

TONBRIDGE & MALLING BOROUGH COUNCIL

GENERAL PURPOSES COMMITTEE

27 January 2020

Report of the Director of Central Services

Part 1- Public

Matters for Information

1 GENDER PAY GAP REPORT 2018 – 2019

This report summarises the legislative context for gender pay gap reporting, and incorporates the outcomes of the Council's gender pay gap analysis for 2018/19.

1.1 Gender Pay Gap Reporting 2019

1.1.2 The gender pay gap obligations were introduced in 2017 alongside the existing requirements for specified public bodies, including publishing annual information to demonstrate compliance under the Public Sector Equality Duty (PSED) and publishing equality objectives every four years.

1.1.3 The Mandatory Gender Pay Gap Reporting requires that organisations should capture data as a snapshot on 31 March and then publish their findings no later than 30 March of the following year. It is similarly required that the data on their websites is maintained for three years in order to show progress made.

1.1.4 There is also a requirement for organisations to report on differences in bonus payments but this does not apply since TMBC do not pay bonus payments to any staff.

1.1.5 The Equality and Human Rights Commission defines the difference between equal pay and the gender pay gap as follows:

1. Equal pay means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010.

2. The gender pay gap is a measure of the difference between men's and women's average earnings across an organisation or the labour market. It is expressed as a percentage of men's earnings.

1.1.6 Salaries at TMBC are determined through a grading system which evaluates the job and not the post holder. It makes no reference to gender or any other personal characteristics of existing or potential job holders. Therefore, we are confident that TMBC is paying the same salary to roles of equal value.

1.1.7 The data below represents the gender pay gap snapshot data for TMBC as at 31 March 2019 and is presented as required by the regulations. For comparison purposes, the previous two year's data is included (note we do not hold any comparative data before 2017 as this was the first year required to report). This information will be updated annually.

1.2 Gender Pay Gap Analysis

1.2.1 Mean and Median gender pay gap 31 March 2019

Mean gender pay gap in hourly rate as a percentage of men's pay:

2019	2018	2017
19.66%	22.63%	23.9%

Median gender pay gap in hourly rate as a percentage of men's pay:

2019	2018	2017
29.52%	32.71%	33.6%

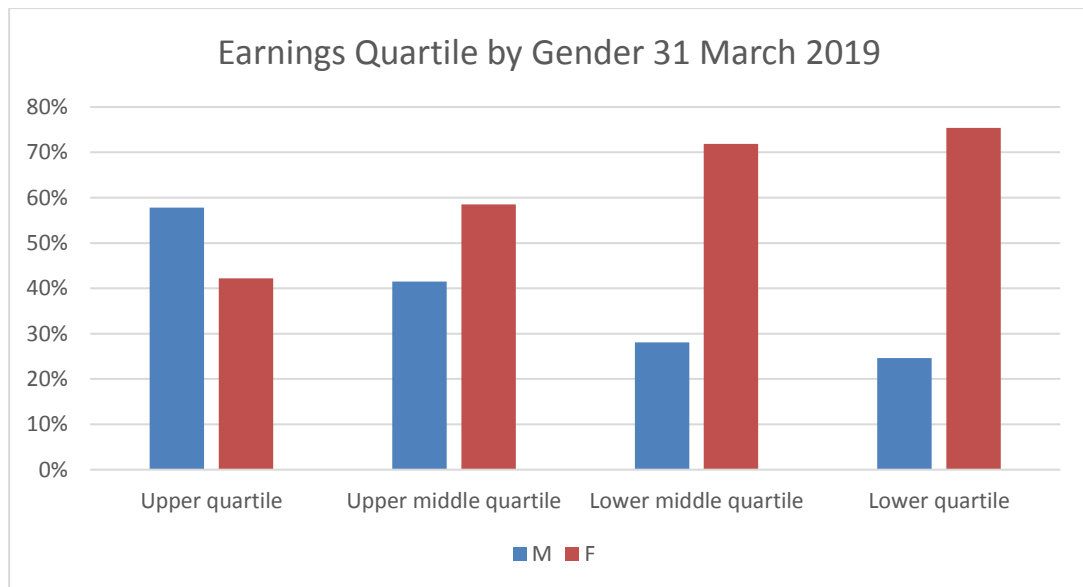
1.2.2 Analysis of staff by gender in each pay quartile

	2019	2018	2017
Upper quartile			
Percentage of males in the quartile	57.8%	59.68%	56.3%
Percentage of females in the quartile	42.2%	40.32%	43.8%
Upper middle quartile			
Percentage of males in the quartile	41.5%	39.68%	42.9%
Percentage of females in the quartile	58.5%	60.32%	57.1%
Lower middle quartile			
Percentage of males in the quartile	28.1%	26.2%%	26.6%
Percentage of females in the quartile	71.9%	73.8%	73.4%
Lower quartile			
Percentage of males in the quartile	24.6%	23.81%	19.0%
Percentage of females in the quartile	75.4%	77.78%	81.0%

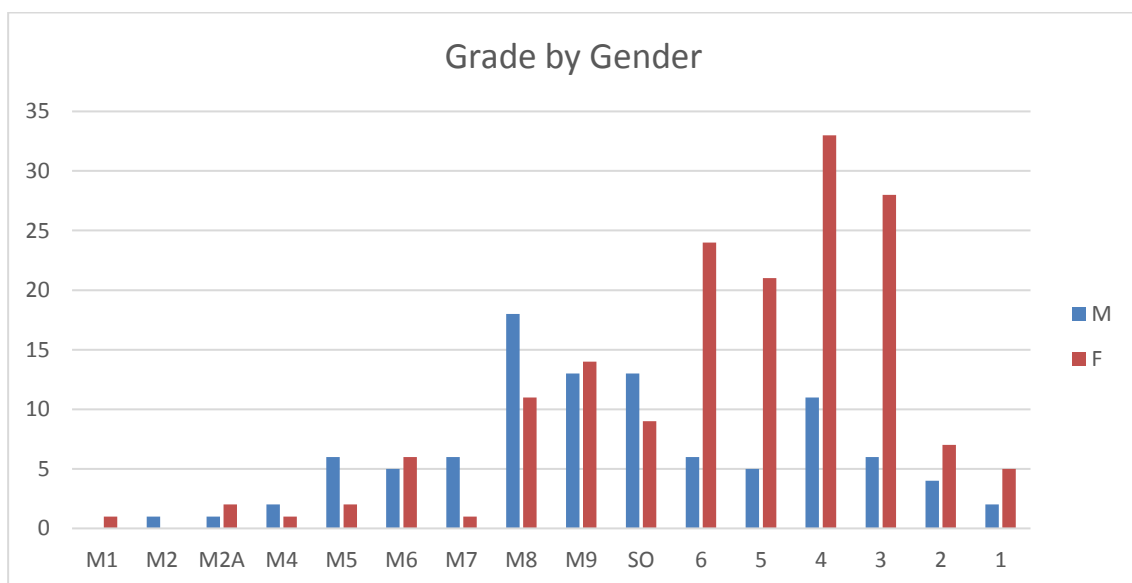
1.2.3 It is positive that both the mean and median pay gap have decreased by approximately 3% in the past 12 months and at a faster rate than between 2017 and 2018. As TMBC has historically had a relatively low turnover of staff it was not expected to see a large overturn in the gender pay gap during a comparatively short time period of twelve months.

1.3 Actions to try to address the Gender Pay Gap 2019

1.3.1 As can be seen from the graphs below, the Lower Middle and Lower Earnings Quartiles show the largest disparity between the number of women (higher) and men (lower). This has been the case since we began annually reporting the gender pay gap but this is beginning to slowly decrease year on year.



1.3.2 The graph below further highlights the disparity in grades 3 to 6. In brief, it would appear that women are more likely to apply for, be appointed to, and remain in lower graded posts than men.



1.3.3 The Government Equalities Office have published guidance for employers on “Reducing the gender pay gap and improving gender equality in organisations”. In brief the guidance offered suggests the following actions.

1. Include multiple women in shortlists for recruitment and promotion.

2. Use skills-based assessment tasks in recruitment.
3. Use structured interviews for recruitment and promotion.
4. Encourage salary negotiation by showing salary ranges.
5. Introduce transparency to promotion, pay and reward processes.
6. Appoint diversity managers and/or diversity task force.
7. Improve workplace flexibility for men and women.
8. Encourage the uptake of Shared Parental Leave.
9. Recruit returners.
10. Offer mentoring and sponsorship.
11. Offer networking programmes.
12. Set internal targets.

1.3.4 Whilst the majority of these actions are being observed to a greater or lesser extent at TMBC, the Council's gender gap profile suggests that it is the lack of men in lower graded jobs that is the cause of the extent of the gap. TMBC have contracted out several services (e.g. refuse, street cleansing, leisure centres) where there are often lower paid jobs filled by men in the majority, which goes some way to explain why TMBC's pay gap is higher than some comparative councils across Kent.

1.3.5 During the past twelve months a number of initiatives have been put in place including the review of certain job titles used at the point of recruitment to ensure gender neutrality and/or to overcome the bias of tradition. For example, the title "Assistant" has been replaced "Advisor" where appropriate.

1.3.6 All recruitment literature for jobs is written in such a way to attract male, as well as female, applicants. This will be continually monitored and considered each time a new role becomes vacant.

1.3.7 The Council is confident that it does not discriminate at any stage of the recruitment process. Ring fencing lower graded jobs where we have a higher proportion of female staff specifically just for men is not considered an appropriate course of action to take.

1.3.8 The Council would like to see the gap continue to reduce by as much as reasonably possible each year. We will discuss the latest figures with colleagues at the next JECC meeting taking place in February 2020 with a view to discussing and agreeing further future initiatives which will hopefully see the current trend of the pay gap decreasing continue over time.

1.4 Summary

1.4.1 Overall, the headline message is a positive one, with both the mean and median pay gaps narrowing by approximately 3 per cent over the last 12 months reporting period and by over 4% since figures were first published in 2017.

1.4.2 It should also be noted that the majority (60%) of the Council's Senior Management Team are female.

1.5 Legal Implications

1.5.1 The data included in this report has been calculated and presented according to the requirements of The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

1.6 Financial and Value for Money Considerations

1.6.1 The regulations also require those authorities that award bonuses to publish the mean and median gender bonus gaps and the proportion of men and women who receive bonuses. There is no record of such gaps in the above tables as this Council does not operate a performance related or total contribution pay scheme, and therefore does not award bonuses to staff.

1.7 Risk Assessment

1.7.1 The Council's grading structure is such that in most pay grades there are a maximum of 4 increments; which assists with internal equity.

1.7.2 The Council supports flexible working, for both men and women, such as job sharing, part time working, and flexible retirement.

1.8 Recommendations

1.8.1 The Committee is asked to note the outcomes of the gender pay gap analysis as reported in Section 1:2 of this report.

Background papers:

Nil

contact: Mathew Brooks,
Senior HR Adviser

Adrian Stanfield
Director of Central Services & Deputy Chief Executive