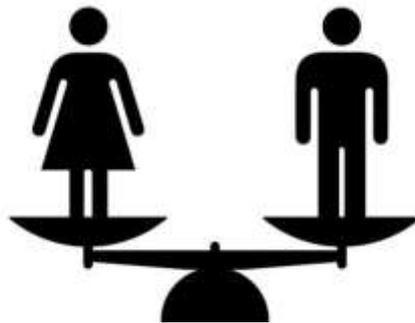


Scarborough Borough Council

Gender Pay Gap Report 31 March 2019





ABOUT THE REPORT

Gender Pay Gap legislation introduced in April 2017 requires the Council to publish an annual gender pay gap report.

The first report, published in March 2018, showed the difference between the average hourly pay for men and women in our organisation based on a snapshot date of 31 March 2017, our second of 31 March 2018 and, this, our third report based on a snapshot date of 31 March 2019.

The Gender Pay Gap is different from Equal Pay which deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

The data set out in this report has been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This includes calculating an hourly rate for all staff that were paid on the snapshot date using ordinary pay. Ordinary pay includes basic pay, car allowances, shift pay, on-call and stand-by allowances. Excluded are payments for overtime, redundancy and benefits-in-kind along with employees on reduced pay due to family or sick leave.

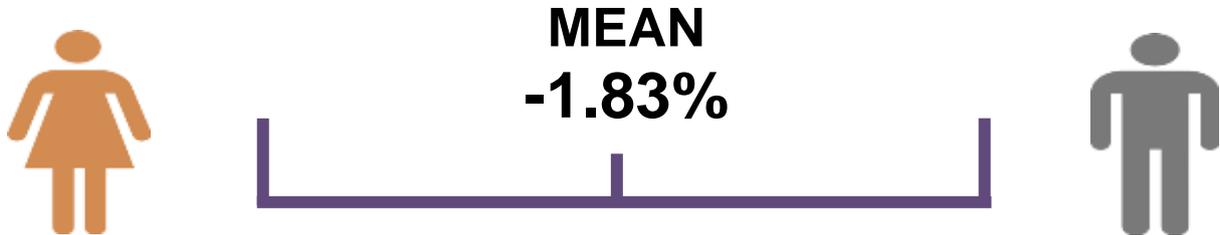
Our gender pay gap report is split into four sections:-

- What is our gender pay gap?
- What is our quartile pay?
- What do we know about our gender pay gap?
- What are we doing about our gender pay gap?

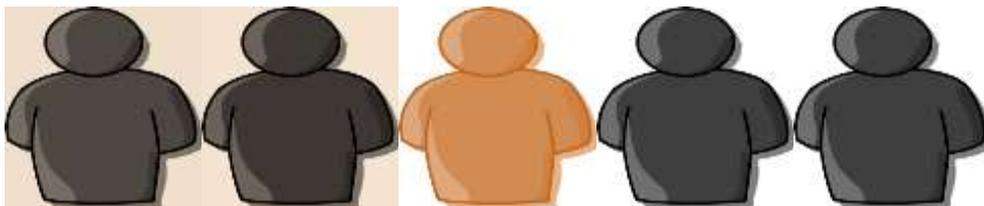
WHAT IS OUR GENDER PAY GAP?

The gender pay gap is the difference between the average hourly pay received by men and women across the Council as at 31 March 2019. We are reporting two measures of our gender pay gap, the mean and median gender pay gap. Please note that as the Council does not pay bonuses there are no figures to report.

MEAN - The mean average involves adding up all the numbers and dividing the result by the number of values in the list. We calculate the mean average for both men's and women's hourly pay and report the percentage difference.



MEDIAN - The median involves listing all the numbers in numerical order. The median is the middle number. We calculate the median for both men's and women's hourly pay and report the percentage difference. The median gender pay gap removes any influence of very high and very low pay.



- 5.66%
MEDIAN

The Council's negative percentage pay gap means that men employed by the Council, on average receive a lower hourly pay rate than women employed by the Council.

In this Council, men earn **94p** for every **£1.00** earned by women when comparing median hourly wages.

WHAT IS OUR QUARTILE PAY?

The quartile data below shows the Council’s workforce divided into four equal sized groups based on calculated hourly pay rates, each quartile made up of 25% of the workforce. The lowest paid 25% of employees are the lower quartile and the highest paid 25% are the upper quartile. Our pay quartiles by gender are:-

QUARTILE		
Lower Quartile	76%	24%
Lower Middle Quartile	62.4%	37.6%
Upper Middle Quartile	61.3%	38.7%
Upper Quartile	61.7%	38.3%

WHAT DO WE KNOW ABOUT OUR GENDER PAY GAP?

- ✓ The Council is committed to the principle of equal opportunities and equal treatment for all employees. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex, or any other characteristic, through a job evaluation scheme which is used to evaluate job roles and pay grades as necessary to ensure a fair pay structure. We are confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work.
- ✓ Our gender pay gap is because of the type of roles in which men and women work within the organisation and the salaries that these roles attract.
- ✓ The median figure in 2017/18 has almost halved from 11.31% to 5.66% in 2018/19. This is due to higher growth in male pay within the lower quartiles owing to the 2018 pay award being bottom loaded to deal with minimum wage issues. When analysed by median, in 2018/19 males received a 7.47% compared to 2.01% for females over the 2017/18 figures.



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- ✓ The 31 March 2019 totals are very similar to the previous 2 years. Our negative gender pay gap shows, once again that on average the hourly rate of pay for men is less than the average rate of pay for women. This is predominantly due to us employing a large number of lower paid male workers undertaking traditional Council roles within Services including; cleansing, refuse, outdoor leisure and parks. Many of these employees work in relatively low skilled, manual occupations and historically such roles have been dominated by men.
- ✓ The current make up of senior roles still shows a higher proportion of men to women in some higher paid positions. As at March 2019, only 6 of the 18 Service Unit Managers were female and of the top 149 earners in the Authority only 38.3% are women.
- ✓ Analysis of our data shows that this pay gap does not arise from males and females doing the same job/at the same level of management being paid differently. The gap in average pay is due males making up 69.02% of the lower and lower middle quartile earners.
- ✓ Our recruitment monitoring is showing that 77% of new appointees in 2017/18 were male, with a slight drop to 64% in 2018/19. Our highest annual intake of staff is within the Parks and Countryside Team who operate within seasonal peaks and troughs and predominantly a male workforce.
- ✓ The gender split of applicants applying for vacancies in 2018/19 is almost equal, with 50.8% of the 1,042 applications received being from women. This percentage breakdown is not reflective of the number of women appointed versus men.

WHAT ARE WE DOING ABOUT OUR GENDER PAY GAP?

In the next 12 months, we will carry out a number of actions to promote gender equality, including:-

- Publishing an annual Equality and Diversity Annual Report detailing key equality challenges and measuring progress against equality objectives.
- Collating and analysing data collated from the results of the Staff Satisfaction Survey in relation to gender.
- Proactively promote roles, that are currently predominantly held by males, to encourage females to apply. This will be done within the remit of the Council's Building a Better Borough initiative launched in 2019/2020.
- Gender monitoring of the workforce in relation to a number of issues including pay and recruitment and selection.



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- Undertake a review of the Job Evaluation process in conjunction with Unions to ensure it remains fit for purpose and non-discriminatory.
- Supporting flexible/agile working arrangements at all levels in the organisation.
- Continuing to utilise the apprenticeship levy to provide training opportunities for lower paid male employees. As an example, within the Parks Service the Council has supported 7 employees undertaking a 2 year horticultural apprenticeship in order to enhance their skills and knowledge and potentially encourage more upward movement of staff. In 2020 it is hoped to further support 4 of these employees in a Level 3 qualification.
- Continuing to improve access to employment opportunities through broader and more effective advertising of posts in order to attract a wider range of applicants e.g. attendance at job fairs, working more closely with the Department of work and Pensions/Job Centre Plus, offering apprenticeship training.
- Specific in house training to tackle diversity issues such as bullying and banter in the workplace.

This statement confirms that the published information is accurate and signed by:

Signed:  Date: 10.3.20

Mike Greene
Chief Executive

