

Gender Pay Gap Report March 2021

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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 2021.

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.

¹South Gloucestershire Council. 'Monitoring equalities.' Link here: <https://www.southglos.gov.uk/community-and-living/equality-and-diversity/monitoring-equalities-information-and-reports/>

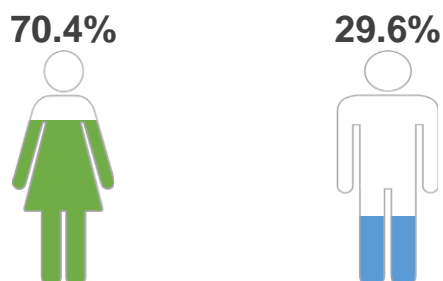
Summary

Section	Main Points
Gender Distribution	<ul style="list-style-type: none"> There has been a small increase of 0.1% in female post holders within South Gloucestershire Council compared to last year's report, continuing a slight upward trend over the last few years.
Mean and Median Hourly Rate Gender Pay Gap	<ul style="list-style-type: none"> The mean gender pay gap at South Gloucestershire Council has fallen from 10% in 2020 to 9.4% in 2021, a continuing improvement over the last 3 years (11.8% in 2019). The median gender pay gap at South Gloucestershire Council has slightly widened, increasing by 1% to 12.1% compared with the previous year (11.1% median gap in 2020).
Quartile Pay	<ul style="list-style-type: none"> Compared with the previous year, there is an improvement in representation of women in the upper quartile and a decrease of women in the lower quartiles. The upper quartile (highest paid) and lowest quartile (lowest paid) differs most from the gender split within the workforce, however, it is more representative of the overall workforce than the previous year.
Why is there a Gender Pay Gap at the council?	<ul style="list-style-type: none"> 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.
Benchmarking	<ul style="list-style-type: none"> The mean gender pay gap for public sector organisations with 1,000 to 5,000 employees was 13.18% and the median was 14.28% in 2020 according to the Government Equalities Office.²

²Government Equalities Office. 'Gender Pay Gap Service.' Link here: <https://gender-pay-gap.service.gov.uk/>

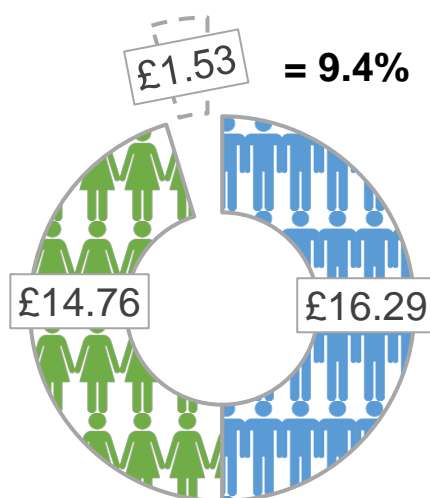
Gender Distribution of South Gloucestershire Council Workforce

- **The council's workforce is predominantly female.** There has been a small increase of 0.1% in female post holders compared to last year's report, continuing a slight upward trend over the last few years.



Gender Pay Gap

Mean Hourly Rate Gender Pay Gap



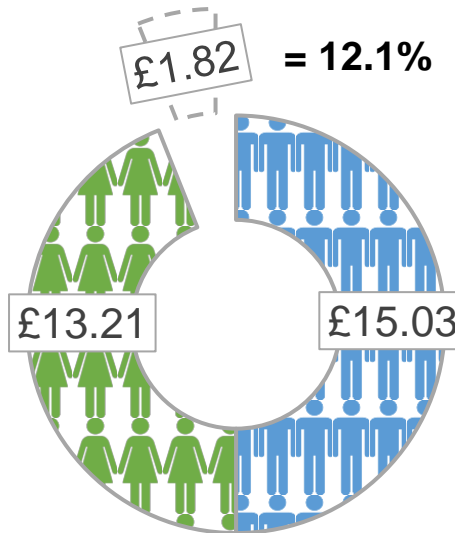
- **The mean gender pay gap at South Gloucestershire Council has fallen from 10% in 2020 to 9.4% in 2021, continuing an improvement trend over the last 3 years (11.8% in 2019).**
- **The Government Equalities Office states that the mean gender pay gap for general public authorities in 2020 was 6.0%³.** A notable proportion of public authorities have already submitted their mean gender pay gap for 2021 and based on this sample (as of November 2021) the average mean gender pay gap was 6.8%. South Gloucestershire Council's mean gender pay gap appears to be substantially above this. However, the composition of the council's workforce has a

³Government Equalities Office. 'Gender Pay Gap Service.' Link here: <https://gender-pay-gap.service.gov.uk/>

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

- **Despite this, the gap continues to narrow year-on-year and has dropped by 2.3% since 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 1% compared with the previous year (11.1% median gap in 2020).** This is the first time the median gender pay gap has increased since the council started monitoring it in 2017, although, the gap for 2021 was still lower than every year except 2020. One possible reason for this increase is that there were a disproportionate number of female leavers within the two medium quartiles compared with males (e.g., 43.5% of overall female leavers were in these quartiles compared to 32% of overall male leavers). Other possible causes for this increase are further explored later in the report.
- **The Government Equalities Office states that the median gender pay gap for public authorities in 2020 was 4.4%⁴.** A notable proportion of public authorities have already submitted their median gender pay gap for 2021 and based on this sample (as at November 2021) the average median gender pay gap was 5.7%. South Gloucestershire Council remains significantly above the average median gender pay gap across this sector.
- **The most recent benchmarking data⁴ published by the Government found that the gender pay gap mean was 13.2% and the median was 14.3% in 2020 for organisations in the public sector with 1,000 to 5,000 employees.** The council compares favourably against this measure which factors in not only the sector of the organisation but also the size of the workforce.

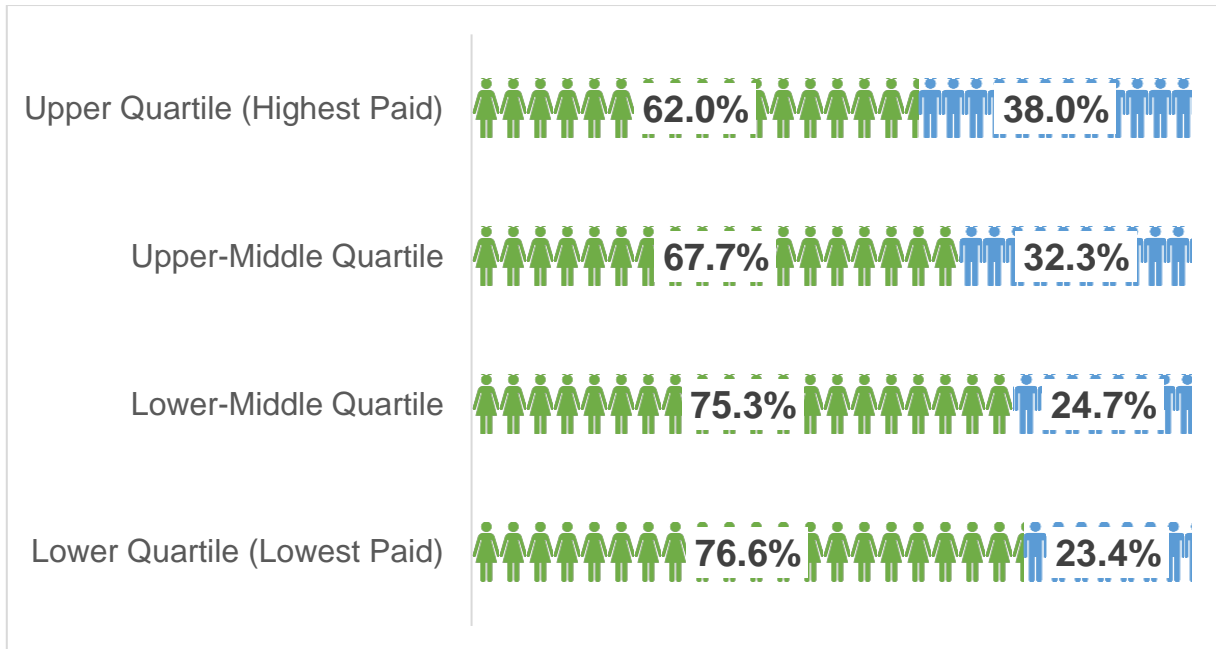
⁴ Government Equalities Office. 'Gender Pay Gap Service.' Link here: <https://gender-pay-gap.service.gov.uk/>

⁴ Government Equalities Office. 'Gender Pay Gap Service.' Link here: <https://gender-pay-gap.service.gov.uk/>

Bonus Pay

South Gloucestershire Council does not pay bonuses.

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 = 29.6% Female = 70.4%).
- **Compared with the previous year, there is an improvement in representation of women in the upper quartile and a positive reduction of women in the lower quartiles.** There are now less women (-2.9%) in the lowest quartile (lowest paid) and more women (+1.4%) in the upper quartile (highest paid). This is positive as it means that these quartiles are becoming more representative of the overall gender split of the council. Despite this improvement, there has been a fall in women in the upper-middle quartile (-0.9%) and an increase in women in the lower-middle quartile (+2.9%).
- **The upper quartile (highest paid) and lowest quartile (lowest paid) differs most from the gender split within the workforce, however, it is more representative of the overall workforce than the previous year.** The mean gender pay gap is more prone to being influenced by a few high earners and so the upper quartile variance from the workforce distribution will have contributed to this. In contrast, the upper-middle and lower-middle quartiles represent the middle of the

workforce so the fact there are less women in the upper-middle quartile and more in the lower-middle quartile would explain why the median hourly rate gap has seen a slight increase in 2021.

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 over half (54.71%) of all posts included in this report are part-time, permanent variable hours or casual posts. Of this the majority (38.59%) fall in the lower quartile, with only 18% of these posts being within the upper quartile. However, this was a slight improvement compared to the previous year where 42% of flexible posts (part-time, permanent variable hours or casual posts) were in the lowest quartile and only 16% of flexible posts were in the highest quartile.
- **The CIPD reports that 73% of part-time workers are women, and 41% of women work part-time compared to 12% of men**⁷. As part-time workers typically

⁵ CIPD. 'Gender Pay Gap Reporting.' Link here: https://www.cipd.co.uk/Images/gender-pay-gap-guide-march21_tcm18-91629.pdf

⁶ UK Parliament. 'Unpaid Care.' Link here: <https://post.parliament.uk/research-briefings/post-pn-0582/>

⁷ CIPD. 'Gender Pay Gap Reporting.' Link here: https://www.cipd.co.uk/Images/gender-pay-gap-guide-march21_tcm18-91629.pdf

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 20% of all jobs held by women at Sept 2020), wholesale and retail (14%) and education (12%)⁹.

- **In conclusion, multiple factors contribute to the existing gender pay gap at the council, although generally there has been an improvement compared to 2020 (with the exception of the median gender pay gap) and continuing trend to lessen the gap.** The final section considers current measures and our action plan.

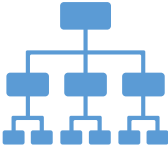




⁸ UK Parliament. 'Women and the economy.' Link here: <http://researchbriefings.parliament.uk/ResearchBriefing/Summary/SN06838#fullreport>

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

South Gloucestershire Council is committed to improving our gender pay gap. This will be a key consideration in the organisational reset work, moving forward from the Covid-19 pandemic, with any outcomes monitored and reviewed on an on-going basis, to ensure there are no un-intended consequences of any new work practices/policies implemented.

Our latest Annual Equalities in Employment report (2021) 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 website¹².

	<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.</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>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.</p>
	<p>Continue existing good practice to take a fair and consistent approach to pay and grading through robust job evaluation processes.</p>
	<p>Compliance with equalities legislation. Put in place a Workforce Equalities Action Plan, in line with the overall South Gloucestershire Council Plan. This is currently in progress.</p>

¹² South Gloucestershire Council. 'Monitoring equalities.' Link here: <https://www.southglos.gov.uk/community-and-living/equality-and-diversity/monitoring-equalities-information-and-reports/>





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.



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.

Appendix 1 – Data Tables

Council (excluding schools)	2018	2019	2020	2021	Change from last year
Mean Gender Pay Gap	11.7%	11.8%	10%	9.4%	-0.6%
Median Gender Pay Gap	14.6%	13.6%	11.1%	12.1%	+1%

			Difference in % of females in each quartile compared with SGC overall workforce	Change from last year in % of females in each quarter compared with SGC overall workforce
Upper quartile (highest paid)	62.0%	38.0%	-8.4%	1.4%
Upper middle quartile	67.7%	32.3%	-2.7%	-0.9%
Lower middle quartile	75.3%	24.7%	4.9%	2.9%
Lower quartile (lowest paid)	76.6%	23.4%	6.2%	-2.9%