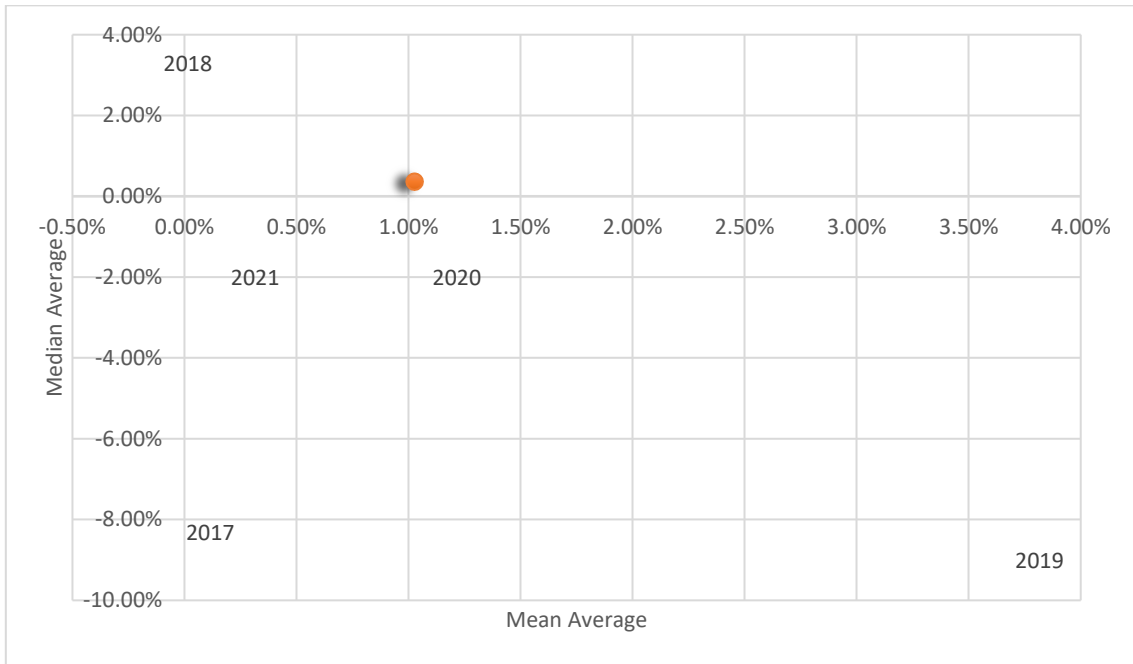


The graph above shows NELC in comparison to others in Yorkshire and Humberside. It shows a huge difference compared to previous years, as many organisations move closer to equality, only one organisation has a closer mean average (Sheffield) and just four organisations have a closer median average.

## 2021 Results

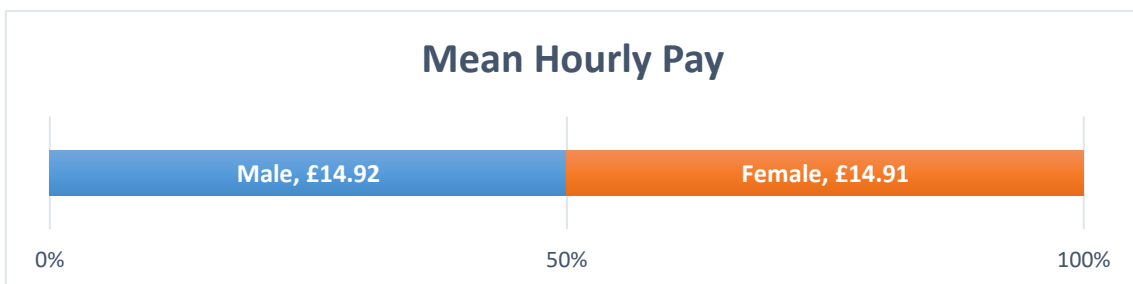
### Mean and Median Averages

	Mean Average	Median Average
Male	£14.92	£11.95
Female	£14.91	£12.19
Difference	0.1%	-2.0%

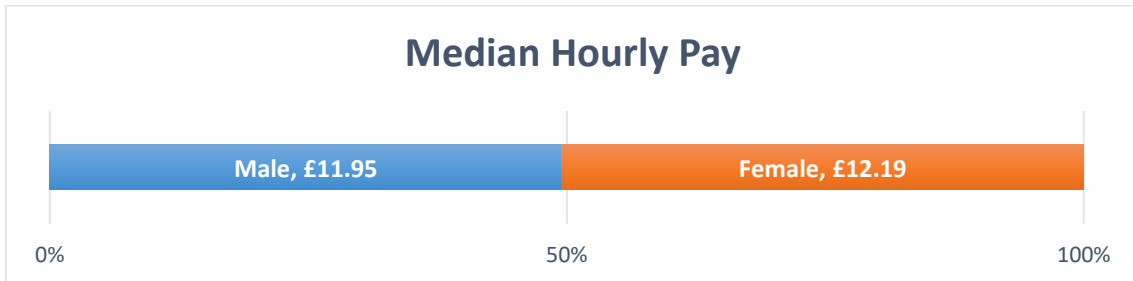


Since the Gender Pay Gap was first published in 2017, the averages have been moving, quite significantly between 2018 and 2019, were median pay increased for females, but the mean average increased for males. The last 2 years however have seen significant shifts towards parity, the median average has remained the same in 2021, with females earning 2% more than males across the organisation, but now the difference for the average hourly rate is just 1p higher for males across the organisation.

The 2021 figures are the closest to parity since reporting began.



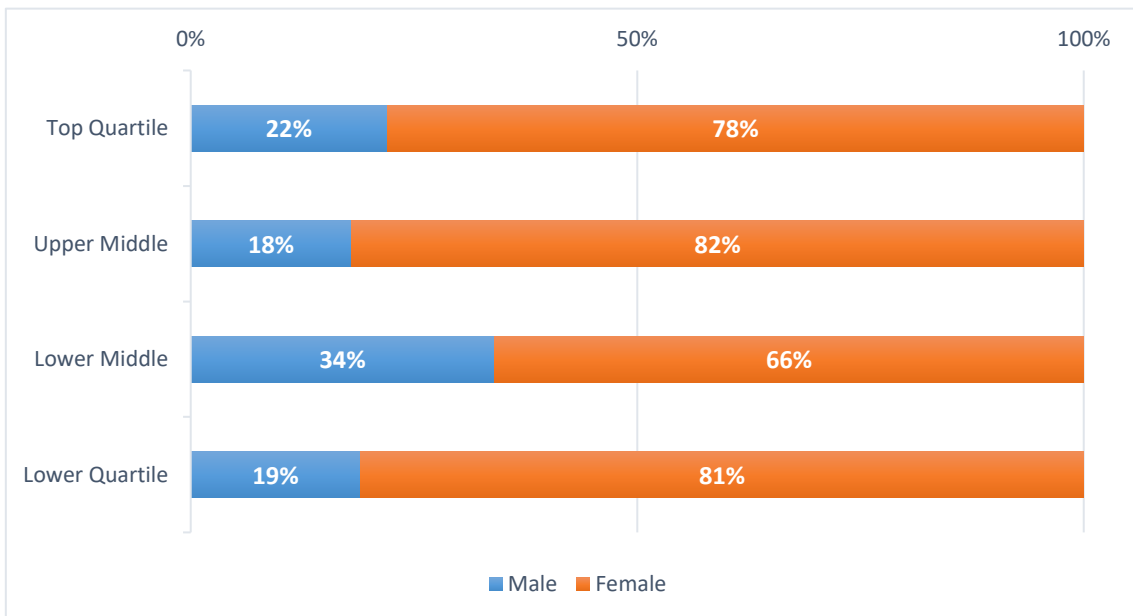
The 0.1% reporting figure is less than the national average for 2020, and lower than all of councils within Yorkshire and Humberside in that year (just one council has published results for 2021 at this time). Although the mean average is as close as it is, these figures are skewed by the highest salaries for males, there are still a significant number of lower paid males, as shown in both the median hourly pay, and pay quartiles below.



The median average shows females are paid 2% more than male staff across the organisation, this has remained the same as last years figures, but decreased since 2019, when female staff were paid 9% more.

**Pay Quartiles**

	Female	Male
Top quartile	78%	22%
Upper middle quartile	82%	18%
Lower middle quartile	66%	34%
Lower quartile	81%	19%
<b>Grand Total</b>	<b>77%</b>	<b>23%</b>



These figures have only changed slightly during the three years of reporting, with a further increase to the number of males in the top quartile this year. However, the number of males in the upper middle quartile has fallen significantly, from 27% in 2019 to just 18% this year.

The majority of male workers are within the lower middle quartile, with a pay rate of between £10.05 and £12.19 per hour.

The organisation has seen an increase in female workers, in 2019 73% of workers were female, that figure has now increased to 77%. The biggest change is within the lower quartile, where females had previously made up just 69% of workers in this lowest paid band, now more than 4 in 5 of workers in this area are female.

### Bonus pay

	Proportion staff in receipt
Male	0.0%
Female	0.0%

In 2020-21, there were just no staff members who received a bonus payment.



## Conclusion

The results show a further closing of pay towards equality and are now at the most equal rate since reporting began in 2017.

As with previous years, these results show that, as an organisation, we have no major issues with the gender pay gap, and we do not need to make any major changes to our internal processes. As part of the new Learning Management System launch, a new e-learning package has been released called The Importance of Equality, Diversity and Inclusion, this is part of the mandatory courses which must be completed by all across the organisation.

## 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