

Gender Pay Gap 2018



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; and
- 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 is 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.”

Comparing 2017 & 2018

- North Yorkshire County Council’s mean gender pay gap has reduced from 12.1% to 10.9%;
- The percentage of women in the lowest pay quartile has reduced from 78.6% to 77.4%;
- The percentage of women in the top two pay quartiles has increased from 78.5% to 80.5% (upper mid quartile) and from 65% to 68.1% (upper quartile); and
- The upper level of pay in the lowest pay quartile has increased from £7.90/hour to £8.77/hour (11%), and by over 11% in the lower mid quartile, compared to an increase of just 3% in the upper quartiles.

North Yorkshire County Council’s results are an improvement on the March 2017 figures published in March 2018, due to higher pay increases at the lower end of the pay scale in the 2017/18 pay award and increasing numbers of women in the upper pay quartile. This trend should continue in the figures to be published in the next two years, reflecting national pay settlements in 2018/19 and 2019/20 with higher increases in the lower pay points.

It is expected that the trend for more women in the upper 2 quartiles will continue in coming years, which will contribute to an improving gender pay gap.

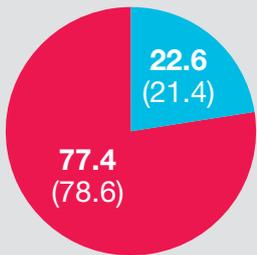
2018 figures (2017 in brackets)

Mean gender pay gap
10.9% (12.1%)

Median gender pay gap
11.8% (11.8%)

Gender bonus gap
Nil/Not applicable

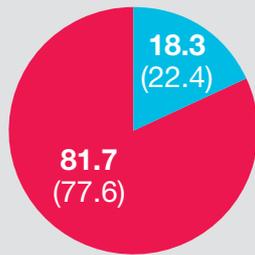
Proportion of men and women in each quartile of the pay structure:



Lower quartile

<£8.77/hour

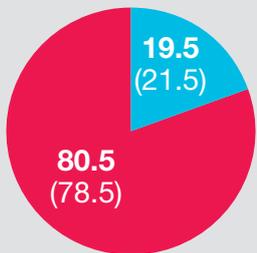
Band B1 – B5



Lower mid quartile

To £10.70/hour

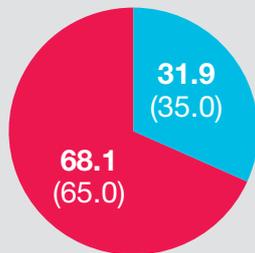
Band B4 – B8



Upper mid quartile

To £14.67/hour

Band B7 – B11



Upper quartile

>£14.67/hour

Band B11+

Male Female

How can the Gender Pay Gap (GPG) be improved?

Research by the Government Equalities Office ranks the relative impact of four main **causes of GPG**:

Employment history (40%): women see hourly pay reduce by 2% per annum for each year out of employment;

Gender stereotypes and discrimination (25%): in appointment and promotion decisions, choices about childcare and job applications;

Industrial segregation (21%): women tend to work in lower paying sectors eg. Care; and

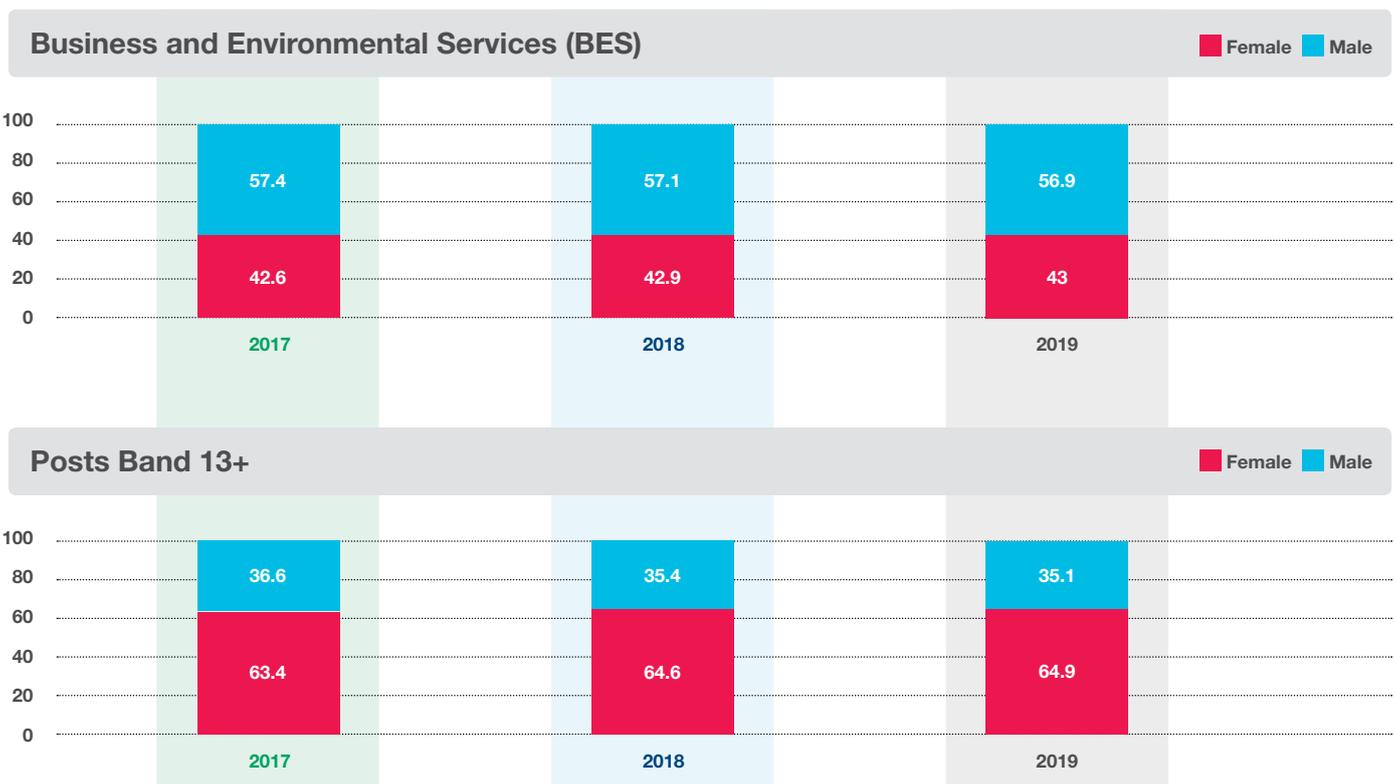
Occupational segregation (14%): women are more likely to work in low skill low pay occupations and less likely to progress to senior management roles.

North Yorkshire County Council's Gender Pay Gap (GPG) performance

The County Council's employment policies promote equality of opportunity which helps to reduce the gender pay gap. Some examples are:

- All posts are job evaluated to ensure equal pay for work of equal value
- 95% of total pay is job evaluated basic pay. Additional payments and allowances which can be subjective and gender biased are kept to a minimum
- Work experience, graduate recruitment and the Making Care Matter campaign all seek to challenge occupational gender stereotypes
- Recruitment, equality and diversity training challenges stereotypes and unconscious bias
- Flexible working options support part time and home working
- Sharing care: there are occupational maternity, paternity and shared parental leave schemes, together with a variety of paid and unpaid leave
- Looking within each pay band, the majority of pay bands show a negative GPG – meaning women's hourly rate is slightly higher within each pay band than men's.

There is further work to be done to challenge occupational segregation in cleaning, catering and care, with women continuing to dominate these sectors despite measures to challenge stereotypes and broaden appeal in these roles. Conversely there has been success in employing more women within the Business and Environmental Services (BES) which has historically had a higher proportion of male employees in areas such as highways, waste and engineering. Higher graded posts at Band 13 and above have also seen a steady increase in the proportion of women in these senior professional and managerial roles.



Priorities for 2019/20

The Government Equalities Office has commissioned research into what is effective at tackling the GPG. Many of the recommendations are already in place at North Yorkshire County Council but the priorities we are working on in the next year are to:

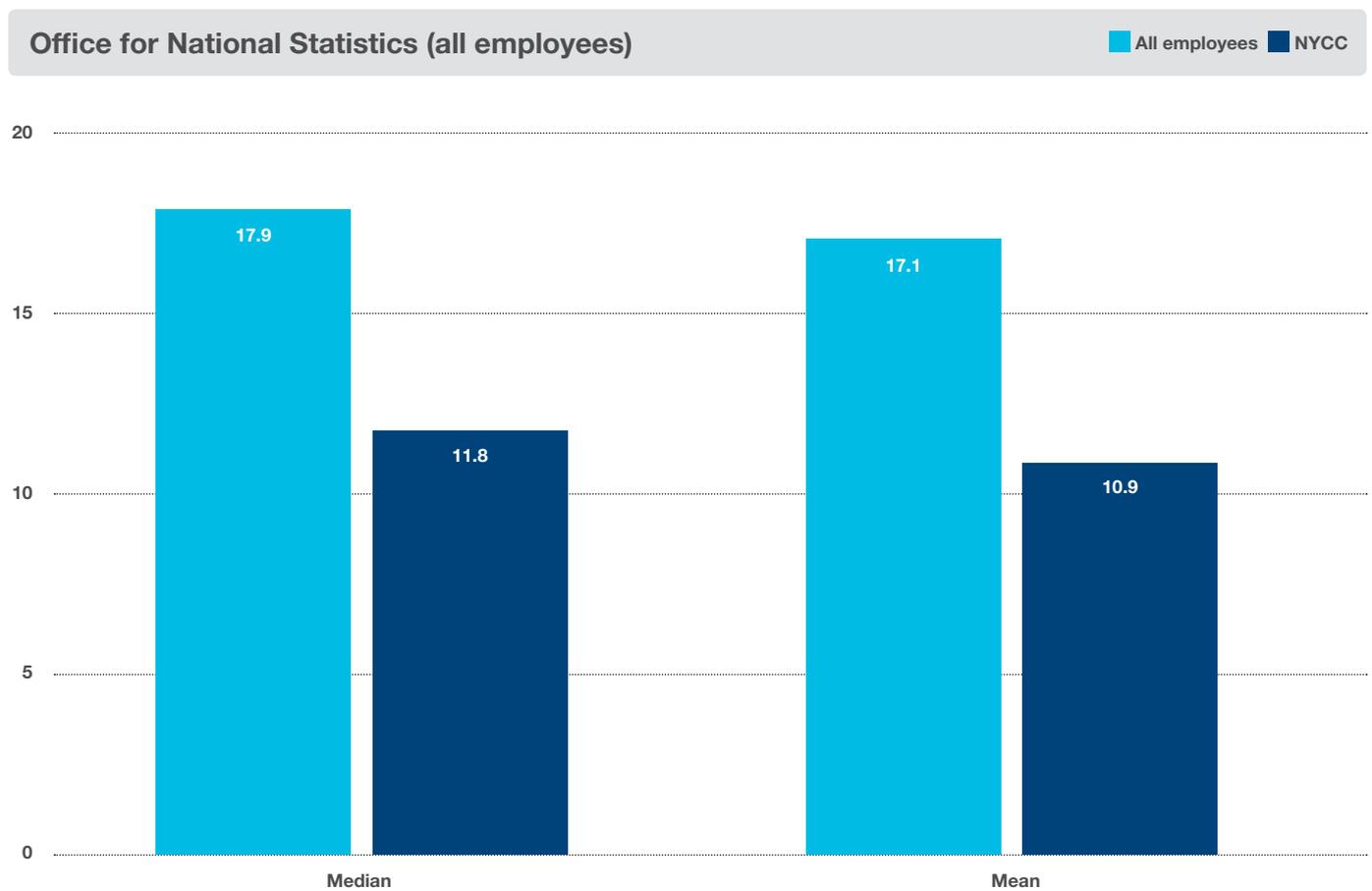
- Increase the use of skill and value based assessment tasks in recruitment rather than interview questions based solely around experience;
- Attract and support returners, eg target places where returners are likely to be looking, ensure the recruitment process is returner-friendly, offer support before and during the assessment;
- Continue to use apprenticeships, graduate recruitment and training and development opportunities to tackle occupational segregation;
- Showcase flexible and part time working success stories in professional and management roles internally and externally;
- Ensure internal and external communications and imagery reflect diversity and challenge stereotypes;
- Utilise workforce metrics which measure wider progress on inclusion such as the split of full time and part time working by grade; the gender, ethnicity and disability profile of the top 5% of earners; and recruitment and promotion statistics by gender, ethnicity and disability;
- Challenge gender stereotypes by promoting parental and care leave and flexible working arrangements which reflect the roles of fathers and mothers; and
- Encourage senior managers to act as agents of change through blogs and messages to share their own relevant data.

North Yorkshire County Council

(Latest figures published by the Office for National Statistics)

North Yorkshire County Council's mean and median Gender Pay Gap (GPG) compares favourably with the mean and median by geographical area, by sector, by age, and by industry in the four tables below.

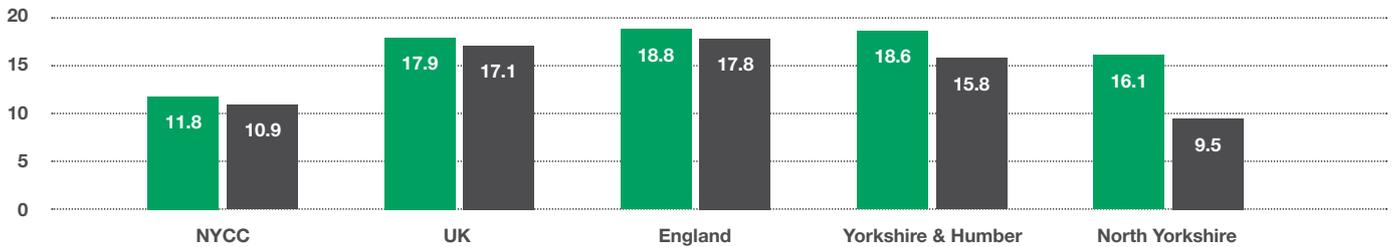
Office for National Statistics GPG 2018



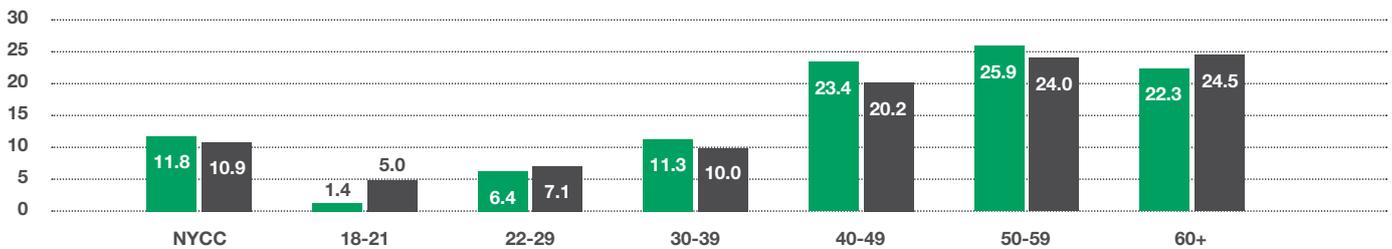
Sector ■ Median ■ Mean



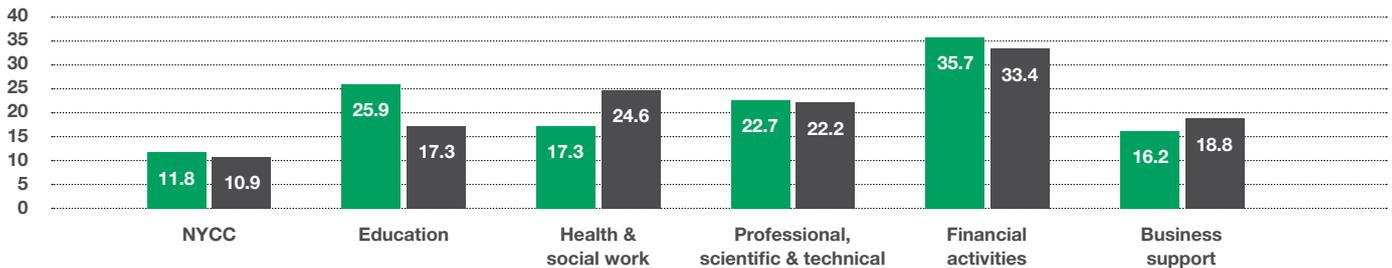
Geography ■ Median ■ Mean



Age - NYCC average 47 years ■ Median ■ Mean



Industry ■ Median ■ Mean



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