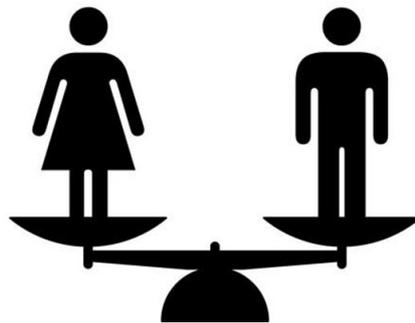




Scarborough Borough Council

# Gender Pay Gap Report 31 March 2020





### **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, this is our fourth report as at 31 March 2020.

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.

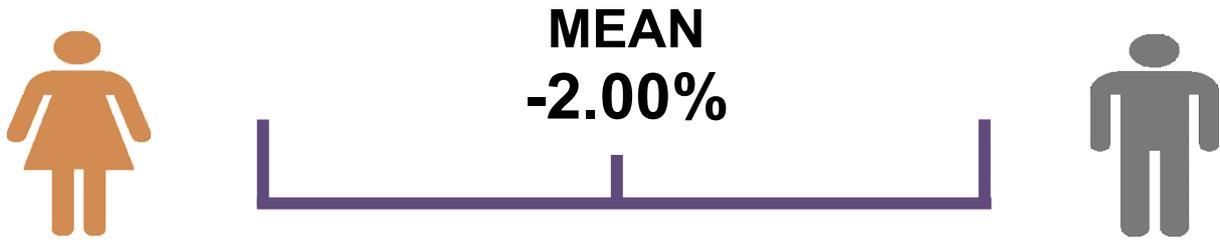
Our gender pay gap report is split into four sections:-

- 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?

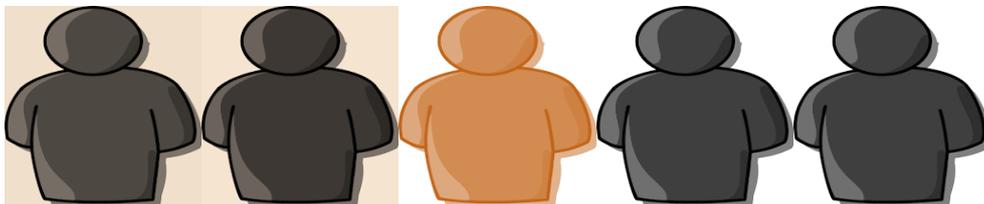
### **WHAT IS OUR GENDER PAY GAP?**

The gender pay gap is the difference between the average hourly pay received by men and women across the Council as at 31 March 2020. 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.



**- 4.08%**  
**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 **96p** 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:-

<b>QUARTILE</b>		
Lower Quartile	<b>72%</b>	<b>28%</b>
Lower Middle Quartile	<b>63.8%</b>	<b>36.2%</b>
Upper Middle Quartile	<b>58.7%</b>	<b>41.3%</b>
Upper Quartile	<b>59.1%</b>	<b>40.9%</b>

**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 2018/19 almost halved from the previous year to 5.66%. This was 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. In 2019/20, this has settled at 4.08%.



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- ✓ The 31 March 2020 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 (72% of staff in the Lower Quartile are male) 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.
- ✓ Whilst the number of women in the Upper Quartile has slightly increased from the previous year, the current make up of senior roles still shows a higher proportion of men to women. As at March 2020, only 5 of the 18 Service Unit Managers were female and of the top 149 earners in the Authority only 40.9% 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 67.9% of the lower and lower middle quartile earners.
- ✓ Our recruitment monitoring is showing that 61% of new appointees in 2019/20 were male, which is a reduction from the 77% reported in 2018/19. Our highest annual intake of staff continues to be within the Parks and Countryside Team who operate within seasonal peaks and troughs and predominantly a male workforce.

### **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. In 2019/20 we achieved our aim to support 7 employees on a 2-year horticultural apprenticeship in order to enhance their skills and knowledge and potentially encourage more upward movement of staff. In the summer of 2020, 3 of these employees progressed to 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 training to tackle diversity issues such as bullying and banter, workplace harassment, unconscious bias and equality and diversity.

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

**Signed:**

**Date:** 7 April 2021

**Mike Greene  
Chief Executive**

