

Gender Pay Gap

Based on Data from 31st March 2021

Background

We are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Specific Duties & public Authorities) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation. It will not involve publishing individual employees' data.

We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels

It is important to note that gender pay reporting is different to equal pay:

- Equal pay deals with the pay difference between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or woman
- The gender pay gap shows the difference in the average pay between all men and women in a workforce

Results

A snapshot of data was taken from 31st March 2021 and the results are below for the six required calculations.

It should be noted that we have a higher proportion of staff that are female (56%) than male (44%). This has remained consistent with 2020 figures.

1. The average gender pay gap as a mean average

A female's hourly rate is 4.1% lower than a male.

The mean hourly rate is £15.82 for male employees and £15.17 for females.

2. The average gender pay gap as a median average

A female's hourly rate is the same (2.0% difference) as a male.

The mean hourly rate is £13.73 for male employees and £13.46 for females.

3. The average bonus gender pay gap as a mean average

A female's hourly rate is 0% lower than a male.

The Council does not pay bonuses in accordance with the criteria set out and therefore reporting on this element is not applicable.

4. The average bonus gender pay gap as a median average

A female's hourly rate is 0% lower than a male.

The Council does not pay bonuses in accordance with the criteria set out and therefore reporting on this element is not applicable.

5. The proportion of males receiving a bonus payment and proportion of females receiving a bonus payment

Males 0%

Females 0%

The Council does not pay bonuses in accordance with the criteria set out and therefore reporting on this element is not applicable.

6. The proportion of males and females when divided into four groups, ordered from lowest to highest pay

	Male	Female	Average Hourly pay
Q1 Lower	50.6%	49.4%	£ 10.52
Q2 Lower Middle	31.3%	68.7%	£ 12.31
Q3 Upper Middle	51.2%	48.8%	£ 15.44
Q4 Upper	50.0%	50.0%	£ 23.48

There is a higher proportion of men than women in two out of four of the Council's pay quartiles. There is a significant higher concentration of women working in the lower middle quartile (Q2) than in any other quartile which reflects the trends from previous years' reports. The upper quartile (Q4) has the same proportion of men and women in it. This is a change from the previous reports.

What do these figures mean?

Blaby District Council has seen a swing in the gender pay gap in favour of males, now at 4.1%, since the 2020 report (2020 mean average was 0.5%) and a move in the median average pay to 2.0% difference in favour of men (from 0% in 2020). However, this is an improvement from 6.3% difference in 2019, and suggests a more equal distribution of women across the Council than in previous years.

There has been an increase in men in the lower quartile (Q1) which is now slightly above women. There is a significant higher concentration of women working in the lower middle quartile (Q2) than in any other quartile which reflects the trends from previous years' reports. The upper quartile (Q4) has the same proportion of men and women in it. This is a change from the previous reports.

Blaby also note that our relatively small staff numbers mean that our figures can change significantly with only a few staff changes. The 2020 data was based on 334 employees. This means that the 4.3% change in average pay (mean) is reflective of 14 members of staff and a 1% change in quartiles is reflective of 0.8 of a member of staff. Factors affecting the figures during the financial year 2020/21 include:

- A number of changes of personnel at all levels
- The Council was also carrying a vacancy at a senior level
- The number of apprentices employed
- Long term sickness levels
- Maternity leave
- Retirements

Next steps

Blaby District Council has measures in place to support gender pay equality including:

- Making the gender pay gap a key part of our equalities objectives and this will continue to be reported
- The use of Gauge job evaluation system which ensures that through its application job grading is gender neutral

In addition, we will:

- Further explore the over-representation of females in the lower middle quartile of roles to understand the drivers for this pattern