

Gender Pay Gap (GPG) 2020-21 and 2021-22

2020 GPG (2019 figures in brackets)

Mean gender pay gap	10.6%	(9.1%)
Median gender pay gap	15.4%	(7.1%)

Proportion of men and women in each quartile of the pay structure:

	Men %	Women %	£/hr	Band
Upper quartile	32.4	67.6	£16+	J+
Upper mid Q	19.3	80.7	£11.64 - £15.98	G - J
Lower mid Q	16.8	83.2	£9.83 - £11.64	D - G
Lower quartile	24.3	75.7	Apprentice - £9.83	A - D

2021 GPG (2019 figures in brackets)

Mean gender pay gap	11.6%	(10.6%)
Median gender pay gap	16.3%	(15.4%)

Proportion of men and women in each quartile of the pay structure:

	Men %	Women %	£/hr	Band
Upper quartile	31.8	68.2	£16.71+	K+
Upper mid Q	21.9	78.1	£11.73 - £16.71	G - J
Lower mid Q	17.6	82.4	£9.81 - £11.73	D - F
Lower quartile	21.0	79.0	Apprentice - £9.81	A - C

What this tells us?

There are more people in the lowest grades (A-C) in 2021 than in 2020. The top pay in the LQ has dropped from £9.83 to £9.81. In fact the national pay agreement increased by 2.75% between Mar 2020 and Mar 2021 but there were more employees in these lower graded posts which is why the cut off for the quartile dropped.

Another way of expressing this is the median pay fell for both women and men between 2020 and 2021 despite all employees having the same 2.75% pay increase. Just more employees in the lower grades.

Why has the GPG has gone up?

- March 2021 additional workers in lower care grades – part of the Covid response
- We have lots more directly employed frontline workers than most councils
- Compared with similar shires we are leaner: more lower paid employees, less higher paid managers
- Success in winning traded contracts: when we TUPE in cleaners it lowers the average pay and increases the GPG
- The new pay structure mapped across and offered more progression to those in the professional grades and above. This was necessary as recruitment was becoming problematic and additional payments needed to attract and retain. These grades still have more women than men but less so than lowest grades.

What's really happened with gender pay?

- Bottom loaded national pay progression has given lower paid workers a higher % increase, but a lower 'cash sum' than those on higher pay points.
- Typical cleaner pay change – from £9 to £9.50/hr (5.5%) in last 2 years

- Typical care worker pay change from £9.94 - £10.39 (4.5%) in last 2 years
- The GPG figure shows that more of our workforce are front line 'doers' care workers, domestics, cleaners, those who deliver services, than those who commission or support the services.
- **Average** pay for gender pay purposes for both men and women has statistically reduced when we know **individual** pay for both women and men has increased – we have more employees who are in the lower graded post, which reduces the average pay figure.

What can we do?

- We are committed to national pay bargaining so very dependent on what happens with pay nationally. We are feeding in our ideas that future pay awards should have a minimum cash increase at the lower pay points eg £1,000 or 4% or £1,000 or 3%, whichever is the greater
- Around 96% of our pay is basic pay – one pay spine and pay structure, single status and all posts subject to job evaluation, and very few additional payments. In terms of pay equality we are robust.
- Working hard to move away from sector gender imbalance – recruitment campaigns to increase diversity – but systemic/cultural change takes time and is harder in an employee's job market where it's proving difficult to attract any care workers and cleaners, let alone more men.
- The new NYC will include services where there are more men than women in the lower paid delivery roles (eg Waste) which will improve the GPG figures from 2023.