

## Ashfield District Council - Gender Pay Gap Information – 2019

### 1.0 Introduction

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 the Council is required by law to publish an annual gender pay gap report. The information contained within this report is for the snapshot date of 31 March 2019.

### 2.0 Summary of data

- The mean gender pay gap is -0.44%
- The median gender pay gap is -6.09%

Table 1. Comparison Female to Male in each salary range quartile

Quartile	Females	Males	Salary range
Lower	46%	54%	£17173 - £19819
Lower Middle	29%	71%	£19819 - £23111
Upper Middle	50%	50%	£23111 - £29055
Upper	41%	59%	£29055 and above

Table 2. Breakdown splits of Female & Male percentage's across the quartiles

Quartile	Females	Males	Salary range
Lower	28%	23%	£17173 - £19819
Lower Middle	17%	30%	£19819 - £23111
Upper Middle	30%	21%	£23111 - £29055
Upper	25%	25%	£29055 and above
Total	100%	100%	

The mean is defined as the average of the figures and is calculated by adding up all the figures and dividing by the number there are. The median is defined as the salary that lies at the midpoint and is calculated by ordering all salaries from highest to lowest and the median is the central figure. The quartile information is calculated by listing all salaries from highest to lowest and the splitting that information into four equal quarters to determine the percentage of male / female employees in each quartile.

All the figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Although reporting of the salary ranges for the quartiles is not required, this has been provided for additional information.

### **3.0 Analysis of data**

In comparison with other similar organisations, the gender pay gaps identified do not appear to be large and are therefore not significantly concerning. The hourly rate differential based on the mean is 6 pence per hour and the median differential is 63 pence per hour.

Although the median gender pay gap has increased, there is a mean pay gap which suggests that ranges of pay are spread fairly equally across the organisation but that the average pay for women is higher. In comparison to last year, this figure has changed from 0.45% to -0.44% suggesting that measures implemented to reduce this have had an effect. The mean gender pay gap is likely to be due to the change in the organisational profile as there is a reduction in number of employees with a higher reduction of men to women and in addition there has been an increase in the percentage of men in the lower middle quartile.

The quartile data also outlines that there is an increase, since 2018 in the percentage of females in both the lower quartile and the upper middle quartile, increasing by 1.44% and 3.14% respectively as illustrated in Table 2.

Further analysis of the data indicates that the lower middle quartile which has seen a the greatest increase for males with 71 % in this quartile being male, as detailed in Table 1, one of the key reasons for this is that it contains a high proportion of trade posts such as joiners, painters etc as well as Refuse Drivers. This would suggest that the disparity continues to be due to employment of men and women in posts that traditionally attract specific genders. The Council recognises that although actions are in place to try to address this, it will take time to change these social and historical norms.

The Council remains committed to the principle of equal opportunities and equal treatment for all employees and has a clear procedure to ensure employees are paid equally for the same or equivalent work, regardless of their sex or any other protected characteristic. In 2014 the Council implemented job evaluation and undertook a comprehensive review of pay and allowances to address a number of factors which significantly improved the gender pay gap position. As part of that scheme the Council also evaluates job roles as necessary to ensure a fair structure. In 2016 the Council brought the ALMO back into the Council which included the transfer of a large number of craftworkers. Service reviews are still ongoing, and as these progress all employees, including craftworkers, are likely to transfer onto Council terms and conditions. Although a number have transferred onto the Councils terms and conditions, the impact of this on the gender pay gap is yet to be fully determined.

### **4.0 Action to be undertaken to address the gender pay gap**

Although the gender pay gap is not significant enough to be a cause for concern the organisation will continue to implement actions as detailed below to address the disparities.

- Continue to use on line adverts and jobs boards to advertise vacancies as widely as possible so that they are accessible to all possible candidates and therefore not advertise via routes that could attract traditional genders.
- The Council is still involved in an initiative to promote flexible working, particularly in more senior posts / professional posts, and will continue build on the work of this initiative to ensure that all vacancies are advertised as flexible and encourage applicants to approach managers to discuss flexible working requirements at appointment stage. As part of promotion of flexible working managers undertook training in 2018 to encourage them to analyse vacancies before appointment to determine if the post could be redesigned more flexibly, in addition vacancies are reviewed at CLT to challenge managers when reviewing vacancies.
- The competency framework has been embedded which looks at values and behaviours. This is supported by selection exercises in recruitment, and in combination these aim to reduce any in built bias to recruit people from a specific gender into traditional gender dominated posts. In 2018 managers have received training about using selection exercises in recruitment and selecting appropriate exercises depending on the vacancy being advertised.
- Engaging young people early on (for example via apprenticeships) to try and encourage applications from under-represented groups in traditional gender dominated posts.