

Gender Pay Gap Report March 2023

Contents

What is a Gender Pay Gap report?	3
Gender Distribution of South Gloucestershire Council Workforce	4
Gender Pay Gap	4
Mean Hourly Rate Gender Pay Gap	4
Median Hourly Rate Gender Pay Gap	6
Bonus Pay	6
Quartile Pay	7
Why is there a gender pay gap in South Gloucestershire Council?	8
What is South Gloucestershire Council doing to address its gender pay gap?	9

What is a Gender Pay Gap report?

Gender Pay Gap legislation introduced in April 2017 requires South Gloucestershire Council (SGC) to publish an annual gender pay gap report.

The gender pay gap is an equality measure that shows the difference in average (mean and median) earnings between women and men, expressed as a percentage of male earnings. The mean is the average of a range of values (sum of total values divided by the number of values), whilst the median is the middle number within a set of values (when the values are ordered smallest to largest).

This is the Gender Pay Gap report for the snapshot date of 31 March 2023.

The data set out in this report has been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This includes calculating an hourly rate for all staff who were paid on the snapshot date using ordinary pay. Ordinary pay is defined in regulation 3 as including basic pay, allowances, pay for piecework, pay for leave and shift premium pay. Ordinary pay does not include pay related to overtime, redundancy, or termination of employment. The calculation is based on gross pay after any reduction for a salary sacrifice scheme and any ordinary pay received in the relevant pay period that relates to a different pay period is excluded.

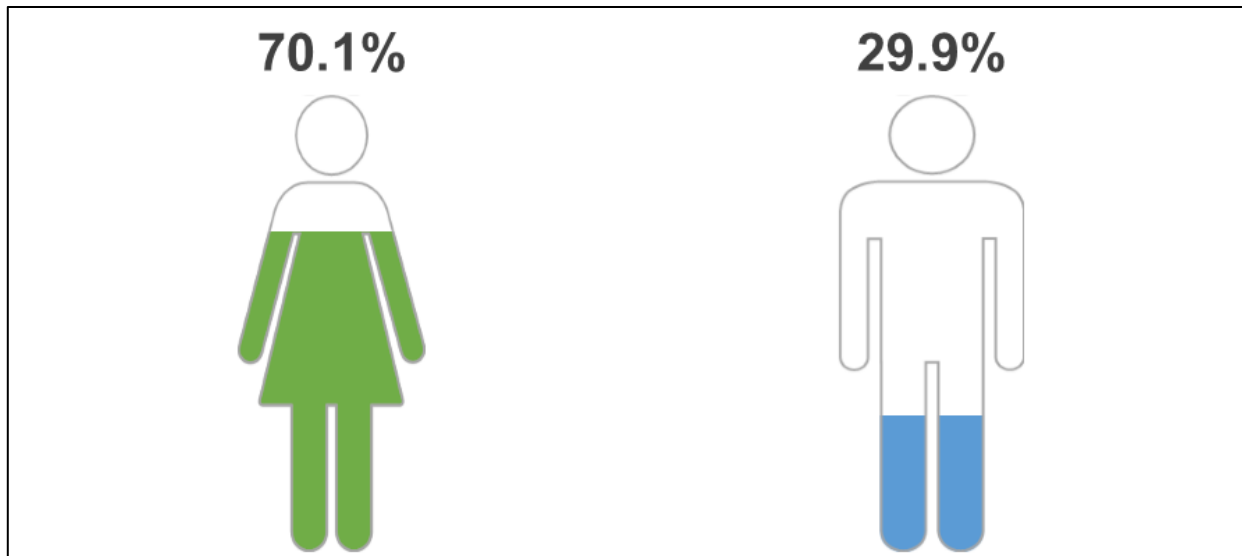
A Gender Pay Gap report does not differentiate what type of work is being completed by the post holder, only the overall average hourly rate by gender within an organisation. In other words, a gender pay gap can indicate which type of posts are being filled by men and women. It does not represent whether men and women are receiving equal pay for equal work.

As part of our Public Sector Equality Duty the council conducts regular Equal Pay Audits to compare the pay of men and women who are doing equal work, and this is published to our website¹.

¹ <https://www.southglos.gov.uk/community-and-living/equality-and-diversity/monitoring-equalities-information-and-reports/>

Gender Distribution of South Gloucestershire Council Workforce

- **The council's workforce is predominantly female.** There has been a small decrease of 0.2% in male post holders compared to last year's report.



Gender Pay Gap

Mean Hourly Rate Gender Pay Gap



- **The 9% mean gender pay gap at South Gloucestershire Council has decreased from 9.8% in 2022.** It is important to note the mean is known as a 'sensitive' measure as it can be easily distorted by outliers in the dataset.
- **9 public authorities with a similar number of employees (1000 to 4999) to South Gloucestershire Council have submitted their mean gender pay gap for 2023 and based on this sample (as at December 2023) the average mean gender pay gap was 6.1%².** South Gloucestershire Council's mean gender pay gap is 2.9% above this, however, the composition of the council's workforce has a significant impact (i.e., higher numbers of lower graded operational posts (as at 31/03/2023) such as Integra catering and cleaning, predominantly occupied by women).
- **The mean gender pay gap excluding the Integra workforce is 7.0%.**
- **The mean gender pay gap is still 2.7% lower than 2018, highlighting the improvement that the council has made in recent years.**

² [Search and compare gender pay gap data - Gender pay gap service - GOV.UK \(gender-pay-gap.service.gov.uk\)](https://gender-pay-gap.service.gov.uk)

Median Hourly Rate Gender Pay Gap



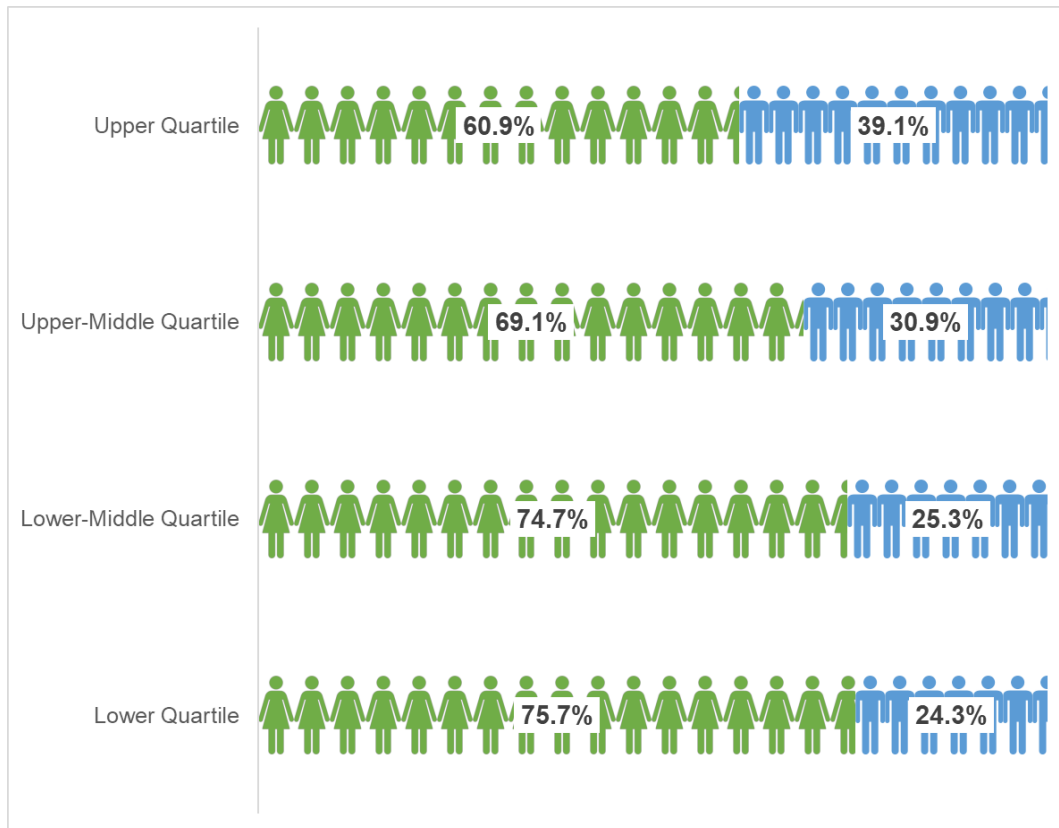
- **The 10.4% median gender pay gap at South Gloucestershire Council has decreased by 1.9% compared with the previous year (12.3% median gap in 2022).** This is a significant decrease from the previous year and is the lowest the gap has been since the council first published its gender pay gap in 2018 when the gap was 14.6%.
- **The same sample of 9 public sector organisations used earlier have an average median gender pay gap of 6.2%² for 2023.** South Gloucestershire Council is 4.2% above the average median gender pay gap across this sector.
- **The median is a ‘resistant’ measure, so it is not impacted as much by outliers on the top and bottom end of the pay scale.**

Bonus Pay

South Gloucestershire Council does not pay bonuses.

³ [Search and compare gender pay gap data - Gender pay gap service - GOV.UK \(gender-pay-gap.service.gov.uk\)](https://gender-pay-gap.service.gov.uk/)

Quartile Pay



The quartile data graphic above shows South Gloucestershire Council's workforce divided into four equal-sized groups based on calculated hourly pay rates, each quartile makes up 25% of the workforce. The lowest-paid 25% of employees are the lower quartile and the highest-paid 25% are the upper quartile.

- **The South Gloucestershire Council workforce is predominantly female, which explains why there is a higher percentage of females across all quartiles.** For there to be no gender pay gap, the percentages within each of the quartiles would need to reflect the gender percentages of the makeup of the workforce (Male = 29.9% Female = 70.1%).
- **Compared with the previous year, there has been an increase in the representation of women in the upper quartile (+0.3%).** Although, there are now less women (-0.9%) in the lowest quartile (lowest paid). This gives a mixed picture of the representation of women in the council, with women being better represented in the lower quartile but being under-represented in the upper quartile. Despite this, there has been a decrease in women in the upper-middle quartile (by 1.4%) and an increase in women in the lower-middle quartile (by 0.6%).

Why is there a gender pay gap in South Gloucestershire Council?

The gender pay gap in South Gloucestershire Council is reflective of over-arching economic, cultural, societal, and educational factors impacting the types of roles men and women occupy in the UK as a whole.

The CIPD⁵ summarises key causes of the overall UK gender pay gap as:



- **Data shows that although women represent 51% of the population, they make up 58% of unpaid carers, which impacts many aspects of their lives, including employment.**⁶ Part-time roles can offer flexibility to be able to carry out these caring responsibilities. Just under half (47%) of all posts included in this report are part-time, permanent variable hours or casual posts. 42.9% of flexible posts fall in the lower quartile and 18.6% within the upper quartile.
- **CIPD data reports that fewer women aged between 30-39 (67.5%) and 40-49 (64.1%) work full time compared to men in the same age groups.** As part-time workers typically earn less per hour than those working full-time, this therefore disproportionately affects women. There remains occupational segregation in the UK labour market overall⁸, with the most common sectors for women's employment in the UK being health and social work (accounting for 21% of all jobs held by women as at Sept 2022), wholesale and retail (13%) and education (12%)⁹.

⁵ [Gender pay gap reporting guide | CIPD | CIPD](#)

⁶ <https://post.parliament.uk/research-briefings/post-pn-0582/>

⁸ <http://researchbriefings.parliament.uk/ResearchBriefing/Summary/SN06838#fullreport>

⁹ <http://researchbriefings.parliament.uk/ResearchBriefing/Summary/SN06838#fullreport>

- The mean gender pay gap for public sector organisations with 1,000 to 5,000 employees was 7.8% and the median was 8.1% in 2022¹⁰.
- **In conclusion, South Gloucestershire Council's gender pay gap has dropped significantly compared with 2022.** It is still above the national average for public sector organisations employing 1000 to 4999 people but considerably smaller than the gap reported in the first gender pay gap report published in 2018. The final section considers current measures and our action plan.

What is South Gloucestershire Council doing to address its gender pay gap?

South Gloucestershire Council is committed to improving our gender pay gap.

We are drafting a new 'Our People Strategy' which has equality, diversity and inclusion at its core and will contain actions regarding continued use of job evaluation for equal pay for work of equal value and our aspirations and commitments around acting where any gaps exist. The areas of focus of the plan are:

- Strategy – our overall approach to workforce equalities, diversity, and inclusion (EDI)
- Policies – our HR policies and procedures that support how we manage our people.
- Recruitment – how we bring people into the organisation.
- Learning and Development – how we support people to develop.
- Leadership – how we manage people.
- Talent and Career Development – how we support people to build a career within the Council.
- Communication – how we keep people updated.

We recognise that inequality gaps exist throughout employment. We are committed to improving diversity and reducing inequalities for everyone. We want our culture to promote an inclusive and supportive workplace that enables us to deliver better services.

- We want to create a culture where everyone is valued, included, and is recognised for the work they do.
- We want staff to recognise - and tell us - that the Council cares about them, supports them and communicates with them in an open and honest way.
- We want everyone to be able to express how they feel at work. We want staff to feel encouraged to contribute ideas because they know their opinions will be respected and valued.
- We want staff to feel empowered to challenge negative attitudes and behaviours that get in the way of our ambitions. We aspire to have a workforce that represents

¹⁰ <https://gender-pay-gap.service.gov.uk/>

the community's diversity, with a management and leadership population that reflects our workforce and community.

- Ensuring flexible working practices promote equality of opportunity in the workforce e.g., adoption leave, childcare vouchers, dependants care leave, flexible working, homeworking, maternity leave, parental leave, paternity leave, well-being support and initiatives. South Gloucestershire council provide enhanced benefits above the statutory entitlement for many of these areas.
- Continue existing good practice to take a fair and consistent approach to pay and grading through robust job evaluation processes.
- Continue to produce and publish an Annual Equalities in Employment report to assess a wide range of equalities in employment issues and continue to report on, monitor and review an annual Gender Pay Gap report. We have started monitoring employee sentiment against protected characteristics on an annual basis.
- Continue to publish a welcome message on our recruitment website stating that South Gloucestershire Council is committed to treating everyone fairly, to challenging inequalities and to promoting equality of opportunity for all. We welcome applications from everyone and value diversity in our workforce.