

## 2022 Gender Pay Gap report

Equality is fundamental to building a fair society and a strong economy as we need to make sure that we benefit from the talents of everyone. Within our Council we strive to deliver equality of opportunity and aim to ensure that our workforce is diverse and inclusive.

One of the ways that we support equality is through fair pay and we're confident that our job evaluation scheme ensures that the men and women that we employ are paid equally for doing the same job.

Government regulations require us to publish an annual gender pay gap report so that we can measure the difference in average earnings between women and men. This enables us to identify any pay gap differences and develop initiatives to improve any gender imbalance that we find. We think we're getting some things right but we want to build on this and create a Council that people want to work for and feel welcomed and involved.

### Our Gender Pay Gap

The gender pay gap is defined as the difference between the mean and median hourly rate of pay that our male and female employees receive.

- The **mean pay gap** is the difference between average hourly earnings of men and women.
- The **median pay gap** is the difference between the mid-point in the range of hourly earnings of men and women, when arranged from lowest to highest.



These figures provided are based on hourly rates of pay and show that:

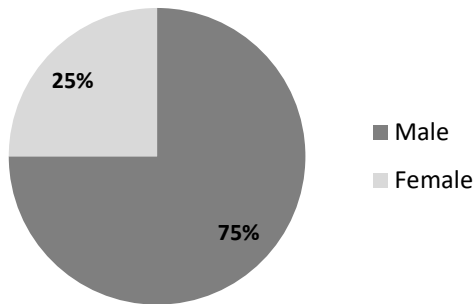
- our female employees have an average hourly rate that is 8% higher than our male employees hourly rate.
- At the mid-point within the range of hourly earnings that we pay our male and our female employees, our female employees have an hourly rate that is 13% higher than our male employees hourly rate.

The main reason for this gender pay gap is an imbalance of male and female colleagues across the services as we have a much higher proportion of men working in our Waste Operations Service and our Parks and Streetscene Service. Many of the roles within these services fall within the lower pay bands.

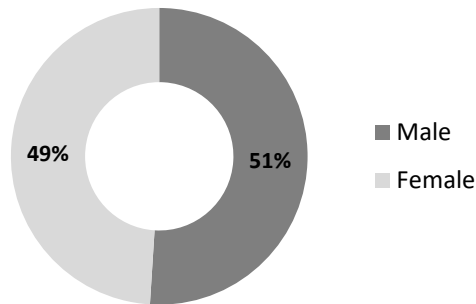
We do not pay any bonuses to our staff and the requirement to report on this is therefore not applicable.

## Our Gender Pay Gap by quartile

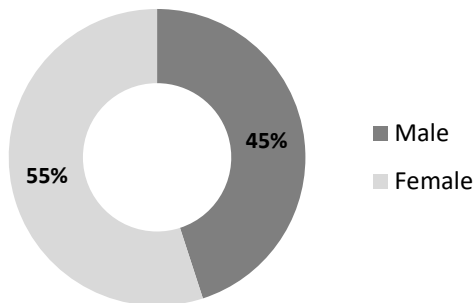
### Lower



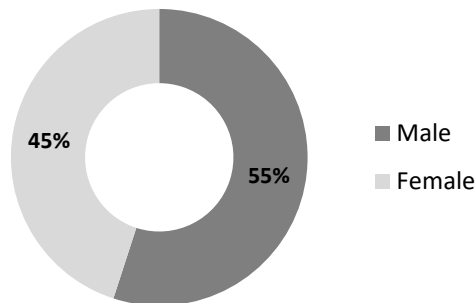
### Lower Middle



### Upper Middle



### Upper



This chart shows the gender split when we order hourly rate of pay from lowest to highest and then group these into four equal quartiles.

- The lower quartile contains more males than females for the reasons set out above.
- The lower middle quartile is fairly evenly split with slightly more males than females.
- The upper middle quartile is fairly evenly split with more females than males.
- The upper quartile contains marginally more men than women in our very senior roles.

## How we compare to others

The vast majority of organisations have a gender pay gap where women are, on average, paid less than men. The requirement to report on gender pay differences is aimed at encouraging organisations to identify any gap and put in place measures to reduce this. In comparing ourselves to others, our negative gender pay gap indicates that women are not receiving less average pay than men.

In comparison, nationally across all sectors the **median gender pay gap is 15.4% and the mean gender pay gap is 14.9%**. More specifically, across local authorities the **mean gender pay gap is 5.1%** (Office for national Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures).

## How we are addressing the pay gap

### Recruitment

We aim to recruit from the widest possible talent pool and our hiring managers are trained in both equality and diversity, and how to recruit using competency based interview techniques that aim to avoid unconscious bias. The organisations that work with us to support our recruitment needs are professional recruitment specialists who are committed to attracting diverse candidates.

### Flexible working

We offer our employees a wide range of flexible working options to enable them to effectively manage their work/life balance. These options include agile working, homeworking, part-time working, condensed working weeks, term time working, job share, and a generous flexi-time scheme. In addition we offer extra leave purchase through a salary sacrifice scheme.

### Development

We are committed to identifying from within our current workforce those employees who have the potential to grow into more senior roles. We will offer support and development opportunities to those employees including coaching and mentoring both within and outside of our organisation.



Signed

**Tom Horwood**

Joint Chief Executive

Date 25 January 2022