

Gender Pay Gap Report 2021 - City of York Council

Overview

This is the fifth gender pay gap report for City of York Council (CYC) and the report continues to show a positive picture of the gap in pay levels between males and females. The gap was already small last year, and the median gap is now negative, meaning that the 'middle' female is now earning more than the 'middle' male.

Not only is the pay gap small across all measures, the results compare favourably with other Councils, and private sector organisations.

Whilst the Council is pleased to see these improving figures it continues to be committed to remain vigilant of potential gender pay gap issues and continue to work at maintaining minimal differentials and reducing the gap further wherever possible.

This is the council's report for the snapshot date of **31st March 2021**. Figures from the previous year (March 2020) are shown in brackets.

Staff numbers

- This report looks at the pay for **2366 staff**, as the 'full pay relevant employees'¹
- Overall **61% of the workforce is female, and 39% is male**.
- Some staff are part time and some are in multiple roles. Where the hourly rates are different, the salaries are combined and adjusted pro-rata to provide one hourly rate. This is the rate used for comparison purposes.

Average Hourly Pay

The mean and median average hourly rates for males and females are close as shown in Table 1:

	Male	Female	All staff
Mean Hourly Rate	£15.87	£15.79	£15.82
Median Hourly Rate	£14.23	£14.30	£14.30
No of staff	919	1447	2366

Table 1

¹ As on the snapshot date there were 2423 'relevant employees' (excluding school staff and councillors). 57 were removed as they did not meet the criteria for 'full pay' relevant employees, leaving 2366 to be analysed.

Gender pay gap

The gender pay gaps for the two averages are:

- The **MEAN** gender pay gap for the council is 0.6% (1.1%)
- The **MEDIAN** gender pay gap for the council is -0.5% (0.1%)

Note: The gap for staff in a group is the [average pay for males – average pay for females]
That gap is then expressed as a percentage of the average pay for males.

The median gap has decreased slightly from the previous year, and these levels are both low compared to other councils, and private sector organisations, although it is hard to compare organisations on a like for like basis due to the scope and diversity of job roles in scope of the calculation. For the **public sector** the **Mean gap is 14.8%** and the **Median gap** has increased to **18.0%**. The figures for the private sector are even higher [*mean 17.8%, median 19.6%*] (ONS - Oct 2021 provisional report Table 13.12).

Hourly pay quartiles by gender

The council's pay practice for the majority of staff (2276 out of the 2366 employees included in this report) is based on a 12 grade pay structure running from Grade 2 to Grade 13. Each grade has 4 increment levels. There is a separate structure for the 17 Chief Officers. For each of these structures, the grades are determined by job evaluation.

There are a small number of other staff (73, including 14 apprentices) who are employed on different National terms and conditions² or who have joined the council through a Transfer of Undertaking and Protection of Employment (TUPE) arrangement. These are also included in the calculations for gender pay gaps and rates within quartiles.

The council's grading and pay structures set consistent and transparent frameworks for pay which help reduce potential for discrimination and inequality in pay. Within the grade structures the council can be confident that males and females have access to equal pay.

Employees are divided into four groups of equal numbers in salary order, and the break points are regardless of grade. For information, for the 2276 staff within CYC grades, this creates quartiles with a spread of grades as shown in Table 2. The change from G6L1 to G6L2 will largely be due to annual increments payable within the grade.

CYC grades within Quartiles	March 2021	March 2020
Lower Quartile (LQ)	G2L1 to G6L2	G2L1 to G6L1
Lower Middle Quartile (LMQ)	G6L2 to G8L1	G6L1 to G8L1
Upper Middle Quartile (UMQ)	G8L1 to G9L4	G8L1 to G9L4
Upper Quartile (UQ)	G9L4 to COO	G9L4 to ChEx

Table 2

² Including Workshop for the Blind, Educational Psychologists, Soulbury, Teachers (non-school based advisors) and Apprentices

The quartile comparisons for mean and median look at the workforce in a different way, and do not look across each grade, so provide a snapshot of where males and females sit in a broader context.

The hourly pay ranges for all 2366 staff are shown in Table 3, together with the gender pay gap. The differentials are still small across all quartiles, although, there have been minor changes from last year. The largest change in hourly pay is in the maximum rate for the Upper Quartile which has come down by £17.36. The Mean gaps have all reduced even further, and the only Median gaps to have increased are in the Lower and Lower Middle Quartiles – though both still remaining very low.

Quartiles	Hourly Pay: range within Quartiles	Total staff	Mean Pay Gap	Median Pay Gap
Lower Quartile (LQ)	£6.45 to £11.73 <i>(£6.14 to £11.08)</i>	591	-2.1% <i>(-0.7%)</i>	0.0% <i>(-1.4%)</i>
Lower Middle Quartile (LMQ)	£11.75 to £14.30 <i>(£11.08 to £13.83)</i>	592	0.5% <i>(1.3%)</i>	2.7% <i>(1.1%)</i>
Upper Middle Quartile (UMQ)	£14.30 to £18.52 <i>(£13.85 to £18.02)</i>	591	-1.7% <i>(-1.1%)</i>	0.0% <i>(0.0%)</i>
Upper Quartile (UQ)	£18.52 to £75.65 <i>(£18.02 to £93.01)</i>	592	3.2% <i>(3.3%)</i>	0.0% <i>(0.0%)</i>

Table 3

Note: The figures shown above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. (Previous year's gaps in brackets)

Apprentices

The council is a Living Wage (LW) employer but where a lower hourly rate of pay can be seen in the Lower Quartile this relates to apprentice pay. While the council pays more than the statutory minimum rates for apprentices, this is still less than the Living Wage rate of £9.30 as at March 2021.

The council pays apprentices in year one of their training the equivalent of the National Minimum Wage (NMW) for 18 to 20 year olds. In year two and beyond it is the equivalent of the National Minimum Wage for 21 year olds. Or, where the apprentice is over the age of 25 in their second year, they are paid the National Living Wage (NLW) for 25+.

Bonus reporting

No bonus payments are made to either gender, therefore there is **no data** published in relation to the mean and median gender bonus gap, nor the proportion of male and female staff receiving a bonus.

What are the underlying causes of the gender pay gap for CYC?

The overall pay gap is small at the council with the highest at 3.2% being the mean in the Upper Quartile.

Where there are differences this is to do with gender distribution, which is generally consistent throughout the council. There is limited female bias seen overall within the structure and only present at the lowest grade 2: whilst showing 79% female, this is only out of 38 individuals (see Figure 1 below).

The data shows that the salary range in the Upper Quartile is bigger than the other quartiles. The lower quartiles have spreads of a few pounds per hour, whereas in the Upper Quartile this jumps to a spread of more than £57 per hour between G9L4 to the rate for the highest paid employee (see Table 3). While this spread has reduced, it still gives potential for much greater variation in the averages.

Whilst the gender split within the quartiles is relatively consistent with the overall gender split (see Table 4), further examination has shown that in many cases the mean and median rates for females is equal to or greater than the rates for males. These are shown within Table 4.

The only levels where the rates are in favour of males is in the Lower Middle Quartile, and in the mean pay for Upper Quartile, implying that in those bands there are more males compared to females who are located at the higher pay rates of the range.

Gender details by Quartile	Proportions of staff		Mean pay £		Median pay £	
	Male	Female	Male	Female	Male	Female
LQ	40.6%	59.4%	10.41	10.63	10.58	10.58
LMQ	39.9%	60.1%	13.32	13.25	13.51	13.14
UMQ	35.7%	64.3%	16.08	16.35	15.85	15.85
UQ	39.2%	60.8%	23.68	22.91	21.66	21.66
Overall	38.8%	61.2%	15.87	15.79	14.23	14.30

Table 4

LQ: 1st Quartile includes all employees whose standard hourly rate places them at or below the lower quartile

LMQ: 2nd Quartile includes all employees whose standard hourly rate places them above the lower quartile but at or below the median

UMQ: 3rd Quartile includes all employees whose standard hourly rate places them above the median but at or below the upper quartile

UQ: 4th Quartile includes all employees whose standard hourly rate places them above the upper quartile

Gender distribution within grades

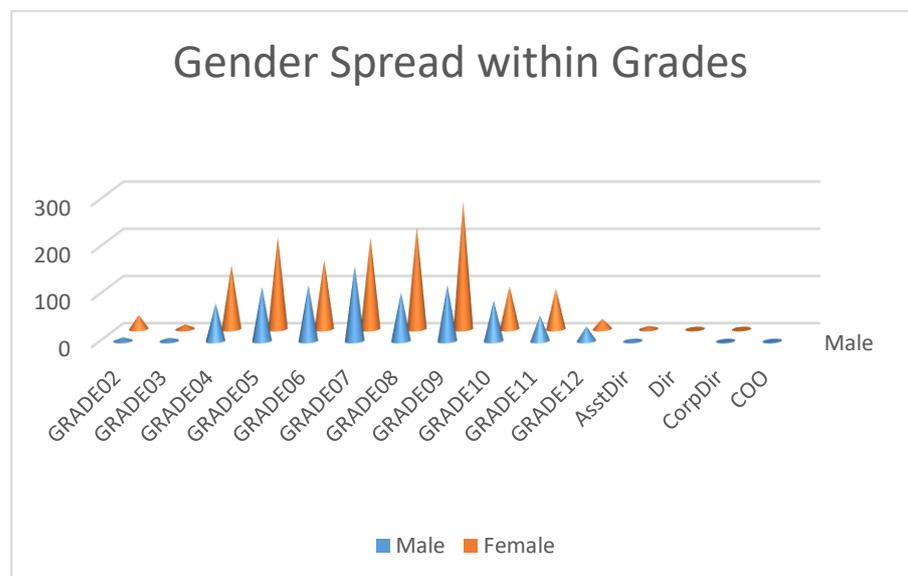
There are consistently more females than males at all levels except in Grade 12. The proportions of females has reduced a little in grades 1 to 5. See Figure 1 and graph below.

By the effective date of this report a new 12 grade structure had been agreed: this removed grade 1, and introduced grade 13. However, no staff had yet been appointed to that grade as at 31 March 2021, therefore, there are no grade 13 staff to show in Figure 1 below.

The post of Chief Executive has now been replaced by a Chief Operating Officer. This and other staffing changes at Chief Officer level are reflected in the slight movements in those grades. Within the chief officer³ grades the gender split has changed from a male/female split of 38% / 63% to a split of 41% / 59%. This has not had a noticeable impact on either the mean or median gender pay gaps in the Upper Quartile.

Figure 1

Grade	Gender Split %	
	Male	Female
GRADE02	21%	79%
GRADE03	41%	59%
GRADE04	37%	63%
GRADE05	37%	63%
GRADE06	45%	55%
GRADE07	45%	55%
GRADE08	32%	68%
GRADE09	31%	69%
GRADE10	49%	51%
GRADE11	39%	61%
GRADE12	58%	42%
AsstDir	42%	58%
Dir	0%	100%
CorpDir	33%	67%
COO	100%	0%
Overall	39%	61%



The 2293 staff included in the above data are made up of the 2276 staff in the council's 12 grade structure and in the 17 Chief Officer posts.
(The remaining 73 staff are not included above as they work under different terms, conditions and grading structures which are not immediately comparable to the above core structures.)

³ Posts within Chief Officer grades: Assistant Directors, Directors and Corporate Directors plus Chief Operating Officer

How does the Council’s gender pay gap compare with that of other Local Authorities with published data?

We have compared our data with that published for other councils nationally, and York compares favourably at both the mean and median, as seen in Table 5. York also shows a higher than average proportion of females within the upper quartile.

On the government website there were 83 councils nationwide that had published as at 16th February 2022.

Local Authorities submitted at 16.2.22	% Difference in hourly rate (Mean)	% Difference in hourly rate (Median)	% Women in lower pay quartile	% Women in lower middle pay quartile	% Women in upper middle pay quartile	% Women in top pay quartile
Averages from 83 LAs	4.8	2.8	58.5	61.5	60.8	55.3
CYC 2021	0.6	-0.5	59.4	60.1	64.3	60.8
CYC 2020	1.1	0.1	61.6	62.5	62.3	61.5

Table 5

What is the Council doing to address its gender pay gap?

The council’s gender pay gap is small and compares favourably with that of other public sector authorities. The council is not complacent, and is committed to continued monitoring across its workforce.

The council has already taken steps to promote gender diversity in all areas of its workforce and include the following:

- **Flexible working policies:** The council’s policy makes it clear that employees in all areas and levels of the organisation will be considered for flexible working regardless of their role and level of seniority, and that flexible working need not be limited to part-time working.
- **Supporting parents:** We continue to operate a childcare voucher salary sacrifice scheme for those already on it. We also support employees prior to, during and on return from maternity and other parental leave, with maternity pay based on actual pay rather than the statutory minimum.
- **Carers:** as well as flexible working, the council will consider job share arrangements. Carers also have access to dependency care leave in the same way as for parents.
- **Career breaks:** The council supports career breaks to provide employees with the opportunity to take an extended unpaid break.
- Considering **recruitment** campaigns imagery, to aim towards a wider diversity in staffing to reflect the community.

I, Ian Floyd Chief Operating Officer, and Head of Paid Services confirm that the information in this statement is accurate.

Signed

A handwritten signature in grey ink, appearing to read 'Ian Floyd', written in a cursive style.

Date 22nd March 2022