



# Gender Pay Report March 2017

## 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.

The figures and calculations within this report do not include maintained schools or academies within the area, as these are classed as a separate entity.

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

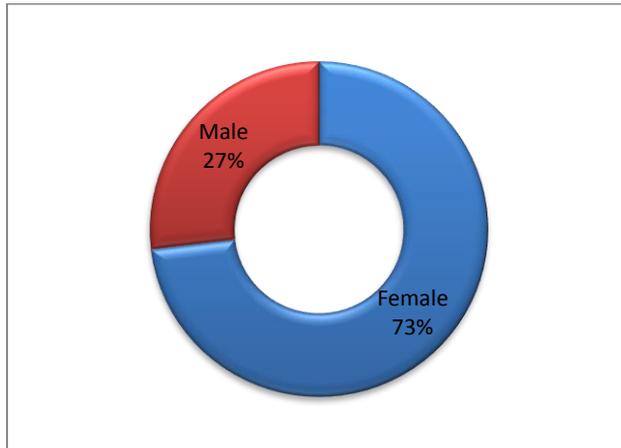
- Gender pay gap (mean and median averages)
- Gender bonus gap (mean and median averages)
- Proportion of men and women receiving bonuses
- Proportion of men and women in each quartile of the organisation's pay structure

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.

## Workforce

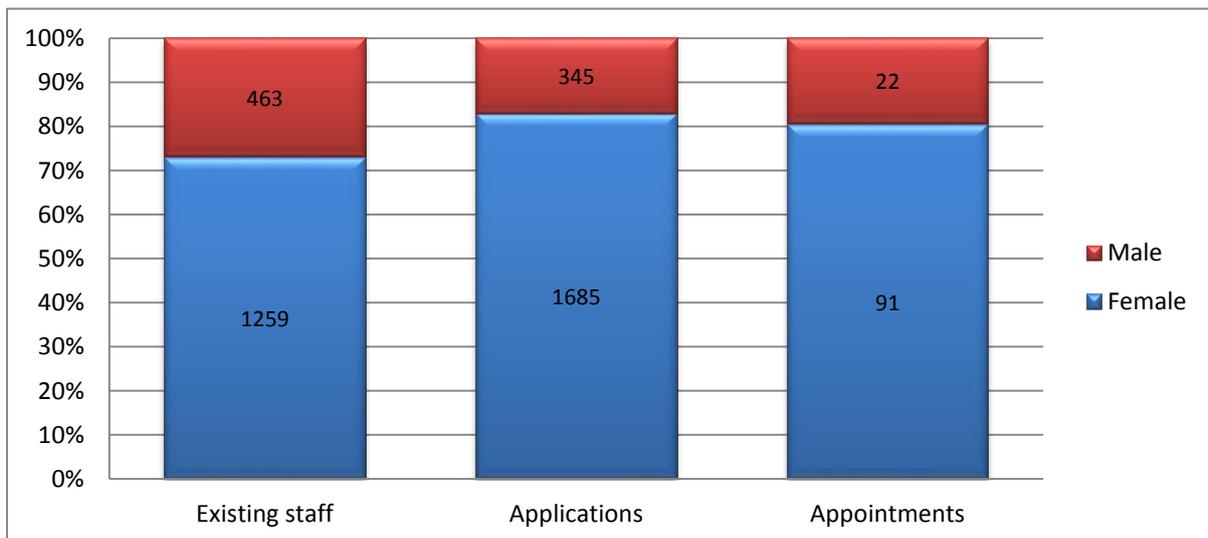


<b>Female</b>	1,259	73.11%
<b>Male</b>	463	26.89%

Our workforce as a whole is significantly more female than male, as the graph above shows. This is typical of the public sector, where nationally 78% of employees are women.

During 2016-17 we advertised a total of 121 corporate posts externally, for these adverts we received a total of 2,030 applications, of these 83% were female and 17% male.

Recruitment for these posts resulted in a total of 91 female, and 22 male appointments. These figures show the workforce is trending towards an even higher female proportion.



The profile of the Council's direct workforce shows approximately two thirds working in children's related services, which have traditionally a high proportion of female employees. Support services are more evenly split with neighbourhood services being predominantly male.

## Gender pay gap

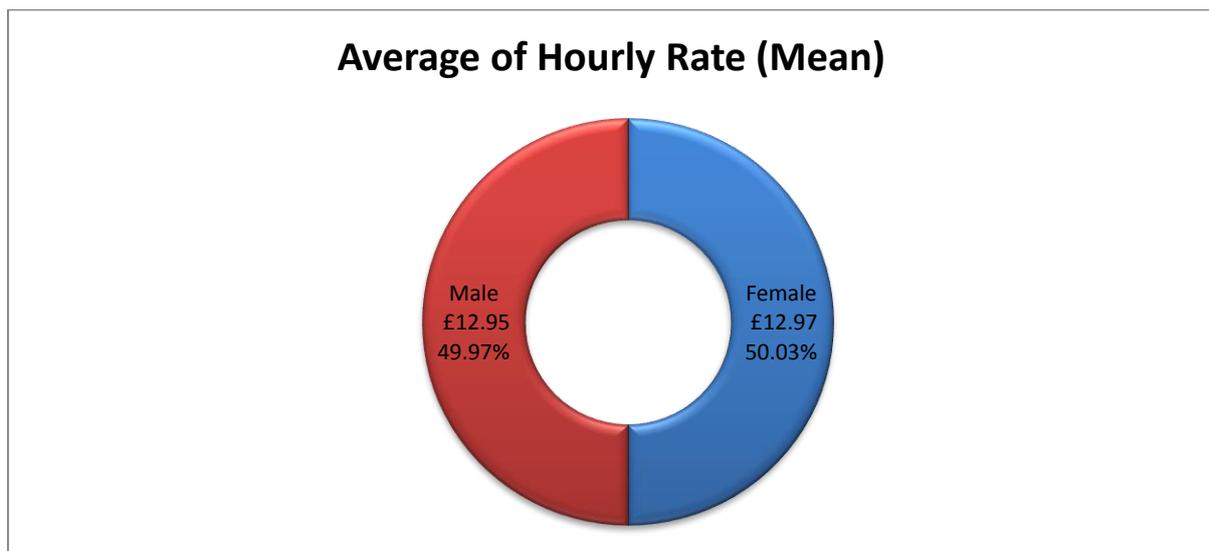
	<b>Mean average</b>	<b>Median Average</b>
<b>Male</b>	£12.95	£10.33
<b>Female</b>	£12.97	£11.26
<b>Difference</b>	<b>-0.1%</b>	<b>-8.3%</b>

As an organisation we use job evaluation to set a salary against each post, rather than against individuals, therefore whether male or female, all employees in the same position would receive the same hourly rate of pay. This explains why our average hourly rate across the organisation is so close.

## Mean Pay Gap

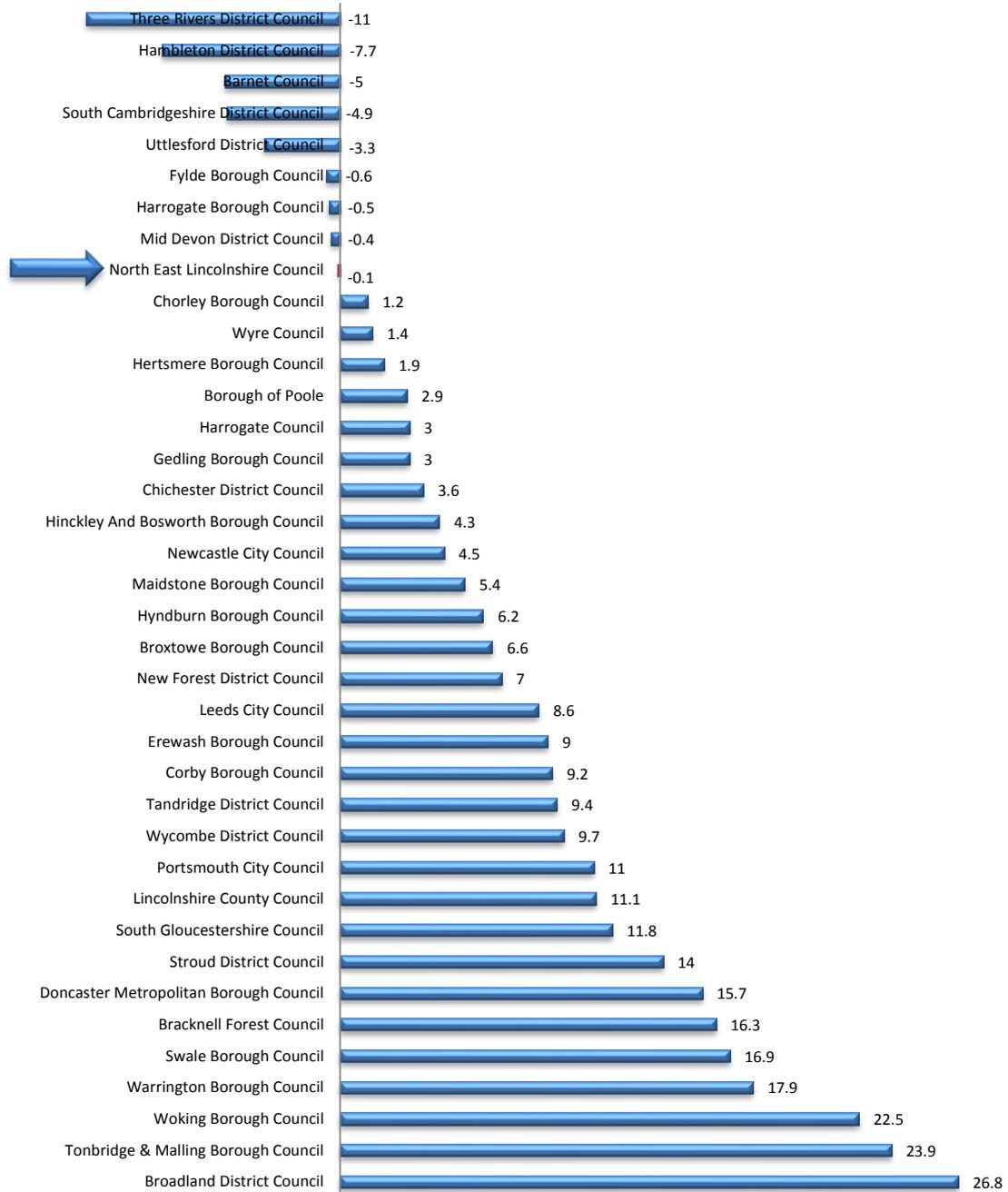
The mean is an average of all hourly rates across the organisation. To find the mean hourly rate for NELC's male and female employees, all the hourly rates were added together and then divided by the total number of full-pay relevant male and female employees. This gave the "mean" hourly rates.

Our findings show on average, a female earns 0.1% more per hour than their male counterparts within the organisation.



The average pay gap between men and women across the UK who have published their figures for March 2017 is 11.5%. Within Local Government the average gap is 6.6%, North East Lincolnshire Council are below the national average. Of those Councils to have submitted their data, NELC is also the closest Council to exact pay parity.

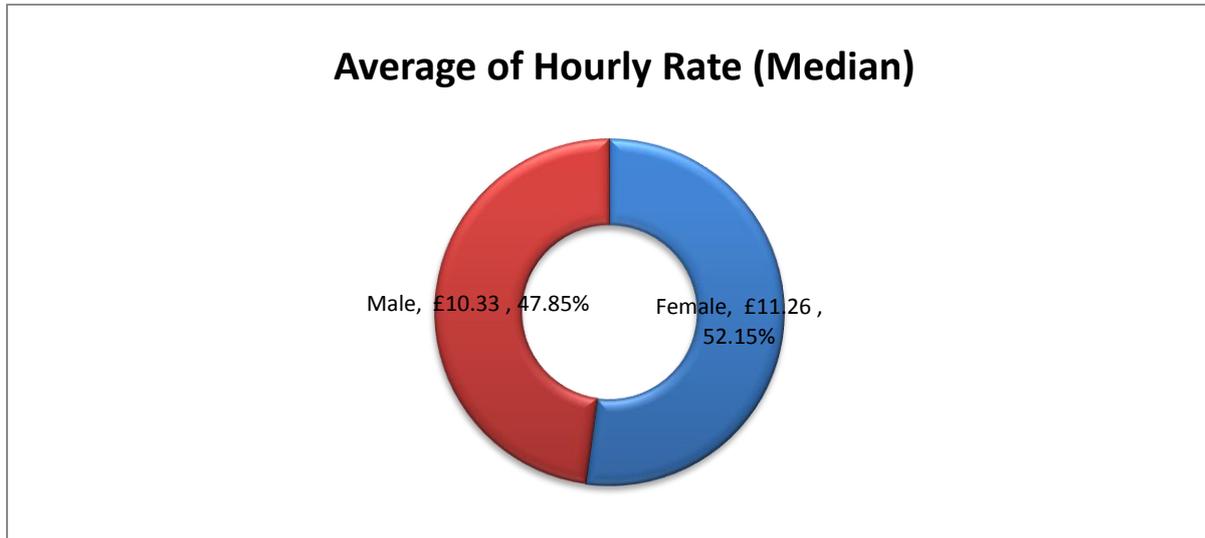
## Hourly Difference (Mean)



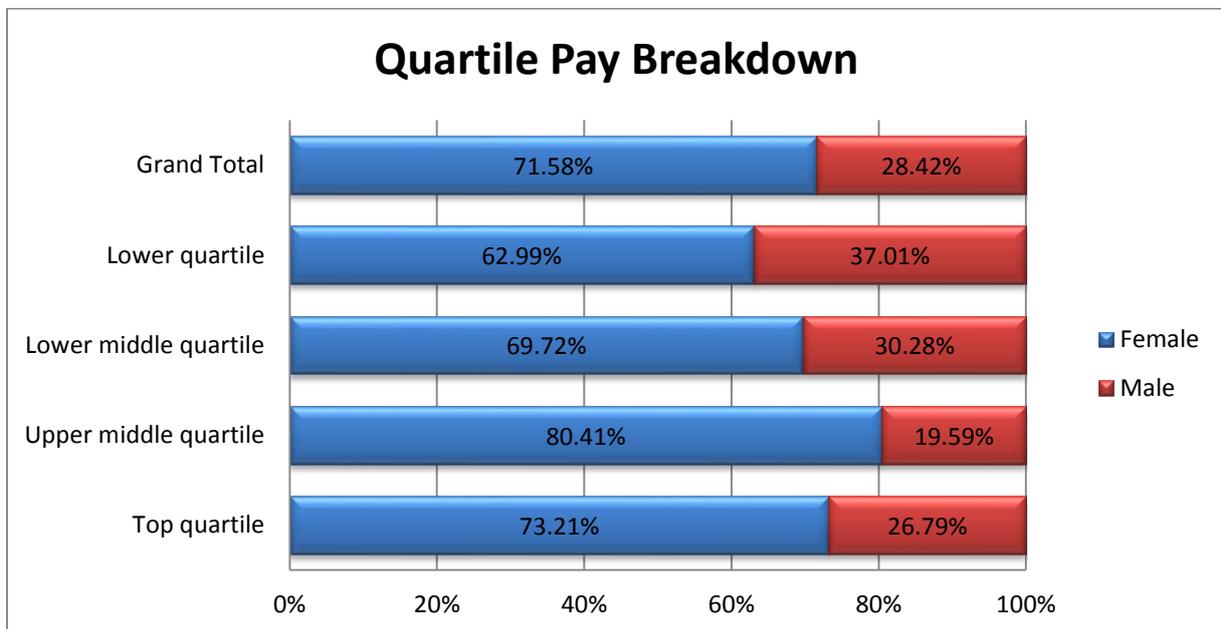
## Median Pay Gap

The median is the numerical value which splits the top 50% and the bottom 50%. To find the median, all the hourly rates for male and female staff were listed in numerical order and the hourly rate in the middle of each list is the median average.

The median average show the hourly rate for females is 8.3% higher than men across the organisation, reflecting the balance of females in higher paid occupational groups.



## Quartile pay



	<b>Female</b>	<b>Male</b>
<b>Top quartile</b>	73%	27%
<b>Upper middle quartile</b>	80%	20%
<b>Lower middle quartile</b>	70%	30%
<b>Lower quartile</b>	63%	37%
<b>Grand Total</b>	<b>72%</b>	<b>28%</b>

The proportion of females to males is higher across all quartiles, with the largest proportion being within the upper middle quartile. The top quartile reflects the female to male ratio for the organisation as a whole.

The highest proportion of men within the organisation comes within the lower & lower middle pay quartile, which explains why the median hourly rate is 8.1% higher for females than males.

As an employer, we elected to pay the Foundation Living Wage, which was £8.25 per hour on the snapshot date, to employees aligned to Job Evaluation Grade 14 or lower. This means any employees in the lower pay quartile all receive a minimum hourly rate of £8.25, with the exception of apprentices, and those on our graduate schemes.

## **Bonus pay**

No bonuses were paid within NELC in the 12 months leading up to the snapshot date.

## **Conclusion**

The report shows that there is no gender bias in terms of pay across the organisation.

The breakdown of pay quartiles across the organisation shows that NELC employs a larger proportion of females in the upper pay quartile, which in turn reflects the organisational workforce. With a higher proportion of women in the organisation and the middle and upper pay quartiles, this appears to be the cause of the median average being higher for females.

## 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 Council's used were those available as of 7th February 2018 on the Gov.uk website using the link below:

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

<b>Background Information</b>	
<b>Document purpose</b>	Workforce statistics
<b>Author</b>	Tom Clay, Human Resources
<b>Target Audience</b>	Council Wide
<b>Subject</b>	HR Strategy
<b>For further copies</b>	Available on the Council's Internet <a href="https://www.nelincs.gov.uk/council-information-partnerships/council-workforce/">https://www.nelincs.gov.uk/council-information-partnerships/council-workforce/</a>
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