



Gender Pay Gap Report 2022

North East Lincolnshire Council

Date: February 2023, Version: 1.0

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.

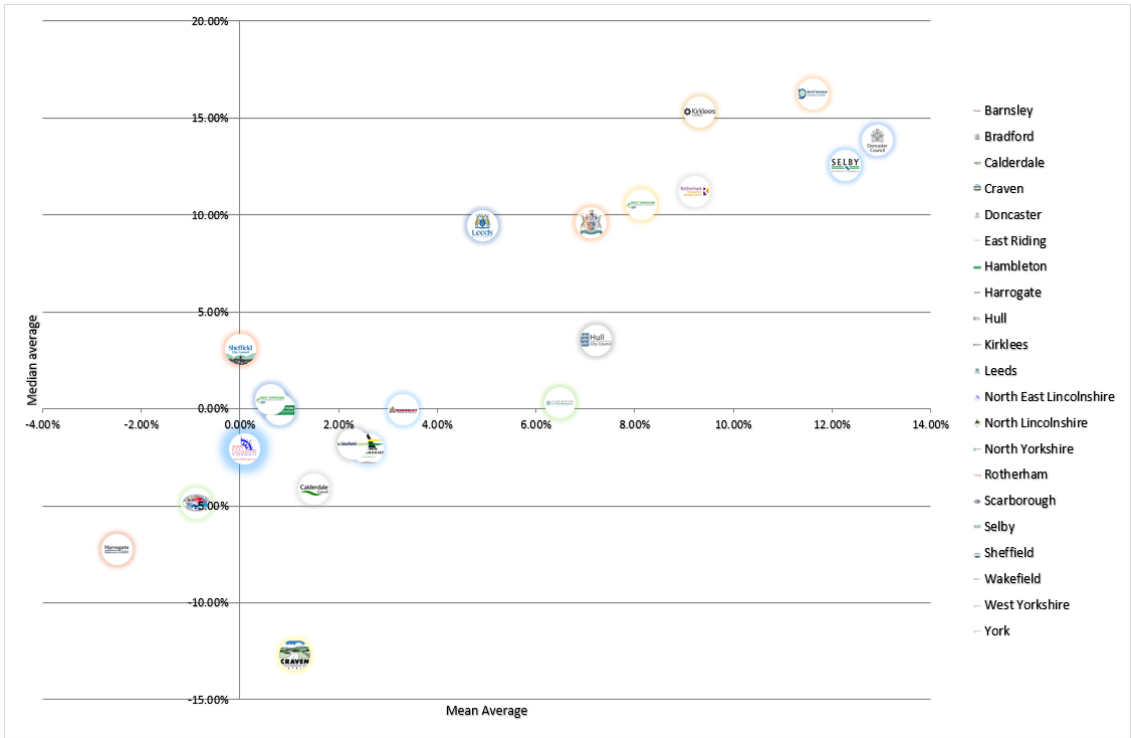
All individuals within the same post are paid the same salary, in accordance with our Job Evaluation process. This scheme judges posts based on a number of factors to determine the salary, and is not effected by the individuals in post.

Responsibilities

Manager responsibilities

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

Last year in review

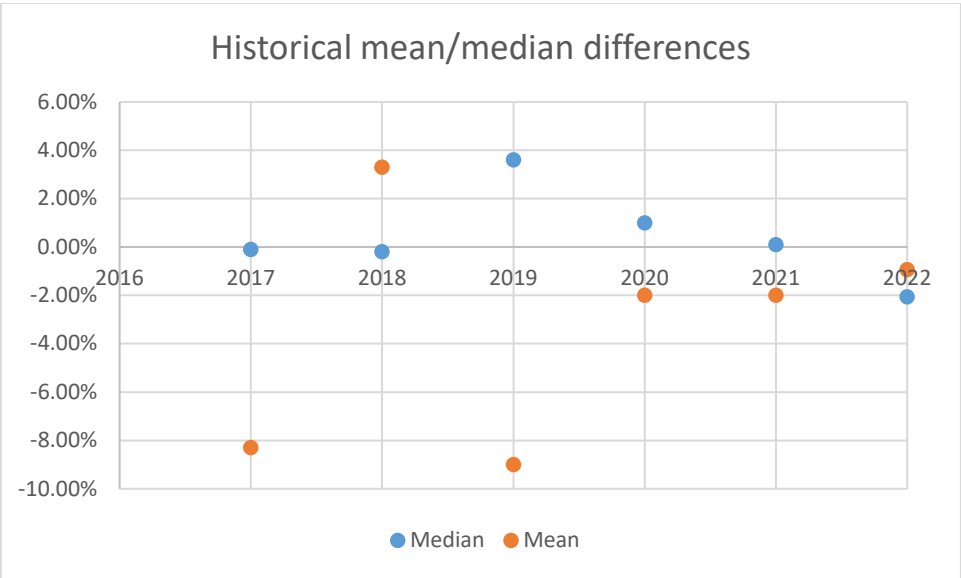


The graph above shows NELC in comparison to others in Yorkshire and Humberside.

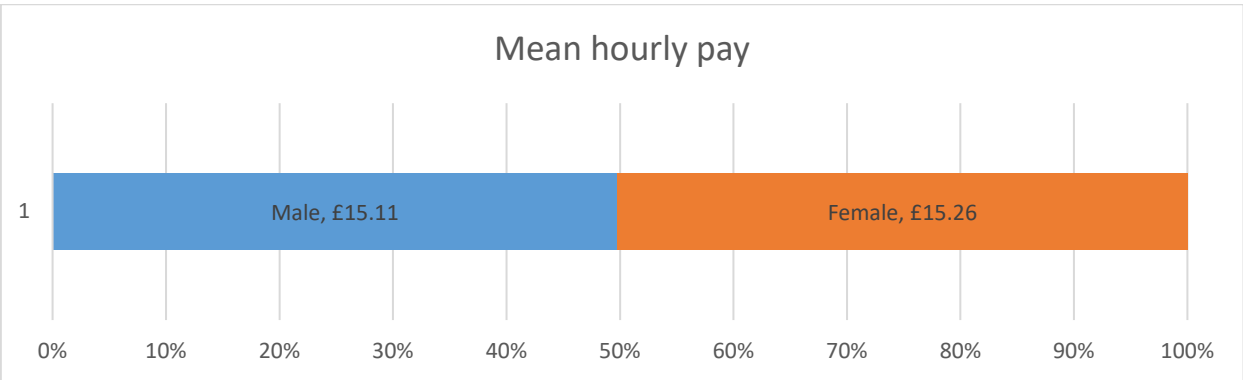
2022 Results

Mean and Median Averages

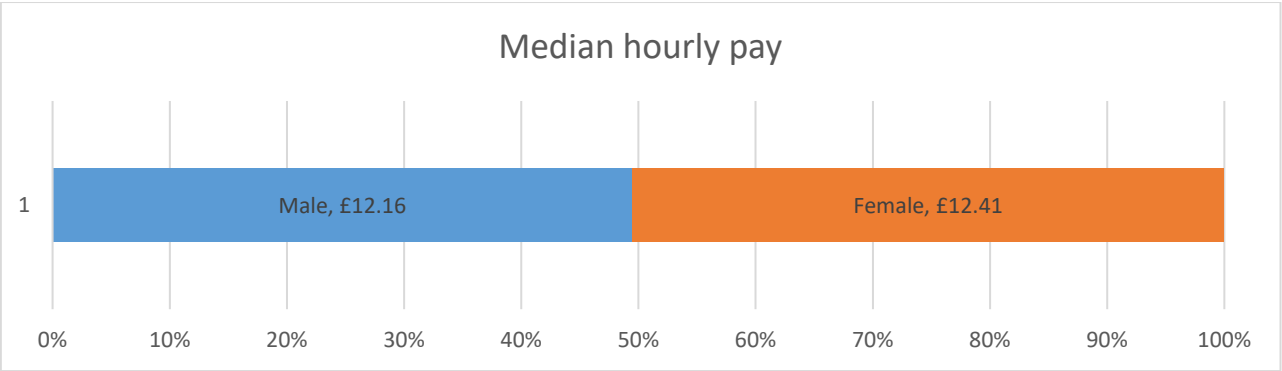
Female		Male		Average	-0.94%
Average	Median	Average	Median	Median	-2.06%
15.26	12.41	15.11	12.16		



Since the Gender Pay Gap was first published in 2017, the averages have been moving, quite significantly between 2018 and 2021. Women have made significant progress in closing the gender pay gap. In fact, the median and mean gender pay gap have now become negative, indicating that women are earning more than men on average in this region.



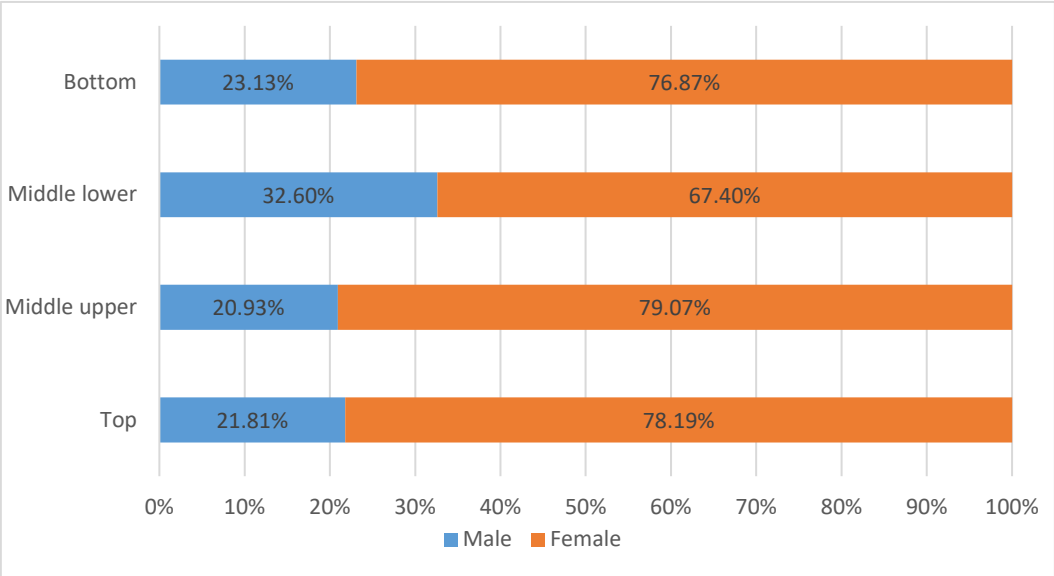
Male workers earn a mean hourly pay of £15.11, while female workers pay earn a slightly higher mean hourly pay of £15.26 (0.47%)



The median average shows females are paid 2.05% more than male staff across the organisation (an increase of 0.05% from the previous year).

Pay Quartiles

	Male	Female	Male	Female
Top	99	355	21.81%	78.19%
Middle upper	95	359	20.93%	79.07%
Middle lower	148	306	32.60%	67.40%
Bottom	105	349	23.13%	76.87%



In each quartile there are more female employees than male employees. As a percentage 25.9% of females are in the top quartile, in comparison 22.1% of male employees are in the top quartile. 26.2% of females are in the middle upper quartile, in comparison 21.2% of male employees are in the middle upper quartile. 22.3% of females are in the middle lower quartile, in comparison 33.1% of male employees are in the lower quartile. 25.4% of females are in the bottom quartile, in comparison 23.4% of male employees are in the bottom quartile.

Bonus pay

	Proportion staff in receipt
Male	0.0%
Female	0.0%

In 2021-22, 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