

Bolsover District Council

Union / Employee Consultation Committee

11th February 2021

Gender Pay Gap 2019-2020

Report of the HR and OD Manager

This report is public

Purpose of the Report

To report on the findings of the Gender Pay Gap at Bolsover District Council for 2019 / 2020.

Report Details

- 1.1 All UK employers over a certain size are required to report on their gender pay gap on an annual basis. This report details the gender pay gap for the Council for the last three years.
- 1.2 The gender pay gap analyses the difference between the average earnings of all male and female employees in an organisation, regardless of their role or seniority.
- 1.3 The following information is included:
- mean gender pay gap in hourly pay
 - median gender pay gap in hourly pay
 - proportion of men and women in each pay quartile
- 1.4 Gender pay is different to equal pay, which is about ensuring that men and women undertaking work of an equal value are paid a similar amount for that work.
- 1.5 It is important to note that the gender pay gap does not indicate a pay equity issue or an imbalance in the Council's pay structures and policies. The information reflects the current distribution of men and women across the pay quartiles, and the fact that there is an uneven distribution.
- 1.6 The Council has to report on the gender pay gaps using 6 different measures:

Mean Gender Pay Gap	The difference between the mean hourly rate of males and females
Median Gender Pay Gap	The difference between the median hourly rate of males and females
Mean Bonus Gap	The difference between the mean bonus pay paid to males and females
Median Bonus Gap	The difference between the median bonus pay paid to males and females
Bonus Proportions	The proportions of males and females who were paid bonus pay during the relevant period
Quartile Pay Bands	The proportions of males and females in the lower, lower middle, upper middle and upper quartile pay bands

- 1.7 The tables below provide the key gender pay gap information for Bolsover District Council over the last three years.
- 1.8 Appendix One provides a full summary of the data for the Council.
- 1.9 The figures are a snapshot taken as at 31 March each respective year.
- 1.10 ACAS states the mean averages are a useful indicator because they place the same value on every number used, giving a good overall indication of the gender pay gap.

Table One: 2018 Data

Bolsover District Council	% Difference
Mean Hourly Rate	5.24%
Median Hourly Rate	0.43%

Table Two: 2019 Data

Bolsover District Council	% Difference
Mean Hourly Rate	3.54%
Median Hourly Rate	0.08%

Table Three: 2020 Data

Bolsover District Council	% Difference
Mean Hourly Rate	6.03%
Median Hourly Rate	2.1%

Table Four: Proportions of men and women staff in pay quartile bands

Bolsover DC	Proportion of Men	Proportion of Women
Lower Quartile (A)	39.4%	60.6%
Lower Middle Quartile (B)	44.1%	55.9%
Upper Middle Quartile (C)	56.7%	43.3%
Upper Quartile (D)	57.5%	42.5%

1.11 The above table illustrates the proportion of men and women in the quartile bands.

1.12 Key trends are:

- The Council has a higher proportion of men in the upper pay quartile and upper middle pay quartile
- The Council has a higher proportion of women in the lower and lower middle pay quartile.
- This distribution of staff is very similar to that reported over the last three years and is the main reason there is little change in the overall pay gap.
- The difference between the mean and median bonuses paid to male and female employees over the period of 12 months ending with the snapshot date of 31 March is 0%
- No bonuses were paid to men or women during this period.
- The Council's pay gap is well below the National Pay Gap average of 15.5%.
- Further options can be explored to minimise the pay between men and women.

1.13 In comparison to the Local Government average in 2019, Bolsover District Council gender pay gap is below the average mean gender pay gap. Nationally, the mean gender pay gap was 6.8% and the median gap was 5%. The median pay gap for local authorities in the East Midlands is 4.2%.

Table Five: Breakdown of some other neighbouring local authorities from 2019

Ashfield District Council	% Difference
Mean Hourly Rate	0.44%
Median Hourly Rate	6.09%
Chesterfield Borough Council	% Difference
Mean Hourly Rate	17%
Median Hourly Rate	21%
Erewash Borough Council	% Difference
Mean Hourly Rate	11.6%

Erewash Borough Council	% Difference
Median Hourly Rate	0.0%
Bassetlaw District Council	% Difference
Mean Hourly Rate	2.9%
Median Hourly Rate	1.8%
Mansfield District Council	% Difference
Mean Hourly Rate	0.83%
Median Hourly Rate	11.81%

1.14 The following factors influence the Gender Pay Gap:

- Women's career choices are influenced by care and family responsibilities and therefore women are more likely to have career breaks
- Women often work in lower paid job roles
- Stereotypes, culture and societal norms influence the types of roles men and women are attracted to undertake
- Men and women often work in different types of job roles

1.15 Steps the Council has taken to address the Gender Pay Gap:

- Implementing family friendly working policies and practices
- Sound recruitment and selection policies and practices
- Implementing and adhering to equalities best practice
- Promoting the Council as an attractive employer to all
- Employee Wellbeing and Support initiatives

2 Conclusions and Reasons for Recommendation

2.1 To note the findings of the gender pay gap calculations.

3 Consultation and Equality Impact

3.1 The report supports the Council's pursuit of equality across the workforce.

4 Alternative Options and Reasons for Rejection

4.1 Not applicable

5 Implications

5.1 Finance and Risk Implications

5.1.1 Not applicable

5.2 Legal Implications including Data Protection

5.2.1 The Council is complying with statutory regulation.

5.3 Human Resources Implications

5.3.1 The report provides details of the Council's gender pay gap and suggests further consideration to minimising the gap can be explored. However, Bolsover District Council's figures are below national average.

6 Recommendations

The report is noted.

7 Decision Information

Is the decision a Key Decision? A Key Decision is an executive decision which has a significant impact on two or more District wards or which results in income or expenditure to the Council above the following thresholds: <i>BDC: Revenue - £75,000</i> <input type="checkbox"/> <i>Capital - £150,000</i> <input type="checkbox"/> <i>NEDDC: Revenue - £100,000</i> <input type="checkbox"/> <i>Capital - £250,000</i> <input type="checkbox"/> <input checked="" type="checkbox"/> <i>Please indicate which threshold applies</i>	No
Is the decision subject to Call-In? (Only Key Decisions are subject to Call-In)	No
Has the relevant Portfolio Holder been informed	No
District Wards Affected	All
Links to Corporate Plan priorities or Policy Framework	All

8 Document Information

Appendix No	Title
One	BDC Gender Pay Gap Information 2020
Background Papers (These are unpublished works which have been relied on to a material extent when preparing the report. They must be listed in the section below. If the report is going to Cabinet (NEDDC) or Executive (BDC) you must provide copies of the background papers)	
Report Author	Contact Number
Peter Wilmot	7137
Sara Gordon	7677