

Gender Pay Report (31 March 2017)

1 Background Information

1.1 The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 (S1 2017/353) require public sector employers with 250 or more employees to publish their gender pay gap information. There is a similar requirement of the private sector.

1.2 As an employer with a headcount of more than 250 the Council is required to publish the following data annually, as at 31 March.

- The mean gender pay gap
- The median gender pay gap
- The mean bonus gender pay gap (not applicable)
- The median bonus gender pay gap (not applicable)
- The proportion of males receiving a bonus payment (not applicable)
- The proportion of females receiving a bonus payment (not applicable)
- The proportion of males and females in each quartile pay band

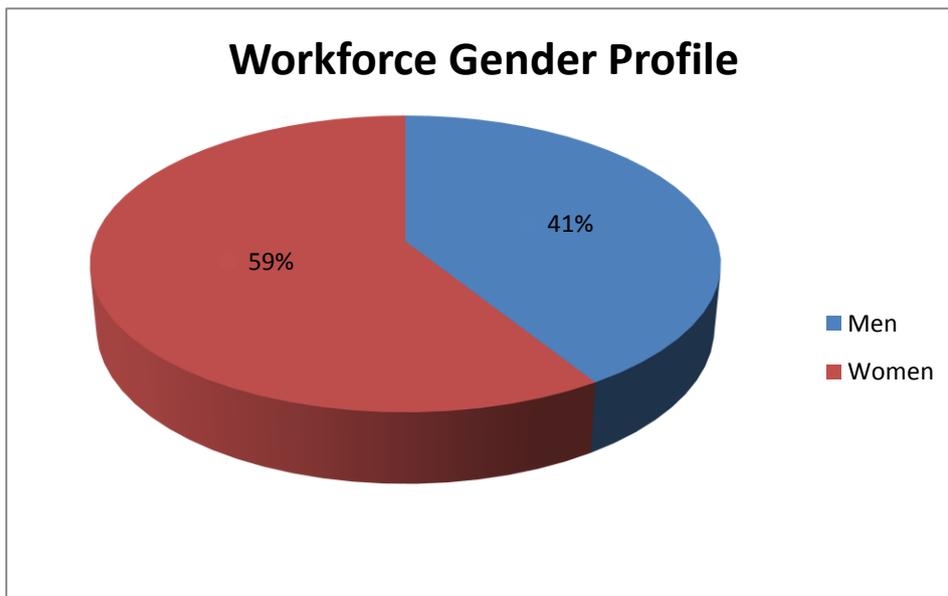
The information must be published on both the Council's website and available for at least 3 years and on the designated government website.

The Council does not pay bonuses and therefore there is no calculation for these areas.

2 SDC Data

2.1 The SDC gender pay reporting figures have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

2.2 Gender Profile



2.3 Mean and Median Gender Pay Gaps

Mean Gender Pay Gap	20.59%
Median Gender Pay Gap	26.24%

2.4 Pay Quartiles

SDC Pay Quartiles by Gender			
Quartile	Males	Females	Description
Lower Quartile	24.64%	75.36%	Includes all employees whose standard hourly rate places them at or below the lower quartile
Lower Middle Quartile	29.85%	70.15%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
Upper Middle Quartile	43.28%	56.72%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
Upper Quartile	69.12%	30.88%	Includes all employees whose standard hourly rate places them above the upper quartile

3 Commentary

3.1 Under the Equal Pay Act 1970, men and women must receive equal pay for:

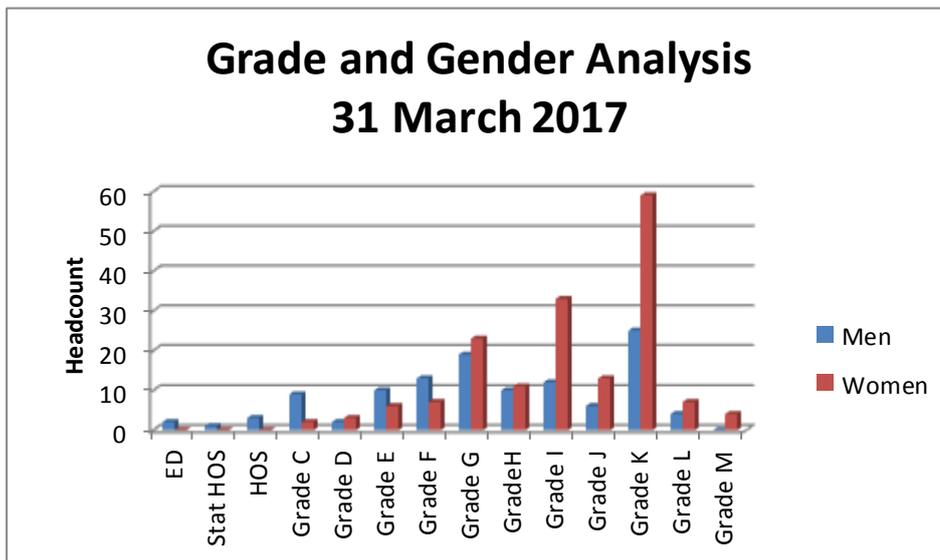
- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

SDC has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). In order to achieve this it:

- operates job evaluation methodology to grade all jobs, using the National Joint Council Job Evaluation Scheme to ensure that jobs are paid fairly;
- ensures that allowances are awarded fairly and consistently across the Council;
- re-evaluates job roles and pay grades as necessary to ensure a fair structure.

3.2 SDC are therefore be confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap may be as a result of the roles in which men and women undertake within the Council and the salaries that these roles attract.

3.3 Across the UK economy as a whole, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations), while women are more likely than men to be in front-line roles at the lower end of the organisation. This trend is reflected in the Council's role make up with the majority of administrative and customer services roles being undertaken by women as demonstrated in the graph below in grades K, L and M.



- 3.4 This pattern is further exacerbated in the lower quartile by the fact that the Council outsources many of its operational functions such as refuse and recycling and street cleaning; all areas of work which traditionally attract male employees. If these roles were employed directly by SDC then there would be an increased number of men within the lower two quartiles and it is likely that the gender pay gap would be significantly reduced.
- 3.5 Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid. The Council has a scheme of considering job-share for all vacancies and only in relatively few posts is job share not appropriate. In addition, SDC has a Flexible Working Procedure which applies to all employees regardless of their role and gender.
- 3.6 Another factor restricting the movement of women into the more senior roles within the Council is the flattening of management structures and hierarchies which has restricted the available opportunities. This is conflated by similar changes across the public sector meaning that turnover in senior roles has reduced significantly again restricting opportunities for promotion.

4 Benchmarking

- 4.1.1 The following table identifies comparable information in order to provide a benchmark for the SDC figures.

Gender Pay Reporting (Figure 1)				
	SDC	All Sectors	Public Sector	Coventry & Warks. LEP Area
Mean Gender Pay Gap	20.59%	17.4%	17.7%	21.4%
Median Gender Pay Gap	26.24%	18.5%	19.4%	26.4%