

Hart District Council Annual Gender Pay Gap Report as at 31 March 2017

As a result of the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, employers with 250 or more employees are now required to publish statutory gender pay gap calculations annually.

This includes the following:

- Gender pay gap (mean and median values)
- Gender bonus gap (mean and median values)
- Proportion of men and women receiving bonuses
- Proportion of men and women in each quartile of the organisation's pay structure.

Hart District Council have less than 250 employees but have chosen to publish this information voluntarily.

The salary data is based on the required snapshot date of 31 March 2017.

- The mean gender pay gap is 11.8%
- The median gender pay gap is 3.6%

Hart District Council do not pay bonuses to staff.

- The mean gender bonus gap is 0%
- The median gender bonus gap 0%
- The proportion of male employees receiving a bonus is 0% and the proportion of female employees receiving a bonus is 0%.

It is important to note that this data does not directly relate to the issue of Equal Pay and further explanation is provided later.

60% of council spend is on shared services. The majority of staff within these services are employed by another authority but work on behalf of Hart. This report only relates to staff directly employed by Hart District Council. Those staff associated with shared services will be captured in the reports of those organisations.

Data

On the snapshot date of 31 March 2017, 146 people worked for Hart District Council with contracted hours and there were a further 2 casual staff making a total workforce of 148.

Of the 148 people in scope, 94 (63.6%) were female and 54 (36.3%) were male.

Gender Pay Gap

The results of the Gender Pay Gap survey are as follows:

	Male	Female	Difference	Percentage	Public Sector Benchmark
Median	£14.77 per hr	£14.24 per hr	£0.53 per hr	3.6%	19.4%
Mean	£17.26 per hr	£15.07 per hr	£2.03 per hr	11.8%	17.7%

Mean gender pay gap

On average, male employees at the council earn £2.03 (11.8%) more per hour than female employees. This is less than the mean gender pay gap for the public sector as a whole.

(The overall mean gender pay gap is the difference between mean (average) basic hourly earnings of men and women expressed as a percentage of the mean basic hourly earnings of men.)

Median gender pay gap

The midpoint male at the council earns £0.53 (3.6%) per hour more than the midpoint female. This is considerably lower than the median gender pay gap for the public sector as a whole.

(The overall median gender pay gap is the difference between median (actual midpoint) basic hourly earnings of men and women expressed as a percentage of the median basic hourly earnings of men.)

This is the first year that has required mandatory reporting of the Gender Pay Gap and so there is limited data available for benchmarking purposes. However, the Office for National Statistics (ONS) have an Annual Survey of Hours and Earnings and the information they have published for 2017 (released on 26th October 2017) provided the Public Sector benchmarking data in the table above. It is included here for initial comparison purposes and this will be extended in future years as more data becomes available.

It should be noted that the ONS's preferred measure of average earnings is the median as it is less affected by extreme values and consequently considered a better indicator of "typical" average earnings.

www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/methodologies/guidetointerpretingannualsurveyofhoursandearningsasheestimates

Distribution of Males and Females

When ranked in order of hourly pay rate and then divided into four groups of equal size the split of the workforce across the four pay quartiles is:

Quartiles	Male (%)	Female (%)
Q1 Lower	43.2	56.8
Q2 Lower Middle	24.3	75.7
Q3 Upper Middle	27.0	73.0
Q4 Upper	51.4	48.6
Whole workforce	36.4	63.6

The figures above have been calculated using the standard methodologies in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each band. The percentage of women to men is higher in all bands.

Analysis of the Gender Pay Gap in Hart District Council

- Across the UK economy men are more likely than women to be in senior roles (especially very senior roles at the top of organisations).
 - Hart District Council has two Joint Chief Executives, one male and one female.
 - At Hart, there are a larger proportion of men than women within the Q4 Upper roles (the highest-paid 25 per cent of employees), however, 73% of employees in Q3 Upper Middle roles are women.
 - The last two appointees to the Q4 Upper level have been one male and one female, however, these were recruited after 31 March 2017 and were not included in the pay gap calculation.
- Across the UK economy women are more likely than men to be in administrative and secretarial roles, whereas men are more likely than women to be in low-skill occupation groups including elementary occupations, and process plant and machine operatives.
 - At Hart, there are a larger proportion of women than men within the Q1 Lower Quartile (the lowest-paid 25 per cent of employees) and approximately 3 times more women than men within the Q2 Lower Middle Quartile. Hart District Council has outsourced or entered into shared service agreements for a number of manual services such as waste services and Street Care & Grounds Maintenance where there tend to be more male than female workers. Workers within these services are employed by another organisation and are therefore not included in Hart's gender pay gap calculation. Lower graded roles at Hart tend to be associated with administration and apprentices.
- Across the UK economy women are more likely than men to have breaks from work that have affected their career progression, for example to bring up children.
- Across the UK economy women are more likely than men to work part time and median hourly pay for part-time work is less than for full-time work (for both men and women).

It is important to note that the presence of a gender pay gap does not imply that there is an Equal Pay issue within Hart.

Equal Pay is the right for men and women to equal treatment in their terms and conditions of employment for work that is the same or broadly similar. It's an aspect of UK equalities legislation which has been in force for over 40 years.

The Chartered Institute of Personnel and Development (CIPD) explains the difference like this:

*“The gender pay gap is not the same as pay discrimination or equal pay. The gender pay gap is calculated by taking all employees in an organisation and comparing the **average** pay between men and women. Equal pay rules outlaw pay differences in men and women's pay for **same or similar** work. It's possible for an employer that treats its women fairly in terms of pay to have a*

large gender pay gap, and for an organisation that treats its female workers unfairly to have a small gap”.

Policies in place to help promote gender pay equality

Whilst the council’s gender pay gap compares favourably with organisations across the whole UK economy and within the public sector, this is not an issue we are complacent about.

The Council is committed to working towards the elimination of discrimination, and to achieve equality of opportunity and outcomes for all employees of the Council.

The council has a number of policies and processes in place to help promote gender pay equality including:

- Maternity policy (including access to a childcare voucher scheme)
- Family friendly policy:
 - Paternity Leave
 - Unpaid Parental Leave
 - Adoption Leave
 - Time off for dependants
 - Shared Parental Leave and Pay
- Flexitime and time off in-lieu policy
- Flexible working policy
- Fair and transparent processes relating to promotion, pay and reward and terms and conditions of employment.
- Open recruitment processes, supported by selection based upon merit.
 - The approach is underpinned by using trained personnel within the interview process making appointment decisions based upon the requirements of the role as defined in Job Descriptions and Person Specifications
- The council provides assistance to acquire professional qualifications to support staff progression
- Positive Trade Union engagement
- Factor based Job Evaluation Scheme covering all roles
- Equalities and diversity training
- Corporate Health, Safety and Wellbeing Committee to ensure wellbeing issues are considered and delivered equally across the council.

However, we recognise that further work could be done to address the gender pay difference and some actions planned include:

Considerations and actions to close the pay gap

We are committed to doing everything we can to reduce our gender pay gap. However, the councils also recognise that the scope to act is limited in some areas - for example, we have no direct control over which roles individuals apply for.

We will work closely with our HR service to:

- Carry out further analysis where possible, to understand barriers to gender equality and identify actions to bring about positive change
- Promote the shared parental leave policy to enable women to return to work sooner
- Promote paternity leave
- Take positive action in promoting more women into senior roles including continuing to ensure recruitment processes remove barriers that might deter female applicants for senior roles, bearing in mind that some professions typically attract more men than women and therefore the number of male applicants for some roles may be higher than the number of female applicants.