# Ashfield District Council - Gender Pay Gap Information – 2021

1. 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 2021.

1. Summary of data

* The mean gender pay gap is -2.89%
* The median gender pay gap is -2.26%

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| **Quartile** | **Females** | **Males** | **Salary range** |
| Lower | 43.92% | 56.08% | £16823 - £20903 |
| Lower Middle | 34.46% | 65.54% | £20903 - £24491 |
| Upper Middle | 43.24% | 56.76% | £24491- £28115 |
| Upper | 43.92% | 56.08% | £28672 and above |

The mean is defined as the average of the figures and is calculated by adding up all the figures and diving 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.

1. 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. Although the mean and median gender pay gap have reduced slightly, the mean pay gap still 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 slightly from -2.89% to -1.69 suggesting that salaries are fairly equivalent. The mean gender pay gap is likely to be due to the change in the organisational profile as both quartile 1 and 3 has seen a reduction of the number of females in these quartiles.

The quartile data also outlines that there is an increase in the percentage of females in both the lower middle quartile and the upper quartile, increasing by 3.86% and 4.02% respectively.

analysis of the data indicates that the upper middle quartile which has seen a the greatest increase for males with 56.76% in this quartile being male, 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. Majority of employees that have been TUPE transferred are now on ADC terms and conditions however there are a small number remaining which are not likely to influence any major changes in the gender pay gap.

1. 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 online 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.
* Review the Recruitment process from start to finish to ensure inclusive recruitment.
* The Council is still involved in an initiative to promote flexible working including hybrid working in all posts that are viable, 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.