

# Gender Pay Gap Report March 2022

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## 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 2022.

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.

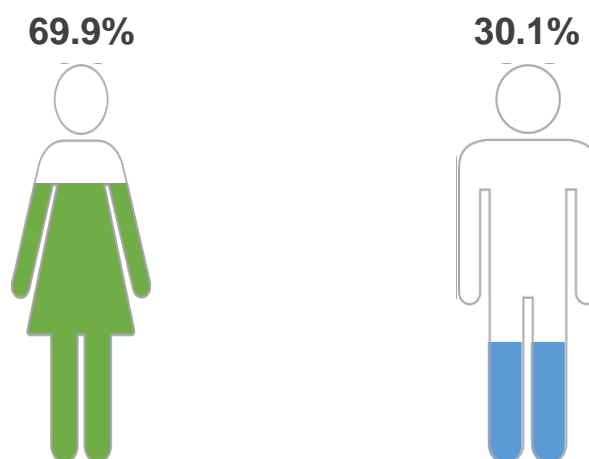
As part of our Public Sector Equality Duty the council conducts regular Equal Pay Audits to compare the pay of men and women who are doing equal work, and this is published to our website<sup>1</sup>.

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

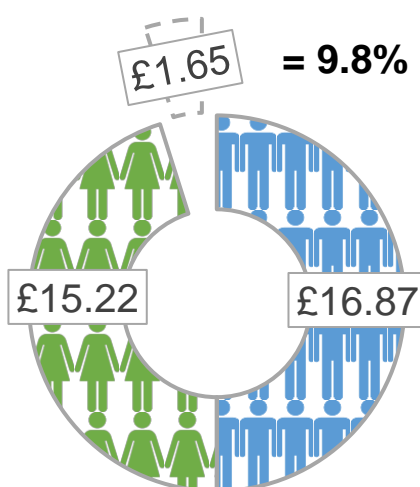
## Gender Distribution of South Gloucestershire Council Workforce

- **The council's workforce is predominantly female.** There has been a small decrease of 0.5% in female post holders compared to last year's report.



## Gender Pay Gap

### Mean Hourly Rate Gender Pay Gap



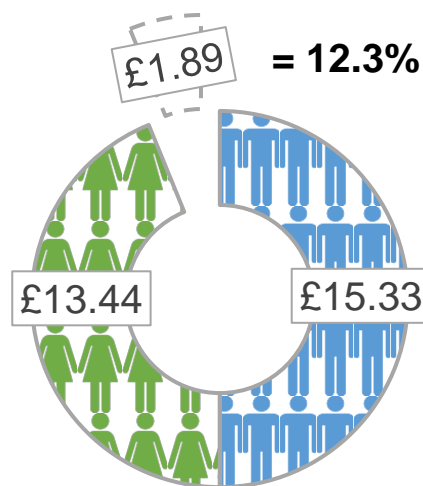
- **The mean gender pay gap at South Gloucestershire Council has risen slightly from 9.4% in 2021 to 9.8% in 2022.** It's important to note the mean is known as a 'sensitive' measure as it can be easily distorted by outliers in the dataset.
- **The Government Equalities Office states that the mean gender pay gap for general public authorities in 2021 was 5.8%<sup>2</sup>.** Several public authorities have submitted their mean gender pay gap for 2022 and based on this sample (as at December 2022) the average mean gender pay gap was 7.2%. South Gloucestershire Council's mean gender pay gap appears to be substantially above this. However, the composition of the council's workforce has a significant impact

<sup>2</sup> <https://gender-pay-gap.service.gov.uk/>

(i.e., higher numbers of lower graded operational posts such as Integra catering and cleaning, predominantly occupied by women).

- **Despite this, the mean gender pay gap is still 1.9% lower than 2018, highlighting the improvement that the council has made in recent years.**

## Median Hourly Rate Gender Pay Gap



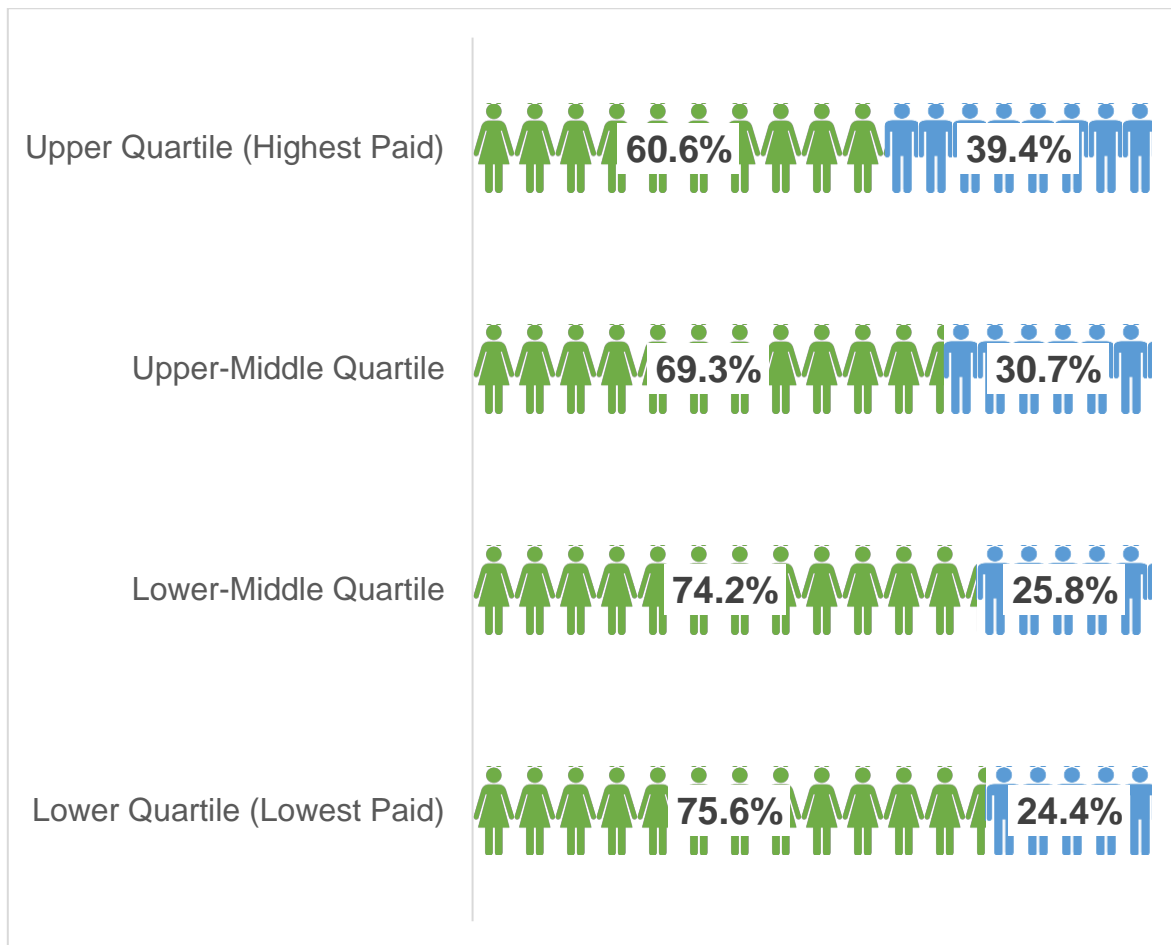
- **The median gender pay gap at South Gloucestershire Council has slightly widened, increasing by 0.2% compared with the previous year (12.1% median gap in 2021).** This is the second time in a row the median has increased since the council started monitoring the pay gap. Although, the gap for 2022 was still lower than when the council published its first gender pay gap for 2018 (where the median gender pay gap was 14.6%).
- **The Government Equalities Office states that the median gender pay gap for public authorities in 2021 was 4.4%<sup>3</sup>.** Several public authorities have submitted their median gender pay gap for 2022 and based on this sample (as of December 2022) the average median gender pay gap was 6.6%. South Gloucestershire Council remains significantly 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.

<sup>3</sup> <https://gender-pay-gap.service.gov.uk/>

## Quartile Pay



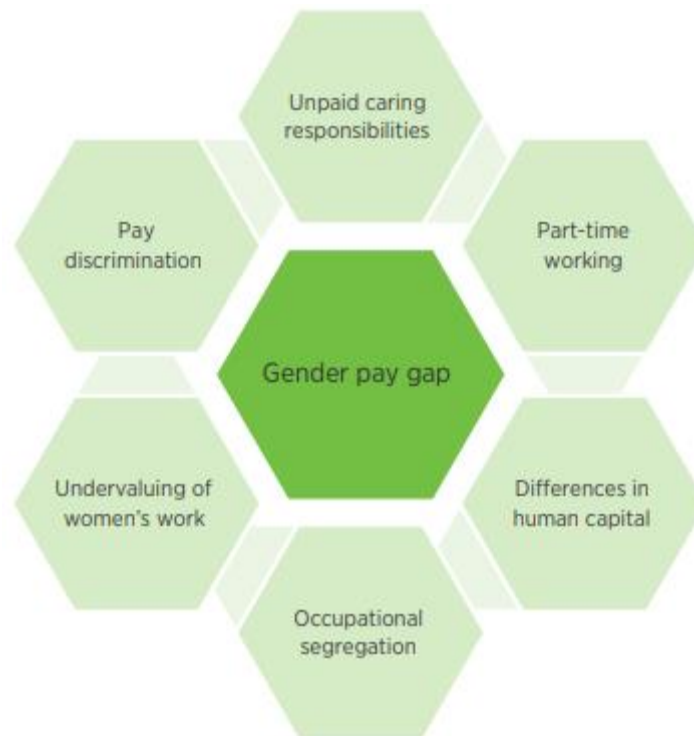
The quartile data graphic below shows South Gloucestershire Council's workforce divided into four equal-sized groups based on calculated hourly pay rates, each quartile makes up 25% of the workforce. The lowest-paid 25% of employees are the lower quartile and the highest-paid 25% are the upper quartile.

- **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 = 30.1% Female = 69.9%).
- **Compared with the previous year, there has been a decrease in the representation of women in the upper quartile (-1.4%).** Although, there are now less women (-1%) in the lowest quartile (lowest paid). This gives a mixed picture of the representation of women in the council, with women being overrepresented in the lower quartile but being underrepresented in the upper quartile. Despite this, there has been an increase in women in the upper-middle quartile (by +1.6%) and a decrease in women in the lower-middle quartile (by -1%).

## 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 CIPD<sup>5</sup> 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.**<sup>6</sup> Part-time roles can offer flexibility to be able to carry out these caring responsibilities. Just under half (47.5%) of all posts included in this report are part-time, permanent variable hours or casual posts. Of this the majority (40.52%) fall in the lower quartile, with only 19% of these posts being within the upper quartile. There was a significant decline in the number of flexible posts overall compared to the previous year (-7.2%).
- **The CIPD reports in 2021 that 73% of part-time workers are women, and 41% of women work part-time compared to 12% of men**<sup>7</sup>. 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 overall<sup>8</sup>, with the most common sectors for women's employment

<sup>5</sup> [https://www.cipd.co.uk/Images/gender-pay-gap-guide-march21\\_tcm18-91629.pdf](https://www.cipd.co.uk/Images/gender-pay-gap-guide-march21_tcm18-91629.pdf)

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

<sup>7</sup> [https://www.cipd.co.uk/Images/gender-pay-gap-guide-march21\\_tcm18-91629.pdf](https://www.cipd.co.uk/Images/gender-pay-gap-guide-march21_tcm18-91629.pdf)

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

in the UK being health and social work (accounting for 20% of all jobs held by women at Sept 2020), wholesale and retail (14%) and education (12%)<sup>9</sup>.

- **The mean gender pay gap for public sector organisations with 1,000 to 5,000 employees was 12.4% and the median was 13.7% in 2021<sup>10</sup>.**
- **In conclusion, multiple factors contribute to the existing gender pay gap at the council. Although the gap remains largely unchanged compared with 2021, generally the gap is still substantially less than when the council did its first gender pay gap report. 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.

Our latest Annual Equalities in Employment report (2022) sets out steps that the council is already taking to help close the gender pay gap. The latest version of the report is available on our website<sup>12</sup>.



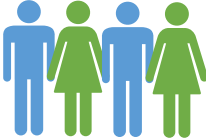

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|   | <p>A positive action programme is in place aimed at supporting women employees to develop their careers and to increase the number of women in management and more senior job roles. These include Women in Leadership courses that are open to all female council employees, and the Springboard Development Plus programme aimed at more senior women leaders looking to maximise their potential in the next stage of their career. Accordingly, we continue to expand our learning &amp; development offer to support general career progression.</p> |
|  | <p>South Gloucestershire Council has several active staff equalities groups, including a Women's staff network which meets bi-monthly seeking to identify issues relating to equality for women and working to influence positive change to reduce gender inequalities. Our Director of Resources and Business Change is the SLT ambassador for this group, to help promote the aims of the network.</p> <p>The Council actively supports International Women's Day each year with a series of events.</p>  |
|  | <p>We do our best to ensure employees are treated fairly and equally. No one should be disadvantaged if they are hybrid, field-based or based at a specific location. Our intention is that our flexible working styles provide more opportunity for diversity, equality, inclusivity, and fairness at work.</p>  |
|  | <p>Continue existing good practice to take a fair and consistent approach to pay and grading through robust job evaluation processes.</p>   |

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

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

<sup>12</sup> <https://www.southglos.gov.uk/community-and-living/equality-and-diversity/monitoring-equalities-information-and-reports/>



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|    | <p>Compliance with equalities legislation. The council has published its Workforce Equalities Action plan. The areas of focus of the plan are:</p> <ul style="list-style-type: none"> <li>• Strategy – our overall approach to workforce equalities, diversity and inclusion (EDI)</li> <li>• Policies – our HR policies and procedures that support how we manage our people</li> <li>• Recruitment – how we bring people into the organisation</li> <li>• Learning and Development – how we support people to develop</li> <li>• Leadership –how we manage people</li> <li>• Talent and Career Development – how we support people to build a career within the Council</li> <li>• Communication – how we keep people updated</li> <li>• Reporting – how we will know we’re making a difference</li> </ul> |
|    | <p>Continue to produce and publish an Annual Equalities in Employment report in order 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 a quarterly basis.</p>   |
|   | <p>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. The council is investing in its recruitment website to ensure the way we promote jobs and opportunities within the council is inclusive and encourages diversity.</p>   |
|  | <p>We have launched an annual staff survey which measures the council's net promoter score and Inclusivity Index. Analysis of the survey includes gender breakdown to enable actions to be put in place where appropriate to improve employment experience.</p>  |