

Gender Pay Gap report 2017



Background

Public sector bodies with 250+ staff are now required to publish the following four types of figures annually on their own website and on a government website:

- Gender pay gap (*mean and *median averages)
- Gender bonus gap (mean and median averages)
- Proportion of men and women receiving bonuses
- Proportion of men and women in each quartile of the pay structure.

***mean** average involves adding all numbers and dividing by the number in the list.

***median** average is the middle number when all numbers are listed in numerical order.

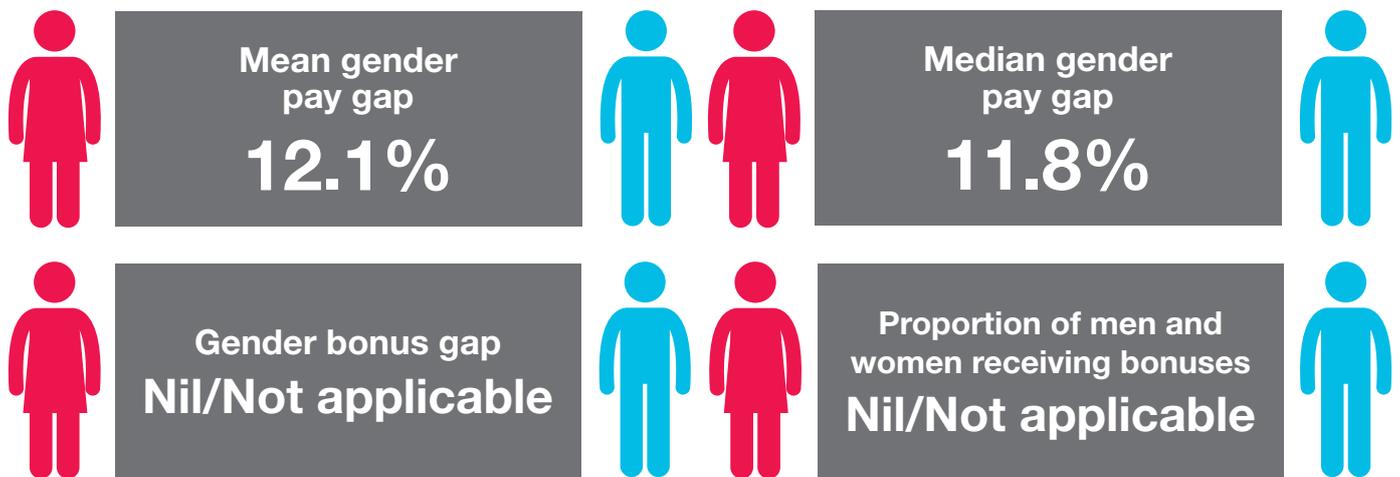
This should not be confused with equal pay and the County Council has a robust approach to this. All jobs are evaluated and pay is determined by nationally recognised job evaluation schemes implemented jointly with Unison. This means if two people are doing the same job, or a job rated the same in terms of value they will be paid at the same pay rate. All terms and conditions and payments additional to basic pay are the same for all staff, in accordance with national and local agreements negotiated with the trade unions. Annual pay increases are determined by national agreements which apply to all local government.

The County Council also carries out a joint equal pay audit with Unison every three years. “We work closely with the County Council on job evaluation” said Wendy Nichols, the Council’s Unison representative. “Ensuring that people are paid equally for the same work is recognised by both parties as crucial and a very important step along the way to closing the gender pay gap.”

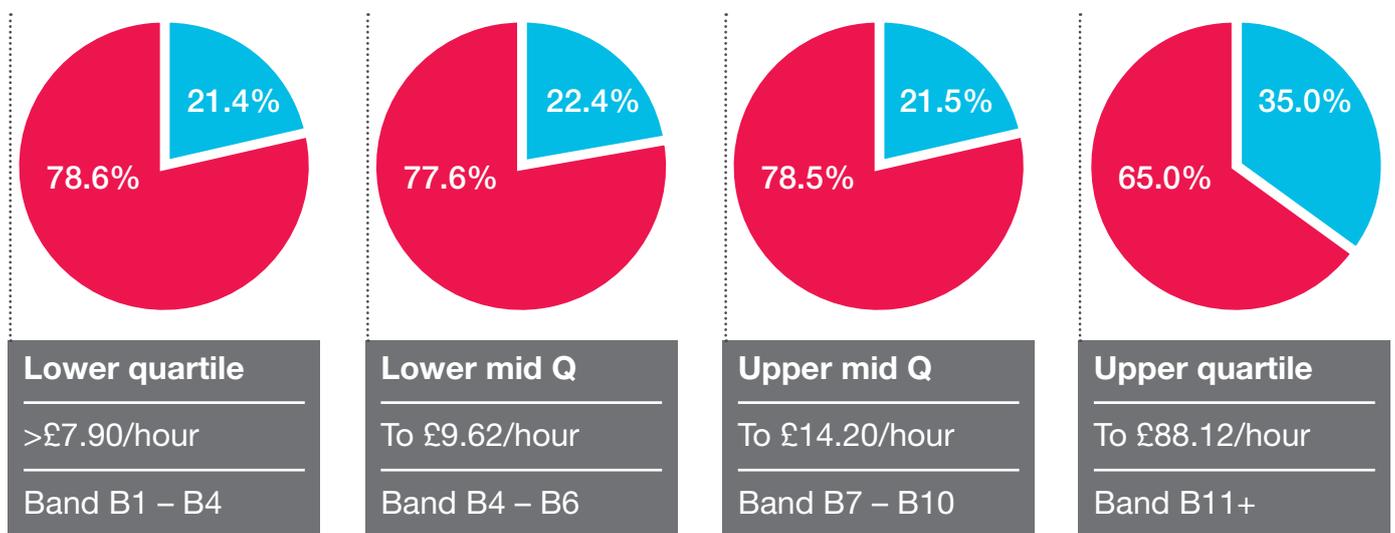
The data published for 2017 relates to pay in March 2017, prior to the national pay award from 1st April 2017 which saw nearly 1,500 female staff on the lowest pay point receive a pay award of over 3.4% compared to just 1% for those on higher pay rates. Nor does it include the imminent pay award for April 2018 which will reduce the pay gap further by providing a further 9.2% increase for lower graded predominantly female occupied roles compared to 2% for higher graded roles.

This means that when the gender pay gap is next published in 2018 it will be smaller than now and the actual position as of April 2018 is better than that reported here.

NYCC's Gender Pay Gap March 2017



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



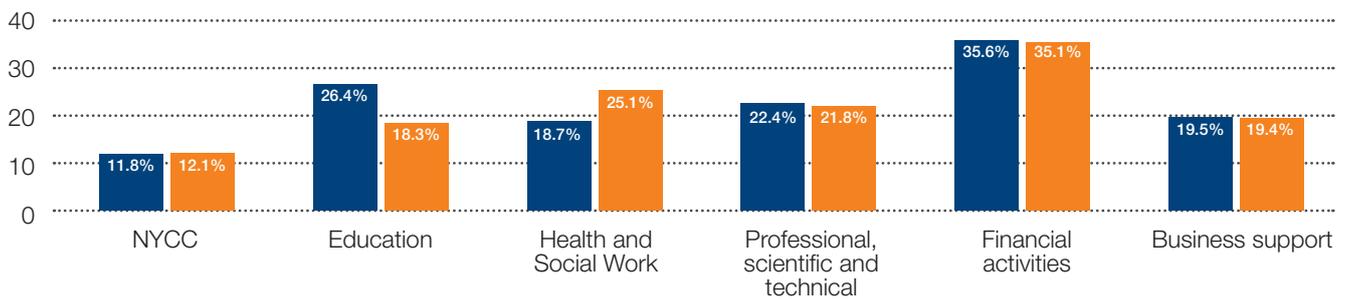
NYCC in context

(latest figures published by the Office for National Statistics)

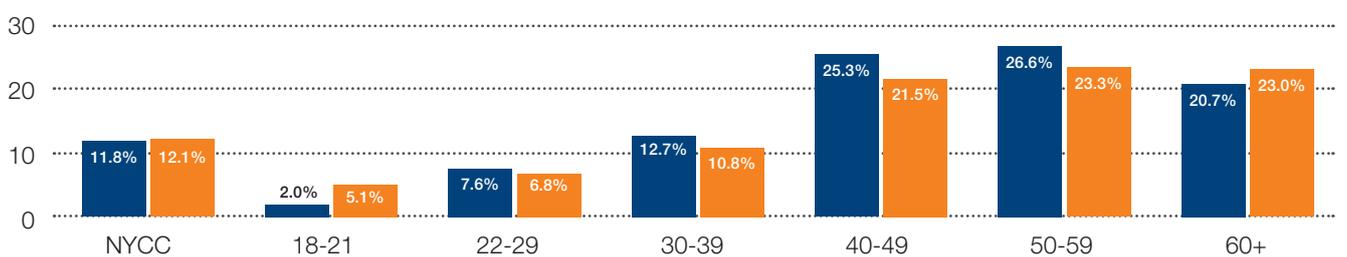
NYCC's mean and median GPG compares favourably with the mean and median by geographical area, by sector, by age, and by industry in the four tables below.

■ Median
■ Mean

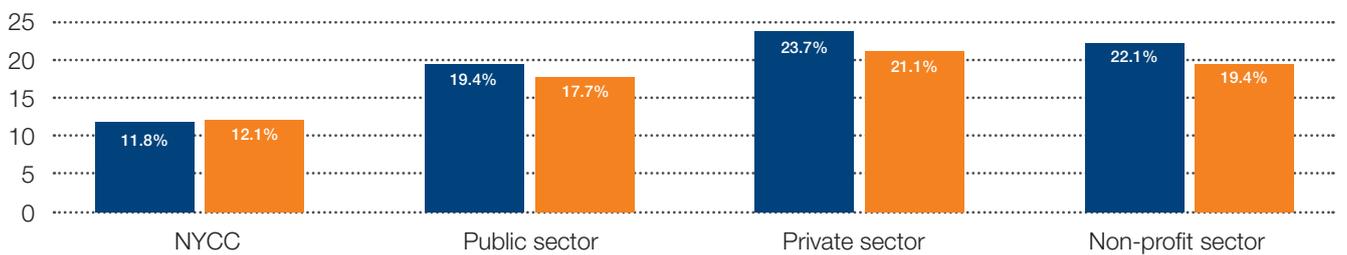
GPG by Industry



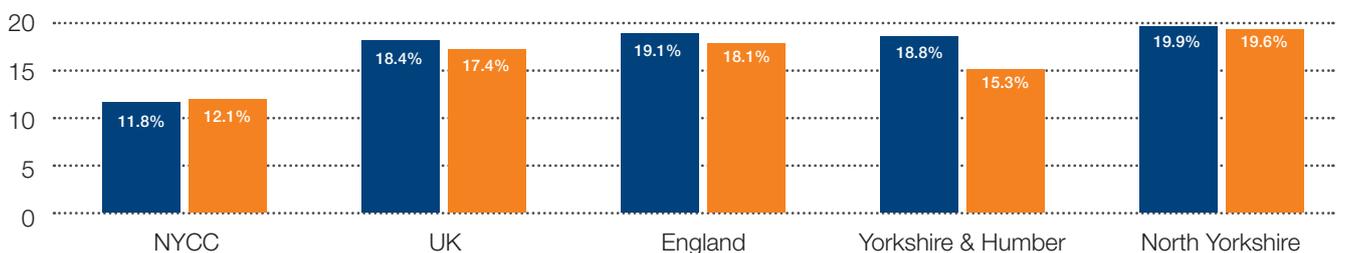
GPG by Age | NYCC average age 44.8 years



GPG by Sector



GPG by Geography



Figures vary considerably and the calculation process for local government staff is complex.

Factors which affect the figures are the degree to which schools require support services and whether these and other services are provided by the local council or contracted out.

NYCC retains a large workforce which has traditionally been part-time and predominantly female and in lower graded posts notably in cleaning and catering where it continues to provide services such as school meals to local schools. The County Council also continues to own and run care homes and provide care and support to people in their home which is not the position with many other councils where this is provided by other care providers on a contracted basis.

NYCC is relatively unusual in the degree to which it has retained services in house, particularly cleaning, catering, caretaking/grounds maintenance support for schools and also adult social care services. These together make up over a third of the staff reported in these figures.

All NYCC jobs are evaluated using nationally recognised job evaluation schemes, in conjunction with Unison. The council has remained within national NJC pay rates, terms and conditions, which has seen pay increase for the lowest paid by 22% in the last five years, and undertakes a joint equal pay audit every three years with Unison, addressing any pay concerns. The lowest three quartiles represent women and men in line with the 78:22 split of female:male.

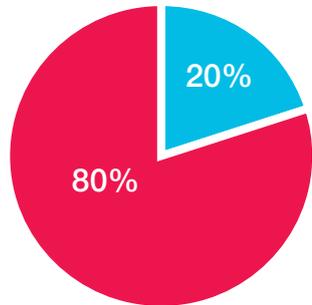
Although the data has to be published as calculated above it is worth noting that

- If cleaning, catering and care services were removed from the figures the mean and median GPG would be smaller
- If the previous and current pay awards were included the GPG would be smaller
- Within these traded cleaning, catering and caretaking services the GPG is 0.1% and 3.1%
- Within the adult social care workforce the GPG is 9.2% and 7.0%

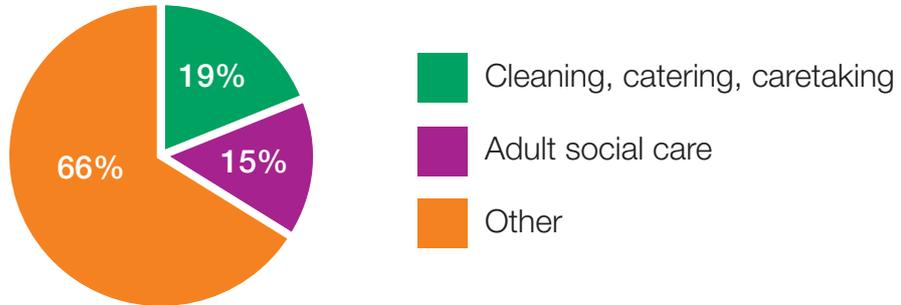
The issue for NYCC is to achieve a more equal balance of female:male in traditionally lower paid predominantly female jobs, so that the traded cleaning and catering services show a 75:25 split. Adult social care is still dominated by women with an 87:13 split, and the current 'Care Matters' recruitment campaign has focussed on increasing the number of male applicants www.makecarematter.co.uk

The table below illustrates how this picture is changing, with the number of male employees increasing between 2013 and 2017 in the lowest Band 1-9 posts from 13% to 15%, with numbers increasing particularly in cleaning and business support where admin posts have historically been occupied by women. It is in the upper quartile, equivalent to social worker entry and above, where women are under-represented at 65% given the workforce profile where they occupy 80% of posts. The graph below illustrates that the % of women in the top bands has increased between 2013 and 2017, with female Directors and Assistant Directors increasing from 30% to 40%, and senior managers increasing from 46% to 52%.

Total workforce

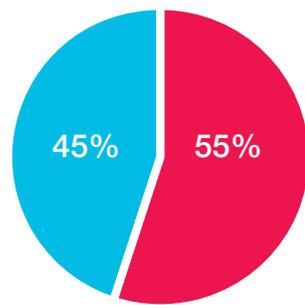


Total workforce split

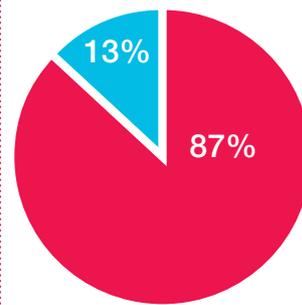


Some staff are excluded from GPG reporting where they do not receive 'normal pay' on the reporting date, because of for example maternity leave or sick leave. The 'normal pay' eligible staff for our report is split 70% female, 30% male.

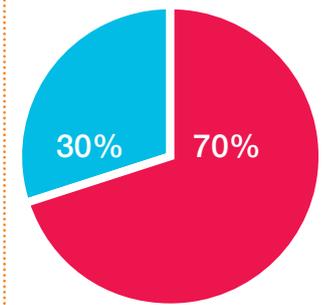
Cleaning, catering and caretaking



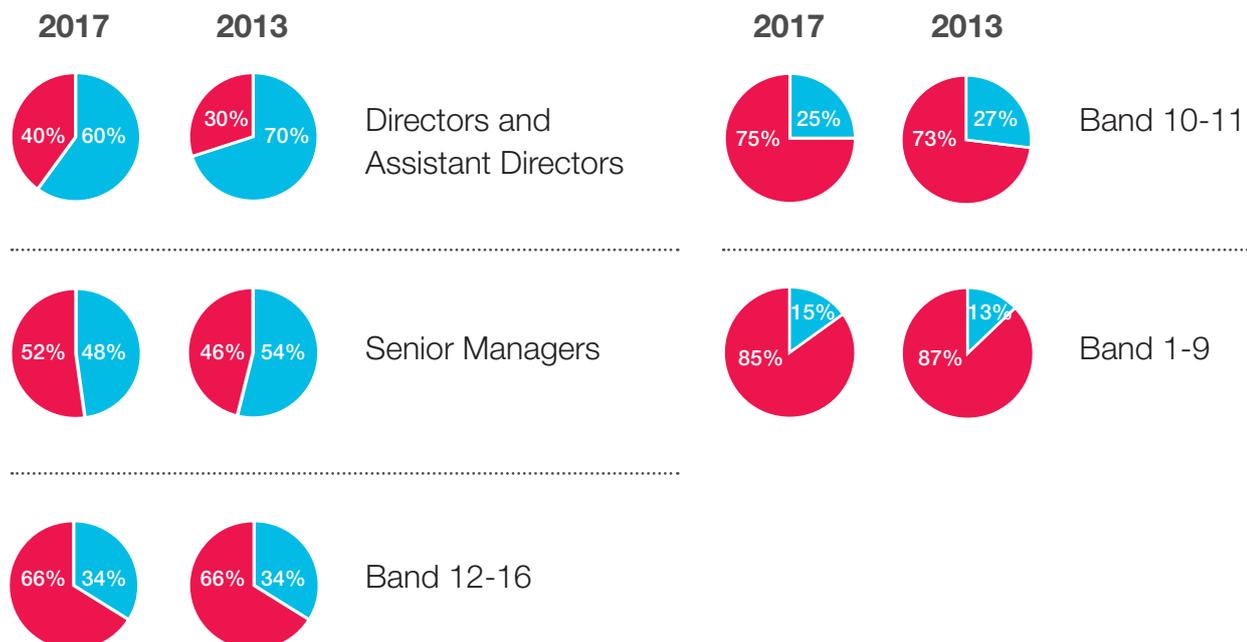
Adult social care



Other



Gender distribution by grade 2017 and 2013



Gender Pay Gap

The European Commission action plan acknowledges that the gender pay gap is largely due to the fact that women tend to be employed less, in less well-paid sectors, take fewer promotions, take more career breaks, and do more unpaid work. Women who take time out of work earn around 2% less for every year spent out of paid work, according to think tank The Institute for Fiscal Studies.

The Equality & Human Rights Commission (EHRC) 'Fair Opportunities for All – A strategy to reduce pay gaps in Britain' sets out what needs to change and who needs to take action to reduce gender pay gaps. The recommendations are based on substantial new evidence from research into the size and causes of pay gaps, and whether interventions so far have been successful.

NYCC will now develop an annual plan to address the six recommendations in the EHRC strategy, as set out below, and report progress in subsequent GPG reports.

1. Unlock the earning potential of education by addressing differences in subject and career choices, educational attainment and access to apprenticeships

- Ensure work experience opportunities tackle stereotypes and encourage wider subject and career choices for women
- Consider ways to improve the participation and progression rates of under-represented groups in apprenticeships
- Set targets to improve participation and progression, and report progress

2. Improve work opportunities for everyone

- Challenge the over-representation of women in low-paid occupations

3. Make all jobs at all levels available on a flexible basis

- Offer all jobs, including the most senior, on a flexible and part-time basis unless a genuine business reason makes it impossible

4. Encourage men and women to share childcare responsibilities

- Promote policies that encourage men to share childcare more equally and reduce workplace bias towards mothers as the primary carer
- Support the provision of good quality, flexible, affordable childcare across the working year as this is the biggest single contributor to reducing income inequality with women more likely to work, to work increased hours, or to work in roles requiring a higher level of skill and more responsibility for more hours

5. Reduce prejudice and bias in recruitment, promotion and pay

- Guard against prejudice and bias in recruitment, performance, evaluation and reward decisions
- Use fair, transparent processes with positive action and talent pipeline development for appointment to senior and board roles

6. Report on progress in reducing pay gaps

- Action plan to close the gender pay gap, and annual report on progress

Contact us

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