



Scarborough Borough Council

# **Gender Pay Gap Report 31 March 2018**



## **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, our second report shows the difference between the average hourly pay for men and women based on a snapshot date of 31 March 2018.

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:-

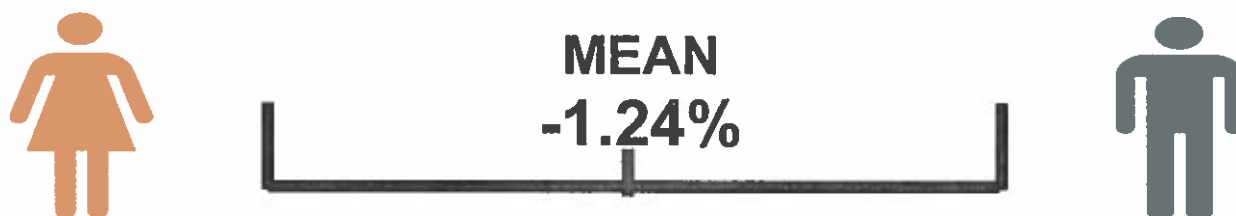
- What is our gender pay gap?
- What is our quartile pay?
- What is causing our gender pay gap?
- What are we doing about our gender pay gap?



## 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 2018. 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.





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.



## 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	<b>73.2%</b>	<b>26.8%</b>
Lower Middle Quartile	<b>65.1%</b>	<b>34.9%</b>
Upper Middle Quartile	<b>61.4%</b>	<b>38.6%</b>
Upper Quartile	<b>60.5%</b>	<b>39.5%</b>

## WHAT IS CAUSING OUR GENDER PAY GAP?

The Council is committed to the principle of equal opportunities and equal treatment for all employees. Legislation requires that men and women must receive equal pay for; the same or broadly similar work, work rated as equivalent under a job evaluation scheme, or work of equal value. In line with this 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. Rather it is as a result of the type of roles in which men and women work within the organisation and the salaries that these roles attract.



The 31 March 2018 totals are very similar to the previous year. 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 partly 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. As indicated in last year's report the outsourcing of indoor leisure and catering facilities in recent years resulted in a large number of women in lower paid roles transferring to new employers whilst those lower paid male workers remained with the Council and this also impacted on our gender pay gap.

The current make up of senior roles still shows a higher proportion of men to women in some higher paid positions. 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 to the fact that we have fewer females in our most senior management grades. As an employer we support men and women to develop to the best of their potential and are confident that we pay them equally for carrying out the same roles. We are also committed to ensuring our policies and opportunities are fair and equitable for all.

## **WHAT ARE WE DOING ABOUT OUR GENDER PAY GAP?**

We currently carry out a number of actions to promote gender equality, including:-

- Monitoring of the workforce in relation to a number of issues including pay and recruitment and selection.
- Gender monitoring of the workforce and men and women applying for jobs.
- Analysing salary grades by gender across the Council.



- Compiling workforce equalities data including local performance indicators e.g. the top paid 5% of earners that are women as part of the Council's Performance Management Framework.
- 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 7 employees undertaking a 2 year horticultural apprenticeship in order to enhance their skills and knowledge and potentially encourage more upward movement of staff.
- 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.
- Planning to promote shared parental leave to raise awareness of the options available to staff.
- Specific in house training to tackle diversity issues such as the use of inappropriate language in the workplace.



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

**Signed:**  .....

**Date:** 26 . 2 . 19 .....

**Jim Dillon  
Chief Executive**



