

## Babergh and Mid Suffolk District Councils



# 2020

Since March 2017 employers with over 250 staff are required to report their gender pay gap information on an annual basis to the Government Equalities Office, using 6 different measures. The information reported relates to the information for the previous year, as at 31<sup>st</sup> March. The figures provided in this report relate to the year 2020.

Babergh and Mid-Suffolk District Councils are required to report the data separately as they remain two sovereign Councils, however, the Councils have a joint workforce, and the combined results are those that are the most relevant for the purpose of this report.

This report fulfils the requirements set out and details what we are doing to close the gender pay gap.

### **Summary**

This is the 4<sup>th</sup> year we have reported on our gender pay gap and Babergh and Mid-Suffolk's overall mean and median gender pay gaps have reduced since the reporting started. The 2020 mean average gender pay gap for the joint workforce is 11% which represents an improvement on last year's gap of 14.3%. Our median average for 2020 is 15.57% which is a slight increase on the previous year's figure of 14.85%, however, is much improved on the 19.7% which was the figure in our first report of 2017 data. There is an ongoing programme of actions in place to reduce the gaps and despite some of the challenges resulting from the impact of the Covid 19 pandemic, we are pleased to report that these are having a positive impact, as demonstrated further in the detail of our report.

### **What is the gender pay gap?**

The gender pay gap is a measure of the difference between the average pay males receive and the average pay females receive. It is not equal pay.

A positive pay gap means that females on average earn less than males.

A pay gap of zero means the average pay of men and women is the same.

A negative pay gap means that the average pay of female employees is higher than that for males.

The gender pay gap is largely affected by the composition of the workforce.

### **What is equal pay?**

Equal pay means that there should be no difference in the pay and contractual terms of a female and a male doing the same or similar work (or work of equal value) for the same employer.

### What is the national picture?

- The gender pay gap amongst all employees fell from **17.4% in 2019 to 15.5% in 2020** and continues to decline
- **The mean national gender pay gaps is 16.8%**
- **The median national gender pay pap is 15.9%**
- For age groups under 40 years, the gender pay gaps for full-time employees is now close to zero
- The largest fall in the gender pay gap in 2020 is amongst managers, directors, and senior officials.

### What are the measures that need to be published?

Mean gender pay gap	The difference between the mean hourly rate of pay of male full-pay employees and that of female full-pay employees
Media gender pay gap	The difference between the median hourly rate of pay of male full-pay employees and that of female full-pay employees
Mean bonus gap	The difference between the mean bonus pay paid to male employees and that paid to female employees
Median bonus gap	The difference between the median bonus pay paid to male employees and that paid to female employees
Bonus proportions	The proportions of male and female relevant employees who were paid any bonus pay during the relevant period
Quartile pay bands	The proportions of male and female full-pay employees in the lower, lower middle, upper middle and upper quartile pay bands

### The mean or the median

The ONS (Office for National Statistics) prefers median earnings because the median is not affected by extreme values such as changes in the earnings of small numbers of very high earners, however, as the mean gap captures the fact that the upper end of the earnings distribution is dominated nationally by men, the mean is an important measure of women's labour market disadvantage.

### The numbers of full-pay employees for each council and the joint workforce:

The table below shows the composition of our full-time workforce.

	All full-pay employees 2020 (2019)	Male full-pay employees 2020 (2019)	Female full-pay employees 2020 (2019)
<b>Babergh and Mid Suffolk DC</b>	<b>500</b> (522)	<b>217</b> (219)	<b>283</b> (308)

Female full-time employees account for 57% of our workforce in the year 2020 which is a slight decrease on the previous year where this was 59%.

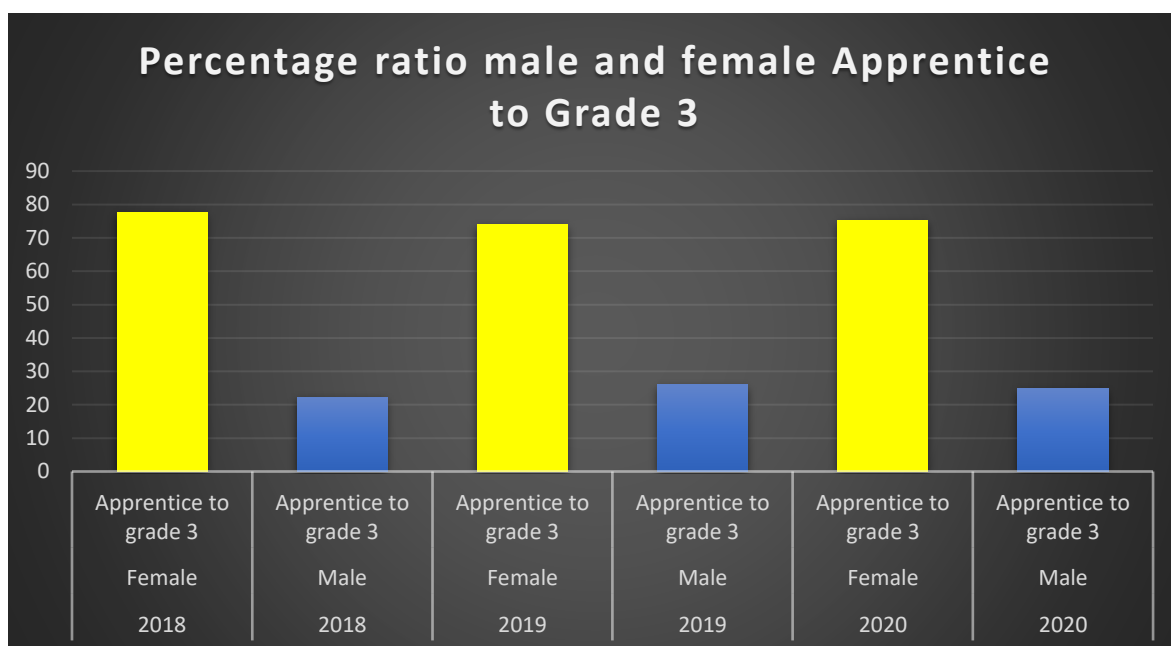
Male full-time employees account for 43% of our workforce in the year 2020 which is a slight increase in the previous year where this was 41%.

**Percentage of male and female employees in pay Quartiles** - this was calculated by sorting the weekly pay for all full pay employees into ascending order. The records were divided into four even quartiles. The number of males and females in each quartile was identified and the percentage that were male and female calculated.

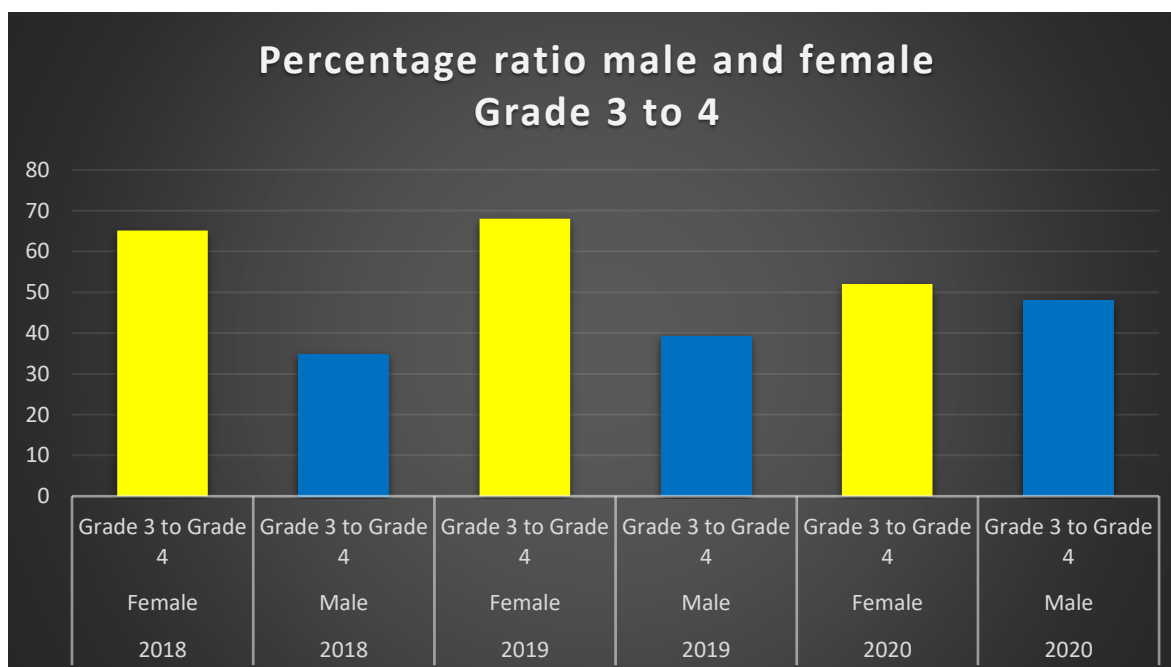
<b>Percentage of male and females in pay quartiles</b>								
	<b>Female</b>	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>	<b>Male</b>
<b>Quartile</b>	<b>Lower</b> Apprentice to Grade 3	<b>Lower</b> Apprentice to Grade 3	<b>Lower</b> <b>Middle</b> Grade 3 to Grade 4	<b>Lower</b> <b>Middle</b> Grade 3 to Grade 4	<b>Upper</b> <b>Middle</b> Grade 5	<b>Upper</b> <b>Middle</b> Grade 5	<b>Upper</b> Grade 6 and above	<b>Upper</b> Grade 6 and above
<b>Babergh</b>								
2018	84.3	15.7	68.6	31.4	52.9	47.1	43.1	56.9
2019	81.5	18.5	59.3	32.0	61.1	38.9	38.9	61.1
2020	74.6	25.4	66.1	33.9	48.3	51.7	45.8	54.2
<b>Mid Suffolk</b>								
2018	72.0	28.0	60.0	40.0	48.0	52.0	52.0	48.0
2019	70.1	29.9	56.6	43.4	55.3	44.7	44.2	55.8
2020	50.0	50.0	53.0	47.0	54.5	45.5	61.5	38.5
<b>Babergh &amp; Mid Suffolk joint workforce</b>								
2018	77.8	22.2	65.1	34.9	47.6	52.4	48.4	51.6
2019	74.0	26.0	68.0	39.2	54.2	45.8	43.1	56.9
2020	75.2	24.8	52.0	48.0	55.2	44.8	44.0	56.0

**Percentage ratio - joint workforce 2018 to 2020 per quartile**

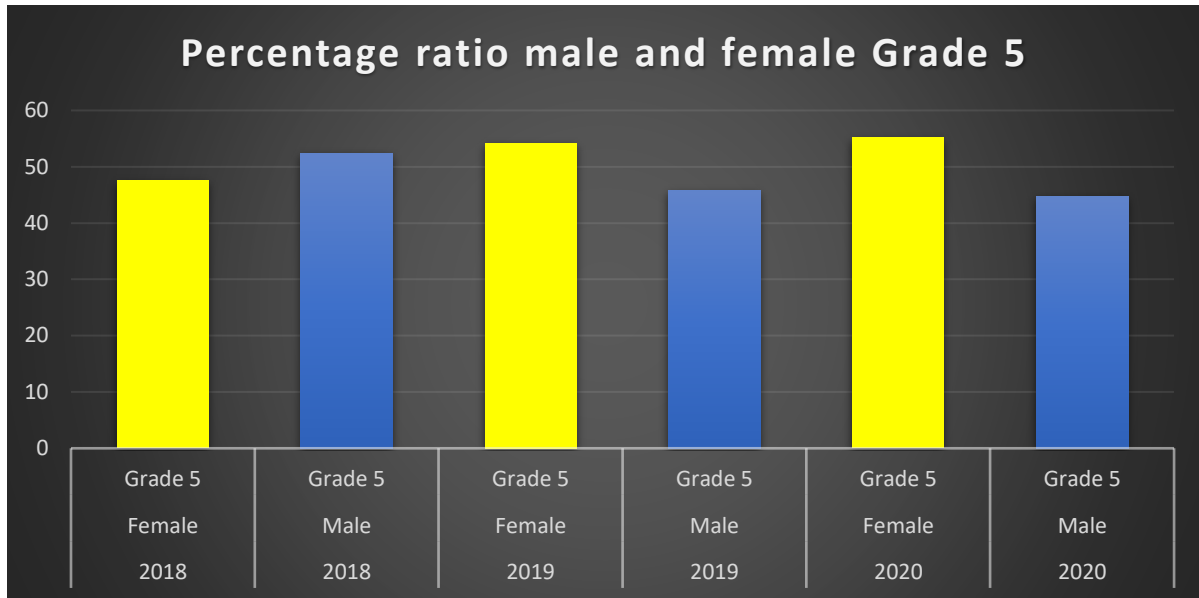
**Lower Quartile - Apprentice to Grade 3**



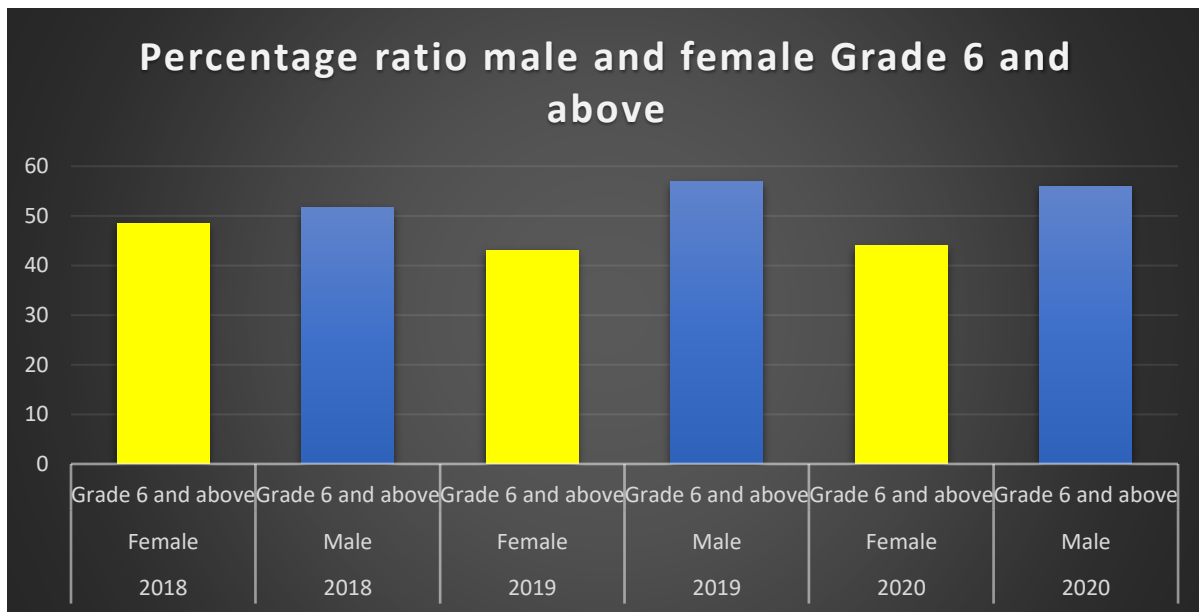
**Lower middle quartile - Grade 3 to 4**



**Upper middle quartile - Grade 5**



**Upper quartile – Grade 6 and above**



In summary, the figures for the middle and upper quartile between males and females are similar. We also have more females than males in the middle quartile which is encouraging.

In the lower quartile many of these positions are held by women and this is where our gender pay gap arises. The male population is under-represented in these areas. Many of these roles will be filled by females who are part-time and undertake childcare responsibilities. Despite men taking on more of this responsibility many women still want to take on this role.

The Councils offer very flexible working arrangements, promote agile working and always try to accommodate women wishing to return from maternity on different working arrangements which will be a factor in the figures above. This is positive in that we can offer workable solutions which benefit both employees and the Councils.

**Median average** - this is where all weekly pay rates were sorted in numerical order, separately for males and females. The median (middle) hourly rate of pay was identified for both males and females. The difference between the median hourly rate of pay for males and females was then calculated. This difference was expressed as a percentage of the male median hourly rate.

Council	2017 Median average gender pay gap	2018 Median average gender pay gap	2019 Median average gender pay gap	2020 Median average gender pay gap
Babergh District Council	28.3%	27.8%	24.2%	21.0%
Mid Suffolk District Council	17.0%	17.9%	11.42%	8.5%
Babergh and Mid Suffolk joint workforce	19.7%	20.2%	14.85%	15.57%

**Mean average** – this is where all the hourly rates for all employees who received their full pay were totalled, and the figure divided by the number of employees, giving a mean average hourly rate of pay. This was done separately for males and females. The difference between the male and female mean average hourly rate of pay was then expressed as a percentage of the mean male average hourly pay.

Council	2017 Mean average gender pay gap	2018 Mean average gender pay gap	2019 Mean average gender pay gap	2020 Mean Average gender pay gap
Babergh District Council	22.8%	20.8%	19.1%	13.5%
Mid Suffolk District Council	7.7%	9.2%	10.9%	8.9%
Babergh and Mid Suffolk Joint workforce	13.9%	14.1%	14.3%	11.00%

## **Addressing the gender pay gap:**

We have a very clear commitment to reduce our pay gap and have already achieved many of the actions we set out to achieve. The Covid 19 pandemic has impacted on the Councils achieving all the actions set out in the plan but progress has been made in all areas and the Councils will continue to strive to reduce the gender pay gap.

The Councils' People strategy demonstrates our ambition to be recognised as a great place to work, to learn and to grow; a place where our people are encouraged, energised and enabled to deliver our ambitions. Our strategy is underpinned by a clear set of values and expected behaviours and a clear set of guiding principles, all of which contribute to a culture based on trust and outcomes.

Our transparent approach to pay, progression and development seeks to reward all employees equally, regardless of gender. To this end, we already have many initiatives, policies and procedures in place which contribute to reducing the gap:

- ✓ Robust job evaluation and grading structure which ensures equal pay for all employees.
- ✓ Clear, consistent, single approach to pay and reward and formal authorisation processes for any changes in pay.
- ✓ Clear organisational values, highlighting our culture of respect and empowerment and a set of behaviours that demonstrate these values.
- ✓ Family Friendly policies in place and an occupational maternity pay scheme that pays higher than the statutory levels and enhanced occupational shared parental pay.
- ✓ Encouragement of flexible working widely, with multiple options available to all.
- ✓ Appropriate technology in place to allow flexibility in when and where individuals work, through our agile working ethos and policy.
- ✓ Equality impact assessment process to decision-making and policies at all levels.
- ✓ Reports produced annually on workforce demographics.
- ✓ Continual review of policies and toolkits to equip managers with the tools and to ensure a robust process.
- ✓ Active promotion of the coaching and mentoring scheme.
- ✓ Promotion of Unions to all new employees.
- ✓ Targeting of recruitment advertising where there is both male and female under representation using different media and ways to reach potential
- ✓ Promotion of job share and part time opportunities.
- ✓ Review of titles for gender bias and change where necessary - Job evaluation panel will comment and recommend any changes to ensure there is no bias.



- ✓ Attendance at careers events promoting job roles within the Councils and encouragement of people to apply for jobs that are not stereotypically populated by their gender.
- ✓ Promotion of career development for women and men, exploring the use of the Apprenticeship Levy and dedicating funds for this purpose.
- ✓ Monitoring of scale points (SCP) within the grade new employees are commenced on, to ensure there is no inequality between genders.

**Further actions the Councils are taking**

The Councils are committed as part of their Equality & Diversity Strategy to take action to reduce the Gender Pay Gap. They will measure and report on progress annually and will continue to seek more opportunities to reduce the gap.

In progress 2020	
	<p><i>Member of the Senior Leadership Team to support and promote actions to reduce the Gender Pay Gap</i></p>
	<p><i>E-Learning Recruitment to be communicated and rolled out for recruiting managers</i></p>
Steps for the future	
	<p><i>Ensure that managers are knowledgeable about family-friendly policies and keep in touch with employees and support them on their return</i></p>
	<p><i>Coach and train managers on flexible working options and agile working to remove barriers for those seeking to work part-time and/or flexibly</i></p>
	<p><i>Review how we evaluate training and development and the impact on helping different genders aspire</i></p>
	<p><i>Promote career development for women and men, exploring the use of the Apprenticeship Levy, training managers on the importance of this for succession planning</i></p>



 <p>EMPLOYEE FEEDBACK</p>	<p><i>Seek views from employees to identify the levels of job satisfaction and engagement – identify the gender split from this information and potential actions to address</i></p>
 <p>LONG TERM →</p>	<p><i>Take into account the size of the Gender Pay Gap at different current grades when designing a new grading structure in the future</i></p> <p><i>New HR &amp; Payroll System - Better reporting information to monitor movement/turnover/starting salaries of genders</i></p> <p><i>Ensure any new job evaluations remain objective and unbiased</i></p> <p><i>New hybrid way of working will open up further opportunities for women to progress</i></p>

The Councils will continue to encourage flexible and agile working and are open and positive about different ways of working to suit all genders. The Councils Gender Pay Gap action group will review how the gender pay gap can be reduced further and continue to promote fairness and transparency.